

Company Registration No: 10156361 (Wales)

Registered Charity No. 1168892

THE FERN PARTNERSHIP
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024

Williams Ross Limited
Chartered Accountants
CARDIFF

THE FERN PARTNERSHIP
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YEAR ENDED 31 MARCH 2024

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THE FERN PARTNERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION YEAR ENDED 31 MARCH 2024

Registered Office	Ferndale Community School Rear of Excelsior Terrace Ferndale CF43 4AR
Managing Trustees	Roy Maddox (Chair) Ceri J Jones (resigned 5 November 2024) Howard Burge Nathan Prygodzicz David O Dean Michael Davies Kelvin Jones (appointed 22 February 2024)
Company Secretary	Michelle Coburn-Hughes
Bankers	Unity Trust Bank plc. Nine Brindley Place Birmingham B1 2HB
Accountants & Independent Examiners	Williams Ross Limited 4 Ynys Bridge Court Gwaelod y Garth Cardiff CF15 9SS
Charity Registration No.	1168892
Company Registration No.	010156361

THE FERN PARTNERSHIP

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2024

The Trustees present their annual report and financial statements for the year ended 31 March 2024 which are prepared to meet the requirements for a directors' report and accounts for Companies Act purposes and the trust deed.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Structure, governance and management

Governing Document

The Fern Partnership (TFP) is a charitable company limited by guarantee. It was incorporated on 29 April 2016 and registered as a charity on 24th August 2016.

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

Organisational Structure

The Trustees, who are directors for Companies Act purposes, are responsible for the general control and management of the charity together with the Company Secretary. The Trustees give their time freely and receive no financial benefits other than the payment of expenses.

Recruitment and appointment of directors

Trustee vacancies had previously been filled via members of the School Governors / School Management Team. In more recent years the charity has appointed new directors with specific skills, i.e. legal and HR, in order to complement the skill set of the Board with their expertise.

Induction and training of trustees

New Trustees are introduced to their new role, given copies of appropriate documents and material from the Charity Commission and have the opportunity to attend training that is relevant to on their role as a trustee.

Principal activity and public benefit statement

The Trustees believe that the Charity provides benefit to the public by helping to advance the education of pupils of Ferndale Community School by working to partnership with staff, governors and the local community to raise funds for items and activities over and above those which the local education authority provides.

Financial Review

There was an operating surplus for the year under review of £4,077, i.e. an excess of income over expenditure (2023 - surplus of £5,538).

Review of the Year and Plans for Future Periods

Our management team has consistently strengthened its capabilities, both in driving the organisation forward and in managing daily operations. The team continues to demonstrate the skills and qualities needed to navigate challenges effectively, ensuring smooth operations even in these demanding times. Their dedication and leadership have been instrumental to our continued success and growth.

In March 2022, we initiated discussions with our landlord at FuZe regarding the potential purchase of the building. Over the course of 2023-2024, our Chief Executive and the Directors of Operations & Development worked diligently to secure over £1 million in external funding for the purchase. The sale was successfully completed on 9th February 2024. This project presented significant challenges, but the successful acquisition of grant funding has resulted in an annual saving of over £40,000 in rent. Additionally, owning the property enables us to future-proof our organisation, with the support of external funding for necessary improvements.

THE FERN PARTNERSHIP

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2024

Review of the Year and Plans for Future Periods (continued)

The Fern Partnership successfully secured two new Flying Start contracts for childcare settings in Tylorstown and Penrhys. During the tender process, the senior management team raised concerns about the viability of the Penrhys provision, prompting several clarification letters and meetings. Despite these concerns, RCTCBC determined that the tender could only be submitted as a package including both Penrhys and Tylorstown. The contract was successfully secured and commenced in September 2023. Both sites operated for several months, but attendance at Penrhys remained consistently low. To address this, an action plan was implemented, which included transporting children by bus from Penrhys to Tylorstown; however, uptake remained minimal. Consequently, the Flying Start provision at Penrhys was suspended in May 2024, with a review planned for September 2025.

Developmental Project

In April 2024, Senior Managers initiated negotiations to acquire a property in Treorchy. The proposal aims to secure funding to advance our transformational strategy, which focuses on developing a high-end disability inclusive bistro with versatile, accessible training functions and spaces.

Planning permission has been granted for change of use and a first-floor extension. The property is situated on the High Street, which won the UK's best high street in 2020. Collaboration with experienced architects and surveyors positions this project as a key contributor to the ongoing regeneration of Treorchy's High Street.

Treorchy is recognised for its community-led regeneration efforts, which revitalised its high street and made it a vibrant centre for local commerce and social interaction, but it is evident that this particular building is on the outskirts of the regenerated area coupled with this ambitious project would help improve the first impression and regeneration of visitors to Treorchy town centre, enhancing the overall entry experience and contributing to the ongoing revitalisation of the area.

Our Chief Executive and the Directors of Operations & Development have initiated discussions with several funders, all of whom have expressed strong support for the project.

Climate Action

In September, our Director of Operations & Development was invited to join the steering group of the RCT Climate Action Network. As a result, the organisation embarked on its NET ZERO journey with the support of EGIN peer mentors. Energy Efficiency Audits have been conducted on several properties, and an Action Plan is currently being developed to enhance the sustainability of our buildings by improving their energy efficiency, which will help reduce costs.

FuZe Play & Climbing Centre

Our centre continues to thrive, reaching unprecedented levels of activity. We have expanded our offerings beyond the soft play area to include a wide range of programs, such as an After School Club, Play Schemes, Baby & Toddler Groups, and themed activities.

The online booking system has been a significant success, streamlining workforce management. We recently upgraded to a faster, more intuitive, and user-friendly system, which staff can now manage in-house. This upgrade has greatly improved efficiency and enhanced our ability to deliver a more seamless service.

The remaining resilience government grants have been utilised to strengthen our business and establish a sustainable Social Enterprise. These funds have supported the Development Officer role, which has become vital as the centre continues to grow.

We maintain strong partnerships with local schools, particularly Ysgol Henfelin, a special school for students aged 3–19 with diverse needs. Through a current project, we offer voluntary work experience to pupils aged 16 and over.

THE FERN PARTNERSHIP

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2024

FuZe Play & Climbing Centre (continued)

We were generously donated sensory room equipment, and we have since relaunched this provision, which has been a highly appreciated addition for our customers.

Additionally, we have expanded our Additional Learning Needs (ALN) provision, now offering more sessions for these children to further support their development.

Ferndale Community Hwb

Childcare services

Little Ferns Ferndale continues to grow and develop, with both of our childcare rooms consistently busy and fully occupied. Our new Manager continues to be effective and the updated operational structure is working well in supporting both staff and families.

We secured the Spot Purchase Flying Start contract, which remains a key element of our service offering. In addition, we continue to provide Registered Education places, 30-hour childcare, and serve approximately 50 fee-paying children, ensuring a diverse range of services that meet the needs of the local community.

However, we face ongoing challenges due to changes in government funding for childcare, which remain uncertain. The potential impact on the fee-paying element of our provision is yet to be fully understood. Additionally, the increase in National Minimum Wage and National Insurance Contributions poses a concern for all childcare providers, and we are carefully reviewing our financial planning to manage these challenges effectively.

Lottery Funding and Sustainability

We are incredibly grateful for the ongoing support provided by the Lottery Funding award of £350,000 over five years. This funding has been instrumental in helping us build a more resilient centre, enabling the employment of a Business Centre Manager and administrative support. These investments have contributed significantly to improving the efficiency and sustainability of our operations.

As the project is set to conclude in March 2026, our Chief Executive and Director of Operations & Development have initiated discussions with the Lottery and other potential funders to explore opportunities for continuation funding. These conversations are essential for ensuring that we can continue to deliver high-quality services to the community beyond the current funding cycle.

Digital Media Project

Our Digital Media project is progressing well, with significant milestones achieved during the year. Sensory panels have now been successfully installed in Ferndale, and the contract for the installation of a new interactive board has been awarded. We anticipate receiving planning permission for the board by the end of December 2024, bringing us one step closer to completing this exciting project.

Government Childcare Expansion

Our Flying Start settings remain busy while upholding a high standard of service. During recent CIW inspections, all our settings were rated as excellent, reflecting the dedication and hard work of our Childcare Manager and staff.

The Welsh Government's childcare expansion programme includes the following:

- From April 2024, working parents of 2-year-olds will be eligible for up to 15 hours per week of free education and childcare.
- From September 2024, working parents of children aged 9 months to 3 years will be eligible for up to 15 hours per week of free education and childcare.

This programme is expected to further boost our numbers, which is very positive. However, the rising National Minimum Wage poses a significant challenge, and the upcoming increase in National Insurance Contributions (NIC) from April 2025 is likely to have a devastating impact on childcare providers.

THE FERN PARTNERSHIP

TRUSTEES' ANNUAL REPORT YEAR ENDED 31 MARCH 2024

Review of the Year and Plans for Future Periods (continued)

Our senior managers have proactively engaged with Assembly Members, local Councillors, and other stakeholders to highlight the potential effects of these government changes. As a result of this local campaign, RCTCBC has agreed to revisit our grants and fees to accommodate these challenges. We have already seen an increase in our Flying Start grant payments thanks to these efforts.

Risks and uncertainties

Our primary risk remains the ongoing increases in the National Minimum Wage (NMW) and National Insurance Contributions (NIC), coupled with government funding that has not kept pace with rising costs. These financial pressures are significantly impacting childcare providers, forcing many community organisations to close their operations.

Additionally, Communities for Work funding will end on April 1, 2025, prompting our Community Staff to seek alternative employment by the summer of 2024. Despite this challenge, we continue to operate the popular After School Club at Maerdy Hub, funded by the Local Authority. Following a comprehensive options appraisal, it was decided that the Hub would transition to community management from April 2025, with The Fern Partnership continuing to provide the After School Club.

While funding for activities remains a risk, The Fern Partnership (TFP) has a strong track record of securing external funding. We have robust controls in place to closely monitor costs and the terms and conditions of any grant funding, ensuring we maximize all available resources.

Reserves Policy

The Fern Partnership (TFP) currently relies on grant income to sustain its activities, as earned income alone would not be sufficient to continue operations. Therefore, if there were a reduction in grant funding, TFP would face the risk of closure.

To mitigate this risk, the Board of Trustees has agreed to maintain a level of financial reserves to ensure that core operations can continue for a period of three months, should funding difficulties arise. The board's primary concerns are to ensure that:

- Staff can continue working, with a focus on securing new funding
- Service users are supported and transitioned to other service providers

Forecasted spending ensures that funding is available until at least March 2025. However, in the event of funding difficulties, it has been calculated that reserves of £150,000 would be required to continue operations while alternative funding is pursued.

These reserves should be built up from unrestricted (earned) income. The level of reserves will be calculated and monitored every six months by the Board of Directors. This policy will be reviewed annually and whenever there are significant changes in staff hours or numbers

Responsibilities of the Trustees

The charity trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year.

THE FERN PARTNERSHIP
TRUSTEES' ANNUAL REPORT
YEAR ENDED 31 MARCH 2024

Responsibilities of the Trustees (continued)

In preparing those financial statements, the management committee should follow best practice and:

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

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

Small companies provision statement

This report has been prepared in accordance with the small companies regime under Companies Act 2006.

Signed on behalf of the Trustees



Roy Maddox
Chairperson

13/12/24,
Date

THE FERN PARTNERSHIP

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES YEAR ENDED 31 MARCH 2024

I report on the accounts of the charity for the year ended 31 March 2024, which are set out on pages 8 to 17.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (the 2006 Act). The charity's trustees consider that an audit is not required for this year (under section 145 of the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is our responsibility to:

- examine the accounts (under section 145 of the 2011 Act);
- to follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to our attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Your attention is drawn to the fact that the charity has prepared the accounts in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in the UK and Republic of Ireland preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) issued on 16 July 2014 and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

Independent examiner's statement

In connection with our examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 386 of the 2006 Act, and section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2006 Act and 2011 Act

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Rhian Batten
for and behalf of
Williams Ross Limited
Chartered Accountants
4 Ynys Bridge Court
Gwaelod Y Garth
Cardiff
CF15 9SS

16/12/24

Date

THE FERN PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT) YEAR ENDED 31 MARCH 2024

	Note	Unrestricted £	2024 Restricted	Total £	2023 Total £
INCOME					
Grants	3a	34,121	176,017	210,138	279,155
Income from charitable activities	3b	163,761	-	163,761	207,448
Income from trading activities	3c	220,255	-	220,255	194,857
Other income	3d	401,016	-	401,016	279,517
Total income		819,153	176,017	995,170	960,977
EXPENDITURE					
Expenditure on charitable activities	4	578,520	174,840	753,360	720,920
Expenditure on trading activities	4	237,733	-	237,733	234,519
Total expenditure		816,253	174,840	991,093	955,439
Net income / (expenditure)		2,900	1,177	4,077	5,538
Transfer between funds		(3,376)	3,376	-	-
Net movement in funds		(476)	4,553	4,077	5,538
Total funds brought forward		156,933	5,357	162,290	156,752
Total funds carried forward		156,457	9,910	166,367	162,290

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

THE FERN PARTNERSHIP
BALANCE SHEET
YEAR ENDED 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets	7		169,026		67,017
Current assets					
Stock		4,441		4,238	
Debtors and prepayments	8	263,560		70,143	
Cash at bank and in hand		89,603		162,697	
		<u>357,604</u>		<u>237,078</u>	
Less: Current liabilities	9	<u>67,809</u>		<u>39,403</u>	
Net current assets			289,795		197,675
			<u>458,821</u>		<u>264,692</u>
Long term liabilities	11		(292,454)		(102,402)
Total net assets			<u>166,367</u>		<u>162,290</u>
Representing:					
Funds					
Unrestricted funds	13		156,457		156,933
Restricted funds	13		9,910		5,357
Total funds			<u>166,367</u>		<u>162,290</u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Approved by the managing trustees on 13/12/24 and signed on their behalf by:



Roy Maddox
Chairperson

COMPANY REGISTRATION NUMBER: 10156361

THE FERN PARTNERSHIP
NOTE TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2024

1. Accounting Policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

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

b) Income

Income is recognised in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers has not been included.
- Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

c) Going concern

The accounts have been prepared on a going concern basis as there are no material uncertainties over the charity's continuing operation.

d) Fund accounting

- i) Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.
- ii) Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

e) Expenditure

Expenditure is included in the accounts on the accruals basis. It is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

f) Intangible fixed assets

Goodwill represents the excess of the cost of acquisition of unincorporated businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill is considered to have a finite useful life and has been amortised over its expected useful life which is 1 year.

g) Tangible fixed assets

All assets are included in the accounts at original cost and are depreciated as detailed below. Individual assets costing under £5,000 are not capitalised.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their expected useful lives on the following bases:-

Leasehold improvements	10% straight line
Furniture and fittings	20% straight line
Motor vehicles	20% straight line

THE FERN PARTNERSHIP

NOTE TO THE ACCOUNTS YEAR ENDED 31 MARCH 2024

1. Accounting Policies (continued)

h) Debtors

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

i) Cash at bank and in hand

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

j) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any relevant discounts due.

k) Taxation

The charity is exempt from Corporation Tax on its charitable activities. Its trading activities are taxable but currently no trading surpluses have been generated so that no Corporation Tax is due to date. The position on this will be kept under review.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Legal Status of the Charity

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

3. Income

	Unrestricted Funds £	Restricted Funds £	2024 Total £	2023 Total £
a) Grants receivable				
Awards for All	-	-	-	10,000
COF	-	50,000	50,000	-
Coop	-	-	-	142
Communities for Work	-	40,491	40,491	43,678
Henry Smith	950	-	950	-
Interlink	-	1,000	1,000	-
Lottery	-	77,906	77,906	68,794
Other	800	-	800	-
Play	6,050	-	6,050	27,182
RCT	9,926	2,620	12,546	6,609
RCT COL	-	-	-	1,000
RCT FS	-	-	-	17,857
RCT Gardening	-	-	-	360
REP	-	-	-	21,022
RCT REP COL	-	-	-	3,000
RCTSPF	-	2,000	2,000	11,067
WCVA RF	-	-	-	41,834
Winter Hardship	-	2,000	2,000	690
WG 30hrs	16,395	-	16,395	25,920
Income (carried forward to next page)	34,121	176,017	210,138	279,155

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NOTE TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2024

3. Income (continued)	Unrestricted Funds	Restricted Funds	2024 Total	2023 Total
	£	£	£	£
a) Grants receivable (continued)				
Brought forward to previous page	34,121	176,017	210,138	279,155
b) Income from charitable activities				
Fees receivable	163,761	-	163,761	195,085
Other operational income	-	-	-	12,363
	163,761	-	163,761	207,448
c) Income from trading activities				
Trading income	220,255	-	220,255	194,857
d) Other income				
Contracts	397,447	-	397,447	279,517
Other	3,569	-	3,569	-
	401,016	-	401,016	279,517
	819,153	176,017	995,170	960,977

4. Expenditure on charitable activities

	Basis of allocation	2024 Total	2023 Total
		£	£
Personnel costs	Direct	691,945	627,476
Running costs	Direct	134,063	165,904
Insurance	Direct	9,594	8,352
Rent	Direct	77,946	75,042
Utilities	Direct	10,839	13,119
Repairs and renewals	Direct	-	1,495
Advertising	Direct	164	148
Computer, telephone and internet	Direct	13,864	7,975
Motor and travelling expenses	Direct	1,851	1,801
Bank charges	Direct	3,720	3,840
Interest charges	Direct	1,530	2,436
Miscellaneous expenses	Direct	1,289	4,252
Depreciation	Direct	16,754	16,755
		963,558	928,595
Governance costs			
Accountancy and independent examiner fees	Direct	27,535	26,844
		991,093	955,439

THE FERN PARTNERSHIP
NOTE TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2024

5. Net income / (expenditure) for the year

This is stated after charging:-

	2024	2023
	£	£
Depreciation	16,754	16,755
Independent examiner's fee	1,650	1,650

6. Salary costs

Staff costs including apportioned amounts (excluding expenses) were:

	2024	2023
	£	£
Salaries and wages	652,423	599,024
Social security costs	18,784	15,138
Employer pension contributions	20,738	13,314
	<u>691,945</u>	<u>627,476</u>

The average weekly number of direct employees during the year was as follows:

Management	5	5
Administration and support	1	1
Direct service delivery	51	49
Apprentices/placements	6	5
	<u>63</u>	<u>60</u>

No employee received emoluments of more than £60,000 during the year.

7. Intangible assets

	Goodwill	Total
	£	£
Cost		
At 1 April 2023	20,000	20,000
At 31 March 2024	<u>20,000</u>	<u>20,000</u>
Amortisation		
At 1 April 2023	20,000	20,000
At 31 March 2024	<u>20,000</u>	<u>20,000</u>
Net book value		
At 31 March 2024	<u>-</u>	<u>-</u>
At 31 March 2023	<u>-</u>	<u>-</u>

8. Tangible fixed assets

	Freehold property	Leasehold improvements	Fixtures & fittings	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2023	-	167,546	30,840	18,522	216,908
Additions	773,763	67,258	-	-	841,021
Capital grants received	(655,000)	(67,258)	-	-	(722,258)
At 31 March 2024	<u>118,763</u>	<u>167,546</u>	<u>30,840</u>	<u>18,522</u>	<u>335,671</u>
Depreciation					
At 1 April 2023	-	100,529	30,840	18,522	149,891
Charge for the year	-	16,754	-	-	16,754
At 31 March 2024	<u>-</u>	<u>117,283</u>	<u>30,840</u>	<u>18,522</u>	<u>166,645</u>
Net book value					
At 31 March 2024	<u>118,763</u>	<u>50,263</u>	<u>-</u>	<u>-</u>	<u>169,026</u>
At 31 March 2023	<u>-</u>	<u>67,017</u>	<u>-</u>	<u>-</u>	<u>67,017</u>

THE FERN PARTNERSHIP
NOTE TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2024

9. Debtors

	2024	2023
	£	£
Trade debtors	37,787	30,276
Funding receivable	21,633	26,317
Tax and social security	147,348	-
Prepayments	6,041	13,550
Deferred expenditure	43,000	
Other debtors	7,750	-
	<u>263,560</u>	<u>70,143</u>

10. Creditors - amounts falling due within one year

	2024	2023
	£	£
Trade creditors	27,621	20,494
Grants paid in advance	25,000	-
Tax and social security	10,105	4,997
Other creditors	5,083	13,912
	<u>67,809</u>	<u>39,403</u>

11. Creditors - amounts due after more than one year

	2024	2023
	£	£
Loan	275,352	90,841
Deferred income	17,102	11,561
	<u>292,454</u>	<u>102,402</u>

The loan above has 4 elements :

- The first element is the repayable grant (£57,000) in respect of jobs created in FuZe. The balance on this loan is £34,004. This loan is interest free and will be repaid by 31 March 2028
- The second element is the repayable part of the grant (£100,000) we received during COVID. Of this loan, 80% is repayable over 5 years with a low interest rate. The balance on this loan at 31 March 2024 is £21,565 and will be repaid by 31 March 2032.
- The third element is our second loan in respect of Jobs created in Ferndale Hwb. We exceeded our original target and the amount repayable was reduced from £88,000 to £18,669 We started repaying this loan in 2023-24 and will be fully repaid by 31 March 2029
- The final element is £200,000 in respect of property purchase. The repayments started in March 2024 and is a 20 year loan.

The deferred income account comprises of funding received from WCVA towards refurbishment and set up costs for the FuZe play centre.

During the year under review, there was a reallocation of resources between the loan and deferred income elements resulting from a review of the overall terms of the financing.

12. Analysis of net assets between funds

	Tangible fixed assets	Net current assets / (liabilities)	Long term liabilities	Total
	£	£	£	£
Unrestricted - General	169,026	279,885	(292,454)	156,457
Restricted	-	9,910	-	9,910
	<u>169,026</u>	<u>289,795</u>	<u>(292,454)</u>	<u>166,367</u>

THE FERN PARTNERSHIP

NOTE TO THE ACCOUNTS YEAR ENDED 31 MARCH 2024

13. Movement on funds

	At 1 Apr 2023	Income	Expenditure	Other movements	At 31 March 2024
	£	£	£	£	£
Unrestricted - General	126,933	819,153	(816,253)	(3,376)	126,457
Designated	30,000	-	-	-	30,000
	<u>156,933</u>	<u>819,153</u>	<u>(816,253)</u>	<u>(3,376)</u>	<u>156,457</u>
Restricted - Revenue					
Awards for All	2,104	-	-	-	2,104
COF	-	50,000	(50,000)	-	-
Communities for Work	-	40,491	(35,938)	-	4,553
Interlink	-	1,000	(1,000)	-	-
Lottery	-	77,906	(81,282)	3,376	-
RCT	-	2,620	(2,620)	-	-
RCTSPF	434	2,000	(2,000)	-	434
Wellbeing	-	2,000	(2,000)	-	-
Winter Hardship	690	-	-	-	690
WOW	2,129	-	-	-	2,129
	<u>5,357</u>	<u>176,017</u>	<u>(174,840)</u>	<u>3,376</u>	<u>9,910</u>
	<u>162,290</u>	<u>995,170</u>	<u>(991,093)</u>	<u>-</u>	<u>166,367</u>
Summary of the above					
Unrestricted	156,933	819,153	(816,253)	(3,376)	156,457
Restricted	5,357	176,017	(174,840)	3,376	9,910
	<u>162,290</u>	<u>995,170</u>	<u>(991,093)</u>	<u>-</u>	<u>166,367</u>

Unrestricted general funds may be spent generally for the furthering the charitable work of The Fern Partnership. The fund in this category is the General Fund.

The unrestricted designated fund was WG Resilience funding has been secured to provide support to families and young people who are suffering with mental health & well being problems caused by isolation through COVID. Funding has been set aside to work in partnership with Ferndale Community School to create a Wellbeing officer to support our families in the Community.

Restricted funds :-

- Awards for All
The Fern Partnership was awarded £10k in 2023-24 to deliver a number of Health & Wellbeing events across our communities eg Jubilee events, Themed events , visits to outside attractions.
- Community Ownership Fund (COF)
The Fern Partnership was awarded £350,000, £250,000 capital and £50,000 revenue towards the purchase of FuZe Soft Play & Climbing Centre.
- Communities for Work
CFW is a government funded project to help those adults furthest away from the labour into employment. It builds on our existing programmes to tackle poverty to help get people into work and helps engagement with our community in Maerdy and Ferndale.
- Interlink
This grant was awarded by Interlink to support families with food hampers etc through pressures caused by the cost of living crisis.

THE FERN PARTNERSHIP

NOTE TO THE ACCOUNTS YEAR ENDED 31 MARCH 2024

13. Movement on funds (continued)

- Lottery
People & Places funding was awarded to fund overhead costs of Ferndale Hwb. This funding has enabled us to strengthen our back-office support for the whole organisation. Managing systems such as fee collection for childcare as well a booking system for FuZe Soft Play & Climbing Centre.
- RCT
RCT funding (£1,000) for Neighbourhood Network project and £1,620 from the Community Facilities
- RCTSPF
The UK Shared Prosperity Fund (UKSPF) is a new funding stream for local investment in accordance with the UK government's Levelling up Agenda. This is a new funding programme for RCT and it is anticipated that the third sector will benefit from this funding up until March 2025.
- Winter Hardship Fund
This grant was awarded by RCT to support families with food hampers etc through pressures caused by the cost of living crisis.
- Winter of Wellbeing
The Fern Partnership secured funding for a number of projects through RCT. Play schemes After School Clubs Baby & Toddler Groups, Summer of Fun and Winter of Wellbeing. All these funds help us provide activities for children and young people.

14. Related parties

No payment of salary or expenses was made to any directors or the company secretary for the period under review. (2023 - Nil)

THE FERN PARTNERSHIP
NOTE TO THE ACCOUNTS
YEAR ENDED 31 MARCH 2024

15. Comparative Statement of Financial Activities - Year ended 31 March 2023

	Unrestricted	Restricted	Total	2022
	£		£	Total
				£
INCOME				
Grants	96,123	183,032	279,155	264,680
Income from charitable activities	198,552	8,896	207,448	241,620
Income from trading activities	194,857	-	194,857	122,745
Other income	279,517	-	279,517	270,287
Total income	769,049	191,928	960,977	899,332
EXPENDITURE				
Expenditure on charitable activities	534,349	186,571	720,920	753,495
Expenditure on trading activities	234,519	-	234,519	127,745
Total expenditure	768,868	186,571	955,439	881,240
Net income / (expenditure)	181	5,357	5,538	18,092
Transfer between funds	-	-	-	-
Net movement in funds	181	5,357	5,538	18,092
Total funds brought forward	156,752	-	156,752	138,660
Total funds carried forward	156,933	5,357	162,290	156,752