

Pop Essex

Accounts

30 April 2025

**POP ESSEX (POP)**

**Company no. 14209838**

**Registered Charity no. 1201653**

**Reference and Administrative information for the year ended 30 April 2025**

|                           |                                    |                                 |
|---------------------------|------------------------------------|---------------------------------|
| <b>Trustees/ Officers</b> | <b>Matthew Carr</b>                | <b>Chair</b>                    |
|                           | <b>Carly Barlow</b>                | <b>Trustee</b>                  |
|                           | <b>Shelly Fordham</b>              | <b>Appointed 01 April 2025</b>  |
|                           | <b>Keir Hughes FCCA</b>            | <b>Finance Director</b>         |
|                           | <b>Siobhan Riordan</b>             | <b>Vice Chair</b>               |
|                           | <b>James Yates</b>                 | <b>Trustee</b>                  |
|                           | <b>Noel Mead FCG</b>               | <b>Secretary</b>                |
|                           | <b>Jamey Carr</b>                  | <b>General Manager</b>          |
| <b>Bankers</b>            | <b>The Co-operative Bank Plc</b>   | <b>Lloyds Bank plc</b>          |
|                           | <b>Business Direct, PO Box 250</b> | <b>2-4 Bank Street</b>          |
|                           | <b>Skelmersdale WN8 6WT</b>        | <b>Braintree, Essex CM7 1UN</b> |

**Independent Examiner Angela Pannell FCCA**

**Operating address 7 Bocking End, Braintree, Essex CM7 9AE**

**Registered Office Bracks Cottage, Broad Green, Coggeshall, Essex CO6 1RU**

**Website <https://pop-essex.org>**

**POP ESSEX (POP)**

**Company no. 14209838**

**Registered Charity no. 1201653**

## **POP's MISSION STATEMENT**

POP's mission is to create a safe and secure environment for children and young people with special educational needs and disabilities (SEND), so that they can play and experience childhood activities that they would often struggle to access in the wider community. POP provides a friendly, warm and welcoming atmosphere free from judgement, that encourages the service users and their families to form positive relationships with staff and their peers.

POP wants to build a strong SEND community that supports and listens to the whole family, aiming to provide inclusive toys and equipment that will enrich childhoods and development through the Power of Play.

Children and young people with special educational needs and disabilities deserve to be able to explore their surroundings, play freely, exercise, learn and engage with people who understand their needs, in a . POP aims to provide toys, special inclusive equipment and sports equipment, to enrich the of each child with the Power of Play, guided by dedicated and trained staff.

**REPORT of the TRUSTEES for the YEAR ENDED 30 APRIL 2025**

POP Essex (POP) (a name developed from the 'Power of Play') is a company limited by guarantee that provides services for children with special educational needs and disabilities (SEND) and their families. The Charity Commission granted POP charitable status in January 2023.

POP's Mission Statement is set out on the previous page and, as POP is often asked how the 'play' is actually structured, POP's General Manager, Jamey Carr, produced a summary and a 12 point schedule (with input from staff and trustees, notably Carly Barlow and Shelly Fordham), of what is involved. That is set out later in this reports and accounts.

**OBJECTIVES**

POP's primary objects are noted in the report of the directors. Within that context, POP has a number of objectives, the main one being to provide support to children and young people within the SEND community, and their families.

The second objective is to develop a programme of events that are safe, interesting and appealing to SEND children on a continuing basis, and if possible, to aid educational and physical development . The content of POP's sessions has constantly changed and evolved in response to children's needs and to maintain high levels of interest and involvement.

The next objective has been to keep the charges to service users - whose ages range from 0 to 18 - as affordable as possible. Those sessions are subsidised for most users, with funding coming from a wide range of sources, including the National Lottery and Essex County Council plus many other donors, all of which POP regards as important. With effect from June 2025 POP adjusted its charges to service users for the first time since running its first sessions in August 2022.

Another major objective has been for POP to obtain the use of its own premises. POP was delighted to secure a lease of the former Argos building in the centre of Braintree. After tremendous efforts from volunteers, staff, trustees and some very helpful contractors and suppliers, POP held an opening event on 15 June 2024, precisely 2 years after local SEND charity, PARC (Essex), ceased trading. POP's plan to expand services for SEND children in mid and north Essex and surrounding areas, has already become reality, an achievement for which the trustees are both grateful and proud.

**PUBLIC BENEFIT**

Since being set-up by parents of SEND children, POP has worked for the wider community of SEND children and their families and carers, providing support in whatever ways might be feasible. The trustees have followed the Charity Commission's guidance and POP's efforts have been recognised through commendations and awards from local and other organisations.

Over 500 families and supporters are registered with, and are regularly in touch with, POP and many more read POP's posts on social media and visit the website each month.

The focus of POP's trustees remains to improve and develop services for SEND children and their families across mid and north Essex, south Suffolk and surrounding areas, an aim made easier

following the move to the new premises. POP is pleased there have been no accidents or incidents that needed to be reported to the Charity Commission or other authorities – the result of careful planning, training and vigilance.

### **STAFF AND VOLUNTEERS**

POP could not achieve its aims and objectives and could not provide a good service to the SEND community, without the support of its committed workforce and volunteers, whose dedication is greatly appreciated. POP will continue to invest in, and expand, training opportunities for the benefit of staff and service users alike.

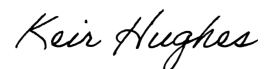
### **THANKS to FUNDRAISERS and DONORS**

POP is pleased to receive every pound donated, every pound raised and every pound earned, to help the Charity fulfil its objectives, whatever the value or type of the contribution. Fundraising events have been organised by POP as well as other individuals and organisations. Donations, sponsorship and significant grants have been received from donors that are national or local organisations, companies, charities, foundations, as well as individuals donating money or raising funds from a wide variety of activities. Substantial sums have been raised without any fund-raising fees being incurred.

POP is grateful to Braintree District Mencap CIO for its support in the 20 months after POP was established, up to June 2024. Without that support and use of Mencap's premises, POP would not have been able to provide and develop its services to the SEND community. From 15 June 2024, POP entered a new phase of development, after moving into the former Argos premises in Bocking End, Braintree. That move was only made possible by many hours of work from individuals, staff, volunteers and gifts or discounts from local suppliers plus generous donations of money, materials and equipment.



Matt Carr,  
Chair of Trustees



Keir Hughes  
Trustee

**DIRECTORS REPORT and STATEMENT OF ACCOUNTS**

The directors (also referred to as trustees in this report) of POP Essex, present their report and the financial statements of the Charity for the financial year ended 30 April 2025.

**INCORPORATION and REGULATORY MATTERS**

POP Essex is a not-for-profit company limited by guarantee. POP was registered as a charity by the Charity Commission on 19 January 2023 and HMRC recognised POP as a charity for tax purposes with effect from the same date and, amongst other things, any donations will allow the donor to claim tax relief.

**OBJECTS and OBJECTIVES**

POP's objects are for the relief of children with disabilities, by providing information, supervised recreation, respite and support for such children and their families and support workers, so that their quality of life may be improved. Objectives in support of those objects are set out in the report of the Chairman of Trustees.

**OPERATIONS AND ACTIVITIES**

POP is providing 'stay and play' sessions and also respite services every Saturday, plus weekday sessions on Mondays, Wednesdays and Fridays. These are enhanced during school holidays. Support groups are also provided for mothers, fathers, carers and others having problems or anxieties or just wishing to meet others experiencing similar situations regarding SEND children.

POP has worked hard to develop relationships with a variety of relevant local authority, charitable, community and other bodies. Since May 2023, through arrangements with Essex County Council's ActivAte and Active Essex HAF programmes (the latter being aimed at lower income families), POP has been running sessions and providing food, during school holidays.

Additionally, applications to grant giving bodies for funding future activities for SEND children, take place on a regular basis.

**FINANCIAL REVIEW**

For the 12 months to 30 April 2025, the financial results for POP showed a surplus of £10,082 on a turnover of £121,692 putting the Charity into a good position to fund expenditure on enabling works and equipment at the new premises. The trustees feel such a result for a new charity, is very satisfactory.

All expenditure is closely monitored and POP has been focused on running with minimal fixed costs. Principal funding sources have been session fees, grants, donations, sponsorships and fund-raising events. POP is hopeful it will now be in a position to seek larger funding awards to cover continuing costs and specific development plans.

## TRUSTEES and MANAGEMENT

The directors/trustees of POP during the period covered by these reports and accounts are set out on page one above.

None of the trustees, officers nor the general manager received any remuneration during the year.

## TRUSTEE TRAINING and INDUCTION

Prospective trustees are required to familiarise themselves with the practical work of POP, experiencing the day-to-day work of the charity and also to attend at least two meetings of trustees as an observer.

Additionally, new trustees are provided with copies of (i) the charity's memorandum and articles of association and (ii) the guidance for trustees provided by the Charity Commission and are then encouraged to review and discuss those documents with the secretary.

## RISKS AND MANAGEMENT OF RISKS

**Safeguarding Users:** As a priority, POP focuses on ensuring that the children and young people using its services are not only safe but also feel safe and looked after. All staff and volunteers have appropriate disclosure and barring checks (DBS) and are trained in safeguarding vulnerable children and adults. Other training covers first aid, epilepsy, anaphylactic shock and working with SEND children. Where appropriate, other specialised training relevant to individual service users, is supplied.

**Financial stability:** The trustees need to ensure POP is financially stable and has sufficient resources to allow it to continue to operate effectively. The trustees review POP's financial position regularly and also at the meetings of trustees, which take place around 8 times a year.

To achieve POP's ambitions for the future, the trustees are mindful of the need for continual funding input and that receives regular attention.

**Premises:** In the event of POP's lease of the Bocking End premises terminating, it might be difficult to find suitable alternative premises quickly, given the services and environment POP currently provides. As a result, POP is in touch with the landlord of the premises, and others, with a view to maintaining its presence in those premises for as long as possible.

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (directors) of POP are responsible for preparing a directors' report and statement of accounts in accordance with applicable law and accounting standards.

In preparing the financial statements, the trustees are required to select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; and to prepare the financial statements on the basis of a going concern (unless it is inappropriate to do so). So far as the trustees are aware, there is no relevant financial information that has not been taken into account in preparing this report and statement of accounts.

## **Pop Essex**

### **Approval statement**

I approve the accounts which comprise of the Profit and Loss Account, the Balance Sheet and the related notes. I acknowledge my responsibility for the accounts, including the appropriateness of the applicable financial reporting framework as set out in note 1, and for providing Robert Lewis Accountants with all information and explanations necessary for their compilation.

A handwritten signature in black ink that reads "Keir Hughes". The script is cursive and fluid, with the first letters of "Keir" and "Hughes" being capitalized and prominent.

Keir Hughes

24 August 2025



**Pop Essex**  
**Profit and Loss Account**  
**for the year ended 30 April 2025**

|   | <b>2025</b><br><b>£</b> | <b>2024</b><br><b>£</b> |
|---|-------------------------|-------------------------|
| <b>Sales</b>                                      | 121,692                 | 85,453                  |
| Cost of sales                                     | 8,425                   | 4,161                   |
| <b>Gross profit</b>                               | <u>113,267</u>          | <u>81,292</u>           |
| <b>Expenses</b>                                   |                         |                         |
| Wages, salaries and other staff costs             | 85,415                  | 46,850                  |
| Rent, rates, power and insurance costs            | 2,981                   | 7,325                   |
| Repairs and renewals of property and equipment    | 7,938                   | 675                     |
| Telephone, fax, stationery and other office costs | 1,229                   | 378                     |
| Advertising and business entertainment costs      | 111                     | 1,381                   |
| Interest on bank and other loans                  | (30)                    | 5                       |
| Bank, credit card and other finance charges       | 663                     | 425                     |
| Accountancy, legal and other professional fees    | 2,129                   | 742                     |
| Depreciation and loss/(profit) on sale            | 2,524                   | -                       |
| Other business expenses                           | 225                     | 202                     |
|   | <u>103,185</u>          | <u>57,893</u>           |
| <b>Profit</b>                                     | <u>10,082</u>           | <u>23,399</u>           |

**Pop Essex  
Balance Sheet  
as at 30 April 2025**

|   | <b>Notes</b>  | <b>2025<br/>£</b> | <b>2024<br/>£</b> |
|---|---------------|-------------------|-------------------|
| <b>Fixed assets</b>                     |               |                   |                   |
| Equipment, machinery and motor vehicles | 3             | 14,585            | -                 |
| <b>Current assets</b>                   |               |                   |                   |
| Trade debtors                           | -             | 440               |                   |
| Bank/building society balances          | 21,483        | 25,759            |                   |
| Cash in hand                            | 138           | -                 |                   |
| Other current assets and prepayments    | 1             | -                 |                   |
|   | <u>21,622</u> | <u>26,199</u>     |                   |
| <b>Current liabilities</b>              |               |                   |                   |
| Other liabilities and accruals          | -             | 74                |                   |
| <b>Net current assets</b>               |               | 21,622            | 26,125            |
| <b>Net assets</b>                       |               | <u>36,207</u>     | <u>26,125</u>     |
| <b>Capital account</b>                  |               |                   |                   |
| Balance at start of period              |               | 26,125            | 2,726             |
| Net profit                              |               | 10,082            | 23,399            |
|   |               | <u>36,207</u>     | <u>26,125</u>     |

**Pop Essex**  
**Notes to the Accounts**  
**for the year ended 30 April 2025**

**1 Accounting basis**

The accounts have been compiled on a basis that enables profits to be calculated in accordance with UK Generally Accepted Accounting Practice and that provides sufficient and relevant information to enable the completion of a tax return.

**2 Profit and loss account analysis**

|  | <b>2025</b> | <b>2024</b> |
|--|-------------|-------------|
|  | <b>£</b>    | <b>£</b>    |
| <b>Sales</b>   |             |             |
| Sales  | 121,692     | 85,453      |
| <b>Cost of sales</b>                                     |             |             |
| Purchases  | 8,425       | 4,161       |
| <b>Wages, salaries and other staff costs</b>             |             |             |
| Wages and salaries                                       | 85,245      | 46,161      |
| Employer's NI  | 34          | 51          |
| Staff training and welfare                               | 136         | 638         |
|  | 85,415      | 46,850      |
| <b>Rent, rates, power and insurance costs</b>            |             |             |
| Rent   | 1,710       | 7,235       |
| Rates  | 702         | -           |
| Cleaning   | 569         | -           |
|  | 2,981       | 7,235       |
| <b>Repairs and renewals of property and equipment</b>    |             |             |
| Repairs and maintenance                                  | 7,938       | 675         |
| <b>Telephone, fax, stationery and other office costs</b> |             |             |
| Telephone and internet                                   | 532         | -           |
| Stationery and printing                                  | 169         | -           |
| Software   | 12          | -           |
| Other insurance costs                                    | 516         | 378         |
|  | 1,229       | 378         |
| <b>Advertising and business entertainment costs</b>      |             |             |
| Advertising and PR                                       | 111         | 1,381       |
| <b>Interest on bank and other loans</b>                  |             |             |
| Interest   | (30)        | 5           |
| <b>Bank, credit card and other finance charges</b>       |             |             |
| Bank charges   | 663         | 425         |
| <b>Accountancy, legal and other professional fees</b>    |             |             |
| Other legal and professional                             | 2,129       | 742         |
| <b>Depreciation and loss/(profit) on sale</b>            |             |             |
| Depreciation   | 2,524       | -           |
| <b>Other business expenses</b>                           |             |             |
| Sundry expenses  | 225         | 202         |

**Pop Essex**  
**Notes to the Accounts**  
**for the year ended 30 April 2025**

**3 Plant, machinery and motor vehicles**

|                       | <b>Plant and<br/>machinery<br/>£</b> | <b>Leasehold<br/>Improvements<br/>£</b> | <b>Total<br/>£</b> |
|-----------------------|--------------------------------------|---|--------------------|
| <b>Cost</b>           |                                      |   |                    |
| Additions             | 5,524                                | 11,585                                  | 17,109             |
| At 30 April 2025      | <u>5,524</u>                         | <u>11,585</u>                           | <u>17,109</u>      |
| <b>Depreciation</b>   |                                      |   |                    |
| Charge for the year   | 915                                  | 1,609                                   | 2,524              |
| At 30 April 2025      | <u>915</u>                           | <u>1,609</u>                            | <u>2,524</u>       |
| <b>Net book value</b> |                                      |   |                    |
| At 30 April 2025      | <u>4,609</u>                         | <u>9,976</u>                            | <u>14,585</u>      |

**POP ESSEX (POP or the Charity)**

**Registered Charity no. 12011653 Company no. 14209838**

**INDEPENDENT EXAMINER'S REPORT TO POP ESSEX**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 April 2025.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

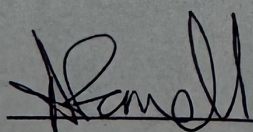
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under sec on 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under sec on 145(5) (b) of the 2011 Act.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. *The accounts do not accord with those records; or*
3. *The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or*
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: \_\_\_\_\_

 16/11/2025

Name: Angela Pannell FCCA



## PROFILES of the TRUSTEES and MANAGEMENT

**Matt Carr** is a father of 4 children, two having SEND, the youngest one being severely autistic and non-verbal, whilst also diagnosed with epilepsy and other conditions. Following his diagnosis in 2015, Matt and his wife Jamey have worked to raise awareness of autism and the challenges families like theirs face on a daily basis.

Matt is the CEO of a successful industrial packaging company based in Essex, that is family owned. Matt took management control in 2021 following the passing of his father. His father had previously guided him through all aspects of the business, from sales and purchasing to accounts and operations. Matt's 20 years of business experience has led to the business growing 3 fold since the start of 2020. Matt brings his commercial knowledge, expertise and experience to help POP Essex to operate and continue to grow and support SEND families over the short and long term.

**Carly Barlow** has 2 children with a range of additional needs. Carly has lived experience of autism, ADHD, PDA, SPD, motor ticks, school-based anxiety and EOTAS and she uses her own experiences with her children to help other families. She has been an enthusiastic volunteer with POP both before and since becoming a trustee in April 2023. The last year has been particularly busy for POP and Carly has been involved at all stages, using her organisational, operational and artistic skills to help POP meet its objectives.

**Shelly Fordham** is the mother of 2 children, 1 boy and 1 girl. The oldest, Leopold, was diagnosed with a rare genetic condition in 2021 as well as ASD, ADHD, ID, GDD, DD and SPD. Shelly has a BSc Hons in archaeological, anthropological and forensic sciences which she now uses loosely in being able to grasp the science behind her son's diagnosis as well as using the skills required to obtain a degree: research, reading and more research.

In the past 3 years since obtaining her son's first EHCP, Shelly has helped (in a non-professional capacity) approximately a dozen families in obtaining accurate, appropriate and functional EHCPs for SEND children. Shelly advocates that, with the right EHCP, mainstream schools can meet a child's educational needs\* especially in Early Years FS and Key Stage 1 and can help support and demonstrate social communication as well as educating mainstream children on different abilities and that being uniquely you is ok and should be respected and embraced.

(\*This is a personal view, not necessarily shared by all of POP's trustees.)

**Keir Hughes** is an ACCA qualified and widely experienced accountant with over 20 years' experience in accountancy and finance. Currently Keir is Finance Director of an expanding print and promotions company, and he also has extensive experience in accountancy practice and specifically the not-for-profit sector. Keir is father to two boys, one of whom has complex special needs.

**Siobhan Riordan** is a mother to 2 boys and a girl who has cerebral palsy, epilepsy and other medical conditions. Siobhan worked in the banking world, latterly at a private bank, until her daughter was born. Since then, Siobhan has been trustee and volunteer with various charities, including PARC (until 2019); Healthwatch for 7 years, and St Vincent de Paul. Siobhan has also worked in special needs schools; a sports academy in South Africa; and has studied alternative treatments and completed courses related to SEND and to charities.

**James Yates** has worked in the financial services sector for more than 25 years and has held senior management and board level positions across a number of institutions with a focus on enterprise risk management. James is a father of twin boys both of whom have SEND needs. James is passionate about using his governance experience and knowledge to help progress the goals of POP Essex and to support the needs of SEND children and their families across Essex.

**Jamey Carr** is POP's general manager and with her husband Matt (see above) was responsible for organising the creation of POP in June 2022. Jamey has a key role at POP, being the chief planner and innovator both for the weekend and weekday sessions and also in providing most of the ideas and plans for developing and equipping POP's premises.

In addition to first-hand experience with 2 of her own children, Jamey has a number of NVQ and other qualifications relating to working with children generally and to those having SEND in particular. Those qualifications relate to conditions such as challenging behaviours, epilepsy, paediatrics, medical, neurological and attachment theory. Additionally, Jamey has successfully completed courses on safeguarding, first aid (including aid for mental conditions), mentoring children plus fire safety, food hygiene, computerised accounting, retail and training and Jamey has organised and run many successful fundraising events.

**Noel Mead** has 2 children now in their 30s: a son diagnosed as having special needs at a very early age and a daughter who has been assessed as being on the autistic spectrum more recently. Noel is a Fellow of the Chartered Governance Institute and for over 20 years was company secretary/ legal counsel to a large business to business group with over 45,000 staff, a turnover over £1 billion and operations in 24 countries worldwide. Noel was responsible for legal, contractual, corporate, property, insurance, M&A and other matters and since becoming freelance, he has worked in interim and consultancy roles for a range of other organisations, including the not-for-profit sector.

## WHAT DOES THE POWER OF PLAY INVOLVE?

### POP's vision is to:

- Create an enriching environment for play and new experiences for children and young people with a special education need or disability.
- Provide toys and equipment that will fulfil needs and abilities of service users.
- Train staff and volunteers to a high standard so that they can understand and support service users and their families.
- To provide sufficient medical training for staff and volunteers to aid the care of service users when they are in POP's facilities.
- Provide arts and crafts adapted for service users' needs and abilities.
- Create sensory input through play.

### **POP's values are:**

- Honesty and integrity.
- Family, friendships and community.
- Hard work, dedication and achievement.
- Professionalism when dealing with the lives of service users and their families.

### **POP's Goals:**

- To honour all promises and commitments.
- To deliver a high standard of care
- To improve the accessibility for children and young people to play and access childhood experiences.
- To offer an inclusive play and activity centre for children and young people with SEND.

### **POP's Objectives:**

- To always achieve a high standard of care for service users.
- To provide high quality play equipment.
- To keep staff qualifications and training up to date and to train in all necessary areas for medical and behavioural needs.
- To be valued by service users and their families.
- To search for new ways to improve operating practices.
- To be proactive in fundraising for POP.

## **A SUMMARY of the INDIVIDUAL PLANNING PROCESS\* for EACH**

### **CHILD**

**Venue** POP's venue at Bocking End, Braintree, is designed to promote play so that children can explore a variety of activities that are set out in sections: e.g. soft play; arts and crafts; sensory room; music room; book corner; TV room; role play area and a calming room.

**Registration** POP works closely with parents and carers to gather important about the individual and conducts initial observations and inter-actions to gauge their challenges and development levels. This process, which includes food preferences, allergies and intolerances (POP provides a variety of snacks for all children that attend), is then regularly updated.

**Themes** POP changes its theme every week, where possible coinciding with calendar and holiday events, animals, people and celebrations.

**Activities** POP adapts all activities to enable each child to have access, to join in, to participate positively and to feel comfortable.

**Play** POP's venue has been designed so that children can explore a variety of activities that are set out in different sections, such as soft play, arts and crafts, sensory room, music room, role play areas, book corner, TV, games and a calming area. POP also provides a number of messy play activities, ranging from water, sand, feathers and other sensory things with a different feel or texture, creating new opportunities that may not be readily available in some other environments.



**Sensory input** POP is very focussed on sensory matters and provides play equipment meeting a variety of sensory needs, with all play having an element of sensory feedback.

**Music** The music room allows children to explore a wide range of musical instruments where they can happily seek sensory feedback with a variety of sound and volume levels. Once a month a therapeutic music teacher attends and provides instruction.

**Indoor garden** Another feature of POP's premises is a large indoor space fitted out to resemble the outdoors, with outdoor play equipment.

**Messy Play** POP has a designated area for messy play which houses tuff and water trays and provides many opportunities for children to explore messy play using a multitude of materials, e.g. water, sand, feathers and natural materials. POP creates new opportunities for play that in the home environment may not be possible.

**Communication** Some children are non-verbal and POP's staff adapt the way they approach communication for those children and, if necessary, for other children too.

**Positive Relationships** Children at POP are given opportunities to build positive relationships with POP's trained and security checked staff, who provide appropriate care. A good staff to child ratio is maintained for families attending stay-and play sessions and 1:1 care is available, where considered necessary, including respite care. POP aims to provide a 5:1 staff ratio for families attending stay and play sessions.

**Safe and secure** In addition to the attributes of POP's venue noted above, the premises are designed so that children cannot easily escape, achieved through POP having designed-in a two-door exit arrangement. POP expects always to provide a physically and emotionally safe space for the children.

\*This is a summary of a wider plan devised by POP's General Manager, Jamey Carr, with input from senior staff and trustees. The full plan also sets out outcomes that each action is designed to achieve for each child.