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REGISTERED CHARITY NUMBER: 208446

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
THE FELLOWSHIP OF ST NICHOLAS**

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THE FELLOWSHIP OF ST NICHOLAS

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**REPORT OF THE TRUSTEES
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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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 2019).

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OBJECTIVES AND ACTIVITIES

Principal activities and review of business

FSN's principal activities are based on its purpose to:

'Aim to provide effective and professional caring action without discrimination and favour for children and young people suffering the effects of poverty, disadvantage, neglect and abuse'.

As part of the development of FSN's 3-year strategic plan, the Board of Trustees reviewed the work delivered and agreed a 'core offer' as well as an updated Mission Statement which was consulted on with staff and volunteers.

FSN's mission statement was agreed as:

"Creating space where children, young people and families are inspired and supported to flourish"

The core offer was defined to enable a clearer understanding of the work of FSN and bring together the individual projects and Trustees agreed the following categories of the core offer:

- Children and Young People
- Health and Wellbeing
- Families
- Training and Learning

As part of this, FSN's My Time mental health project and Dragonflies bereavement project merged to form a mental health and bereavement offer for children and young people. To support FSN's core offer, a Reaching Communities Lottery bid was submitted and it was with great pride that this was successful with five years funding allocated to support the Children and Young People and Families aspects of the core offer.

Summary of Service Delivery

Partnership working has played a key role in the work this year, from a young person led research project focusing on barriers to employment and young people's views on access to Primary Care, to working with adult health services and Integrated Care Team partners.

The cost of living crisis continued to place demands on FSN services, especially the Temporary Accommodation Hub and the food Pantry and staff worked hard to meet the demand and ensure families were supported. Families also faced increasing pressure in our nurseries, impacting on children's Prime Areas of Learning i.e. language and communication, physical and emotional development.

The need for more intensive support was identified and the role of the Family Support Worker was developed, offering 1:1 intervention and minimizing the risk of escalation to Children's Services. This along with small group work and partnerships with local Primary Schools, the Enhanced Inclusive Practice project will look to develop best practice across East Sussex.

Works finally started on the outside of the building following lengthy delays in contracting the works and sourcing the materials for the work.

Staff Training and Support

FSN appreciates and respects the work of the committed staff teams across the organisation. Without them the organisation would not be able to offer the quality services for children, young people and families. By listening to staff FSN ensures that ongoing training opportunities are available to further develop the workforce, and two pay increases were awarded during the year in recognition of the cost of living crisis impacting on them.

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As well as the mandatory training in safeguarding and first aid, the following specialist training was offered:

- Promoting Race & Ethnic Equality in Mental Health Care
- EMCC Accredited Health Coach Programme
- Traumatic Bereavement
- Leadership & Management
- SENCO Training for Early Years providers
- Trauma Informed Care Awareness

The FSN Staff and Volunteer Wellbeing Toolkit was reviewed and updated and continues to be used to support the team.

Following feedback from staff, the team day in December 2023 was focused on the different projects across the charity. One staff member said:

"I just wanted to drop a line to say a big thank you for the staff conference day. I found the tours/groups incredibly useful and acquired an awful lot of new knowledge. I look forward to being able to signpost our families more effectively and it was lovely to meet so many new people and better understand everything that FSN has to offer".

This also resulted in 97% of staff responding to the annual staff survey saying that they had a good understanding of the projects and services that FSN offers.

100% of respondents to the staff survey also reported that:

- They receive recognition of their efforts
- They receive regular supervision
- They would recommend FSN to someone looking for a job

When asked what FSN's strengths were, staff said:

"The people who work and volunteer at FSN, the breadth and depth of services available and how the organisation takes forward ideas"

"I have been supported through every part of my career, given so many opportunities and different steps"

"Making people feel welcome, supported and appreciated, staff volunteers and service users"

CHILDREN AND YOUNG PEOPLE

Early Years

The effects of the COVID pandemic were still evident in children's development on entry to nursery. A rise of 10% of children with additional needs and an 11% rise in children eligible for the Early Years Pupil Premium (EYPP) accessing nursery provision led to the staff teams focusing efforts on the Prime Areas of Learning and specifically Language and Communication.

In response to this, FSN applied to take part in an East Sussex project, Enhancing Inclusive Practice (EIP). This is a two-year project working with local Primary schools in developing effective transition for children who do not meet the thresholds for an Education, Health and Care Plan (EHCP). The aim of the project is to ensure that the identified children and their families receive the right support to enable a smooth and successful transition from nursery to Reception class.

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During the year, 302 children attended the three nurseries. Of these children:

- 61 had English as an Additional Language (20%), at St Nick's Nursery it is 29%
- 58 had additional needs (19%) - a rise of 10% on the previous year
- 84 were eligible for the Early Years Pupil Premium (28%) - a rise of 11% on the previous year
- 71 were in receipt of 2-year funding (23%)
- 91 successfully transitioned to Primary school (30%)

All three nurseries regularly receive feedback from parents/carers and the children:

"What an amazing nursery! All three of my children have attended this nursery and I cannot fault them. Each Individual staff member past and present have been amazing, the children are well looked after the staff are always happy to help. The children are always happy! Definitely recommend this nursery to all friends with little ones!"
NURSERY PARENT

"I cannot fault this nursery or the incredible staff!! They supported me and sent me in the right direction to do my PACT training and my level 2 City and Guilds qualification. They are amazing!" NURSERY PARENT

"All my teachers make me feel safe. I love all my friends" CHILD'S COMMENT

Case Study

A was living in temporary accommodation. Staff noticed that A appeared shy, not talking to other parents, and did not have any support network. A was also facing financial challenges and the manager signposted her to the food Pantry. A's child was lacking confidence at the nursery and did little to communicate or seek out other children to play with. With A's concerns about her living situation she had little space in her head to think about forging friendships with other parents and no home to invite children to play. Staff asked A if she would like to take some play packs from the learning library to help with ideas about activities to do at home, which she was keen to have. Soon after, A was offered permanent accommodation. It was at this point the nursery offered a visit from FSN's family support worker who could help her begin to make a home. This offer of support was timely as the family had no furniture and needed to keep their belongings in black sacks. With support, furniture was organised and with on-going home visits by the family support worker the parent gained more cooking skills, helped her child use the toilet and Mum, the child and family support worker, spent some time learning to play together. The support has had positive impact on A's child, with significant development in communication and language. A also has more confidence in herself and the support given.

Enhanced Inclusive Practice

With the increase in the number of children with Education, Health and Care Plans across East Sussex, the Local Authority commissioned projects in education settings across County focusing on how to address the issues that children and young people were raising where services were not meeting their needs.

FSN was the only voluntary sector and early years organisation to be commissioned to take part in the project concentrating on the transition for children who have not had a SEND diagnosis, but who would struggle with moving from nursery to school. The project started in September 2023, working with two local Primary schools over the next two years.

The project will develop:

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- An enhanced family support offer for children with SEND
- Early identification and early intervention in nursery provision to support transition into KS1
- Improved expertise and availability of SEN support for local school alliances
- The creation of a workforce development programme for supporting staff

From September to the end of March, the lead practitioner has been gathering baseline data, building relationships with the Foundation Stage leads at the two partner schools and planning a shared curriculum focusing on the needs of the children and their next steps. The lead practitioner has also arranged coffee mornings with parent/carers and co-designing good practice transition for the families.

Mental Health and Bereavement

With the merger of Dragonflies and My Time teams, staff were offered training and support to deliver across the disciplines. Feedback from the staff led to a review of the delivery and referral pathways to ensure the children and young people attending continued to receive quality support. The decision to keep the names of the services the same was taken as they are long running services which are well known to community partners.

During the reporting year, 362 children and young people completed mental health and bereavement peer support groups.

Dragonflies

Using the Childhood Bereavement Network evaluation tool, 95% of attendees reported increased resilience, improved communication and self-concept.

Case Study

L was referred following the unexpected death of their Mother which led to them moving house to live with their grandmother.

L took part in a range of activities enabling them to share their feelings. Outcomes at the end of the sessions included:

Improvement in self-esteem and coping strategies; becoming confident to talk about feelings and having a better understanding of emotions; improved relationships and confidence and ability to talk about their special person without feeling overwhelmed as well as talk to others; felt better able to deal with intrusive memories.

L's carer said:

"It has helped all the children be able to talk and there has been a difference in the way they talk and ask questions about mum. Thank you"

Young people over the age of 16 years old were also able to access 1:1 bereavement counselling.

My Time

Following the review of the project, the outcomes were streamlined and agreed with 93% of children and young people reporting improvement in their self-confidence, self-esteem, an increased understanding of mental health, improvement in relationships with others and increased social engagement.

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A pilot project took place in the local College across two sites, supporting young people with their mental health. The project offers a drop in for referred students and a range of activities offered to open discussion about mental health.

Bexhill Youth Project (BYP)

With the ongoing support of the St. Andrews Trust, the Bexhill Youth Project continued to provide two youth sessions per week for referred secondary school aged young people in Central Bexhill.

Over the last year, attendance at the group increased by 50%, consistently in double figures and the young people attending took part in a range of community activities such as the annual Children in Need fundraiser, supporting the Bexhill Carnival event and a silent disco beach clean. The young people also planned and delivered their own events using the skills of their peers to celebrate Christmas.

The achievement of AQAs gives further recognition of the efforts of the young people involved, with 97 certificates achieved between April 2023 to March 2024. AQAs are also more relevant to employment and gives the opportunity for future employers to see the potential and commitment that young people have given to events in their community.

In consultation with the young people attending the BYP, they reported:

- Improved wellbeing
- Gained new skills and knowledge
- More confident in communicating with others in their community
- Felt secure in being able to share with staff any issues they had related to areas such as wellbeing, mental health and relationships

Youth Voice

Young people from the BYP have played an instrumental part in the development of a youth strategy for Rother by devising the engagement methods with young people in the district and co-designing the Survey Monkey questionnaire and guidance on where to engage the target audience. This led to a response from over 750 young people from across Rother with plans to use the feedback to develop pilot work in two areas of the district in the summer of 2024.

Case Study

S has been a long term attendee at Bexhill Youth Project and attends a high proportion of the sessions. Through some of the projects i.e. fundraising, S has taken a central role contacting businesses and collecting donations.

The experiences S has taken part in are evidenced by the AQA awards gained. These awards were compiled on a CV co-produced with a BYP worker. Due to previous fundraising in McDonalds as a Children In Need partner, S is known to staff there and has been offered employment when turning 16 years old this year.

HEALTH AND WELLBEING

Health and Wellbeing Community Hubs

The NHS Integrated Care Board continued to support the work of FSN's Hubs in St Leonards and Hollington, although it was acknowledged that the pressure on NHS budgets would be likely to impact on future funding commitments.

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Through the partnership working with Education Futures Trust and The Pelham who lead on the other community Hubs in Hastings and Bexhill, an infographic was designed to indicate the added value brought into the community and the number of people supported over the last three years. This included:

- An additional £3,603,484 across the partnership to support Health Inequalities over three years
- 97 active volunteers in the last year
- An average of 105 volunteer hours weekly across the Hubs in the last year

FSN was also involved in a number of strategic Health Inequalities Networks such as the Hastings Universal Healthcare project and the East Sussex VCSE Mental Health network where FSN was featured in a monthly newsletter outlining the wellbeing support offered for the community.

As part of the offer of the Hub, FSN was able to offer appointments with DentaId, thanks to the support of the local Primary Care Network. The mobile dental unit attended the St Nicholas Centre site twice a month and gave free dental treatment to 114 individuals in the last year who would not otherwise have access to a dentist locally.

Volunteering

FSN would be unable to offer the range of services and projects without the fantastic commitment and support of our volunteers who offer their valuable time in our Centres as well as supporting projects such as Mental Health and Bereavement, PACT and youth services and leading on group support such as a weekly computer drop in and coffee and chat.

In the volunteer led groups, over 175 hours of sessions were held and 50 participants benefitted. One Coffee and Chat attendee said:

"They are lovely people, and ... are amazing. It's nice to meet people and have a chat"

From the annual volunteer survey in June 2023 year:

- 100% of those who responded said that they received support when needed and learned from other volunteers and staff
- 93% felt that they were doing something meaningful
- 80% reported increased self-confidence
- 73% reported increased wellbeing

One volunteer said:

"Over the 6 years I've been here my life really changed. Doing voluntary work, I loved meeting people and making friends FSN is non-judgemental and caring."

In total, FSN received the support of 50 volunteers in the last year.

FSN Pantry

The demand on the Pantry continued to rise in the last year with a 55% increase in the number of people supported with food and household items from the previous year. On average, 90 families accessed the Pantry on a weekly basis either coming into the Centre, or through the delivery support to areas with poor transport infrastructure or to families with additional needs and barriers to access.

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Our volunteers who support the Pantry enable FSN to ensure that the funding received is focused on providing the food and resources needed by families. One of the Pantry volunteers said:

"It has been wonderful to feel an asset to my community, especially when it is facing such hardship."

Health and Wellbeing Coach

The two Health and Wellbeing Coaches funded by the local Primary Care Network provided non-clinical support including facilitating peer support groups and offering 1:1 coaching to clients looking to make lifestyle choices to manage their long term health conditions.

In the last year, the team received 223 GP referrals and 150 self-referrals for support. From this, 91 clients participated in 1:1 and peer support sessions and there were 260 attendances at workshops and programmes run by the Coaches.

77 people completed assessments using the Health Outcome Star with the following outcomes were recorded:

- 76% reported improved lifestyles
- 62% reported improved nutrition
- 68% felt that they were better able to manage their symptoms
- 55% had increased activity levels
- 82% were feeling more positive

At the end of March 2024, 53 clients were still being supported.

Partnership working is a key aspect of the support given with sessions from pharmacists and podiatrists on blood pressure, cholesterol and foot health. The Coaches also successfully signpost and refer to other services including Active Hastings, One You East Sussex, Health in Mind and Freedom Leisure to help to sustain the interventions.

One client said:

"The conversation with yourself was the start of it I think. Like it was a line drawn in the sand and I've also had some other health things going on completely unrelated that I have very little control over and it made me realise that I had to take ownership of all the things I could do to help, like being more active and making healthier choices. With my new job and being in the office 5 days a week instead of working from home has also really helped. I've noticed that I am choosing to be more social and don't feel the need to withdraw and isolate myself."

FAMILY SUPPORT

The Hub - Temporary Accommodation Project

The challenges in the continued rise in evictions of families impacted on the capacity of the system, with a knock on effect to referrals to The Hub. The complexities of the families who were referred meant that increased support was needed both within and outside of the group activities. This included transition into new accommodation and sourcing funding for furniture and white goods for those moving into more permanent homes.

Over the year, households living in temporary accommodation (TA) rose to over 500, putting pressure on Local Authority budgets and availability of accommodation.

In the last year, The Hub:

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- Supported 79 families and 256 individuals
- Delivered 202 sessions
- Offered 11 outreach sessions including trips during school holidays

Case Study

Single Mum living in supported mother and baby unit referred by a support worker. Mum presented as isolated, with significant mental health issues, struggling to socialise and concerned about her readiness to live independently. She had also been the victim of historic domestic abuse. Following regular attendance at The Hub, Mum received help from the CAB, attended her GP appointment for a mental health review, took part in Family and Adult Learning and was supported by The Hub team on healthy relationships and boundaries. When Mum moved into her permanent accommodation, FSN was able to source funding for furnishings and referred her to the Pantry to support with food. She also received transition support to independent living by FSN's Specialist Early Years Family Support worker.

Outcomes achieved:

- Reported able to advocate for herself at her GP and with the housing team, including managing her council tax account
- Referred herself to the priority register for utilities
- Felt able to start running again which helped with her anxiety and mental health
- Planning to return to study/work once her child is in education

The Housing Outcome Star continued to be used over the last year alongside the introduction of the Family Support Assessment Tool used by the Local Authority for their Supporting Families programme. The tool focuses on 10 themes and the TA Hub work supports some of the themes including, mental and physical health, good early years development, family relationships and financial stability.

From the Housing Outcome Star assessments:

- 100% of those who completed the assessments said that their overall wellbeing had improved
- 86% reported that they felt less anxious and isolated

The Behaviour Research project undertaken by Sheffield Hallam University worked with families to identify the barriers to access and to find solutions to engage families earlier. This led to the planning of a promotional video which was commissioned by FSN and developed and filmed by service users. The video was shared with a range of referrers including the Housing Teams and led to a 41% increase in referrals in comparison to the previous year.

FSN TA Hub on Vimeo

With the support of funding from the NHS Health Inequalities Fund, a Moving On, Moving Up course was developed to support families moving into permanent accommodation to understand budgeting and finances. The course successfully supported two cohorts of families with one participant telling us:

"I feel more confident with money now especially understanding credit scores. I have also opened up a savings account since starting this course".

PACT (Parents and Children Together)

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During the year, PACT continued to offer two strands to the project; the volunteer peer support training and the drop-in groups for families with pre-school children.

The last year saw PACT recruit 12 parent/carers with over 60% completing the training and gaining their qualification. The success of the course has led to three of the volunteers from this year gaining employment, with another two existing volunteers also going into employment and one moving into a different volunteering role.

In the last year 51 families were supported by PACT and from those who attended, 84% attended the Pantry and 32% attended the Family Learning courses offered by FSN.

The project uses the Early Years Outcome Star to measure outcomes for parent/carers attending PACT and in the last year:

- 80% of parents reported reduced feelings of isolation
- 85% reported increased emotional wellbeing
- 80% reported increased confidence/resilience

For the children, parent/carers completed an East Sussex County Council language checker, as well as the child development section of the Early Years Outcome Star.

80% of parents reported improvement in their child's physical and social development from attending the PACT group sessions.

A parent with a child with additional needs said:

"When I first came my son wouldn't go up to anyone, or sit at the table for snack time but that all changed today when he sat at the table with the other children. I was so happy."

Early Years Specialist Family Support Worker

In February 2024, FSN Trustees committed to a pilot project to look to address the increases in welfare concerns in FSN nurseries manifesting in children's attendance and behaviour which, much of the time, was the result of parent/carer anxiety and non-engagement.

Data from the three nurseries identified 30% of children with welfare concerns. This was significantly higher at St Nick's Nursery at 40%.

The pilot project has involved the support of a recently retired Health Visitor with a caseload of up to 12 families. To date, the pilot has revealed key issues affecting parental non-engagement and child development gaps often a result of wider determinants of health impacting on coping abilities. E.g. wellbeing, housing/finances. The Family Support Worker Intervention includes: focused support, utilising whole family assessment toolkit, linking to East Sussex Supporting Families programme system wide approach in helping families facing multi-barriers to engagement

Case Study

Single parent, previously in refuge, in own flat but only furniture found in flat was a bed for parent and child. Bare essentials in kitchen, no plates, family feeding from take away containers, clothes in bin liners. Mother, with poor mental health and low self-esteem, welcomed and accepted family workers help, gaining trust to discuss her social anxieties. No family support available, preferred to stay indoors due to anxiousness and kept child away from nursery for comfort. Son in process of transition from nursery to school.

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Needs addressed: facilitated dentist/ health practitioner for family, advised on potty training. Sourced grant to furnish flat. Engaged parent in creative course at FSN. Plan to liaise with school to coordinate a smooth transition ensuring contact support at school for mother to alleviate potential absenteeism of child.

Outcome: Child nursery attendance improved, parent building positive relationships, recognised importance of child's education

EDUCATION AND TRAINING

The number of courses delivered in the last year was substantially less than previous years due to reduced funding. FSN continued to receive funding from East Sussex County Council for the delivery of Family Learning as well as Multiply to support adult numeracy skills.

To meet the growing demand locally for Youth Work training, FSN developed an AQA Youth Work award. This was delivered to two cohorts of youth workers from a range of different organisations based in Hastings. During the year, FSN offered a total of 34 courses across family learning, wellbeing, AQA and accredited qualifications, with the following outcomes achieved:

- Family Learning/Multiply - 118 learners accessing with 100% gaining confidence in the course subject and achieved their personal set goals and 88% of learners attending Multiply reporting improvement in numeracy skills
- Adult Wellbeing - 39 adults accessing with 86% reporting improved wellbeing
- Accredited Learning - 48 learners attending with 40 certificates claimed and 100% of learners reporting an improvement in skills and knowledge
- AQAs - 16 young people achieved a range of Unit Awards with a total of 97 certificates successfully awarded
- AQA's - Unit Awards Youth Work - 2 courses were delivered with 12 learners completing. 100% of learners reported an improvement in skills and knowledge

Learners said:

"This course has taught me so much and helped me understand and be a part of an amazing educational institute. ... is a wonderful tutor and she has guided me and helped me all through the course. It has been an absolute honour to be a part of this course which has develop my confidence and skills that will help me in my professional life. Thank you all once again! Level 2 Award in Supporting in School

"I found having a theme was a good springboard to get started. It was interesting seeing the different styles that emerged. Very relaxing group. The course has enabled myself to gain friends, confidence and new skills by working alongside my peers and improving my sense of wellbeing and at the same time I have learnt new skills by improvising and applying various art methods using the tools that were provided by the tutor of the art course. Also, the resources were very useful for myself and I have enjoyed the art for Wellbeing course tremendously".

"It was a lovely course. such fun and enjoyable. Very warm and friendly tutor. Able to create some interesting pieces of work with positive praise for it. Has been a great time". Art and Craft for Wellbeing course participants

"A friendly welcoming place we both felt comfortable coming to this course, we particularly enjoyed the junk modelling week, I will do this again at home with all of my children". Family Learning Parent: Let's Go Play course

Skills and Learning in the Community (SLiC)

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FSN's involvement as a member of a local group of adult learning providers, offering a range of courses for people furthest away from formal learning opportunities continues. The objects of SLiC are the advancement of education of the public in South East England, in particular but without limitation in the region of East Sussex.

The challenge of sourcing funding for adult learning has increased as the Skills Funding Agency changed their guidance which impacted on the opportunities for smaller provisions.

To support the group, a volunteer from the Cranfield Trust worked with SLiC to identify roles and responsibilities and to agree priorities for the organisation.

As part of this, Members agreed the vision statement for SLiC:

SLiC encourages individual growth and community progress, creating a supportive and inclusive environment that encourages continuous learning and skill development which leads to stronger more resilient communities.

In September 2023, an infographic was developed evidencing the work of SLiC for adult learners. Over 1000 learners were supported with 6% going onto volunteering and of those we were informed of, 10% going into employment.

Fundraising

FSN is registered with the Fundraising Regulator and complies with regulatory standards for fundraising activity, adhering to the relevant Code of Practice. FSN did not engage any fundraising service providers in the last year.

FSN continues to operate a low cost Lottery as part of our fundraising strategy for our Dragonflies bereavement project.

A complaints policy is in place which explains the procedure on how an individual can complain, along with a policy to protect vulnerable people and we received no complaints in regard to its fundraising efforts in the last year. FSN is also signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Public benefit

FSN have referred to the Charity Commission's public benefit guidance when reviewing its aims and in planning future activities to ensure it is supporting disadvantaged children, young people and families by providing funded and free activities and services.

STRATEGIC REPORT

Transactions and Financial position

The Statement of Financial Activities on Page 18 shows that expenditure on Unrestricted Funds was met by income and in line with the management policy adopted by the Trustees.

Tangible Fixed Assets of the Charity

The movement in fixed assets during the year is shown on Page 34.

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STRATEGIC REPORT

Financial review

Reserves

The Trustees have examined the requirements for free reserves which are those unrestricted funds not invested in fixed assets.

The aim of FSN's work is for all projects to be self-funded, including an allowance for the cost of relevant core staff time. The cost of projects is monitored on a regular basis through a detailed cash flow forecast up to six months in advance.

The policy of the Trustees is to build reserves to assist towards new projects and to cover any unforeseen expenditure by means of prudent management of investment assets to ensure there is sufficient liquidity available to finance the charity's work at all times. As at 31st March 2024, the general fund (free reserves) amounted to £112,229 whilst other designated reserves amounted to £1,183,737.

Future plans

The Board of Trustees are committed to ensure that there are opportunities to use surplus unrestricted funding as well as fundraise to pilot work identified as services struggle to meet the need and families present with complex needs. At the Trustee strategy day in February 2024, Trustees agreed on the following projects and activity:

- Changes to St Nick's Nursery to meet the new Government childcare policy whilst ensuring that our most disadvantaged children have access to quality early learning and education
- Family Support Work prioritising families attending FSN nurseries
- Summer/Autumn term transition work from Primary to Secondary school for neurodiverse children
- Consultation work with young people to support the 10-year vision for Towns initiative in Bexhill
- Development of a young person led project supporting their peers with barriers to accessing employment and training
- Providing wellbeing activities for families with young people at risk of exploitation

FSN will continue with the refurbishment works during the Summer of 2024 at the St Nicholas Centre, focusing on the inside of the building with redecoration, carpeting and lighting.

FSN will continue to engage in a whole systems approach, working in partnership with statutory and voluntary sector agencies especially in relation to safeguarding, integrated care teams, mental health, information sharing, as well as influencing strategic plans for the area in our role with the Hastings Community Network Executive Committee.

Trustees and senior managers know that sourcing funding is becoming ever more challenging as Trusts and Foundations review their strategies and income thresholds often mean FSN may not be eligible for funding.

However, we continue to strive to ensure that we are able to provide quality services for the children, young people and families in the local area.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance & Management

FSN reviews its aims, objectives and activities each year. The review looks at what has been achieved and the outcomes of the work in the previous 12-month period. The review also helps to ensure FSN's aims and objectives remain focused on the stated purpose.

To support this, Trustees have undertaken visits to the majority of projects and services over the last year, speaking to staff and providing reports to the Board along with any recommendations. Trustees additionally monitor the targets of the charity against our three-year strategy. In the last year Trustees agreed that these had been progressed effectively and currently FSN is on track to achieve the strategic goals.

In November 2023, the Chair of Trustees, Peter Carcas sadly retired due to ill health. Peter had been involved with FSN since 1978 first as a house visitor through to becoming a Trustee and then taking on the role of Chair. His commitment and dedication to the charity was valued and respected by his fellow Trustees, staff and colleagues and he will be missed.

As at 31st March 2024, FSN has a Board of 11 Trustees and 2 co-opted Trustees who have experience and knowledge in areas such as early years, research, Governance, HR, charity accounts, equalities and safeguarding. The Board meet bi-monthly and hold an annual strategic planning day. Trustees with experience and interest also attend Sub-Committee meetings for Finance and Personnel matters. Sub-Committees have delegated authority from the Board to make decisions in support of the organisation.

The FSN's Board members are:

- Peter Carcas - Chair (retired Nov 2023)
- Cllr. Judy Rogers - Vice-Chair (Chair from Nov 2023)
- Richard Cuff - Vice-Chair
- John French - Treasurer
- Rev'd Martin Harper
- Janet Wyatt
- Gary Marriott (resigned Sept 2023)
- Roger Elias
- Geoff Longmire
- Mary Osman
- Hayley Thomas
- Anne Austen (co-opted March 2024)
- Nigel Lloyd (co-opted March 2024)

FSN President - Mollie Green MBE

FSN Patrons:

- Andrew Blackman Lord Lieutenant of East Sussex
- Baroness Fookes DBE DL
- The Right Reverend Dr. Martin Warner MA PhD

Management of the Charity is delegated to the Chief Executive who is also the Secretary for the Board and the staff team. FSN employs:

- 13 full time staff,
- 49 part-time staff,
- 3 sessional staff,

THE FELLOWSHIP OF ST NICHOLAS

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

- 3 tutors and
- 5 Assessors.

During the year FSN received support from 50 volunteers.

Auditors

Auditors are appointed at FSN's AGM. In 2023, the AGM was held on Monday 18th September. At the meeting, Acuity Professional Partnership were appointed as auditors. FSN's 2024 AGM will be held on Monday 23rd September.

Risk management

As part of FSN's Board of Trustees annual strategic planning day, the Chief Executive tables the Risk Management plan for discussion and approval. This reviews the major risks that the Charity may be exposed to and identifies control measures that mitigate the risks. The plan is used as a working document and reviewed and updated as necessary. Trustees are advised by auditors of any impending changes and reporting procedures.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

00371615 (England and Wales)

Registered Charity number

208446

Registered office

St Nicholas Centre
66 London Road
St Leonards on Sea
East Sussex
TN37 6AS

Trustees

Mr M N Harper
Mrs J Wyatt
Mr P R Carcas Chairman (resigned 20/11/2023)
Mr G Marriott (resigned 18/9/2023)
Mr R Cuff Vice Chair
Cllr J Rogers (Chair 20/11/2023)
Dr R Elias
Mr G Longmire
Mr J French
Mrs M Osman
Ms H J Thomas
Mr N Lloyd (appointed 11/3/2024)
Ms A Austen (appointed 11/3/2024)

Company Secretary

Ms T E Rose

THE FELLOWSHIP OF ST NICHOLAS

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors

Acuity Professional Partnership LLP
Unit 2.02
High Weald House
Glovers End
Bexhill
East Sussex
TN39 5ES

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 23/9/24 and signed on the board's behalf by:



.....
Ms T E Rose - Secretary

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024

The trustees (who are also the directors of The Fellowship of St Nicholas for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Opinion

We have audited the financial statements of The Fellowship of St Nicholas (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements;
or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE FELLOWSHIP OF ST NICHOLAS

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We have assessed the susceptibility of the entity's financial statements to material misstatement, including how fraud might occur, as low by way of enquiry, prior knowledge and current year analytical review and testing

We have enquired with management and those charged with governance to obtain an understanding of the legal and regulatory framework applicable to the entity and, through our audit testing, our findings have confirmed that the entity is complying with the relevant frameworks

We have enquired with management and those charged with governance to obtain an understanding of the entity's policies and procedures relating to compliance with laws and regulations. Through our testing, we have reviewed all relevant documentation and confirm that there have been no instances of non-compliance

Through enquiry, analytical review, walkthrough testing and substantive testing we have obtained an understanding of the entity's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud.

We have confirmed that the engagement team collectively had the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations and fraud

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Listed above is the extent of procedures we have taken to detect material misstatements in respect of irregularities, including fraud, to which we have found no instances.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE FELLOWSHIP OF ST NICHOLAS**

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Rachel Taylor

Rachel Taylor FCA

for and on behalf of Acuity Professional Partnership LLP

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Unit 2.02

High Weald House

Glovers End

Bexhill

East Sussex

TN39 5ES

Date: **25.09.2024**

THE FELLOWSHIP OF ST NICHOLAS

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

		Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations, legacies & grants	2	12,788	266,601	279,389	531,530
Charitable activities	5				
Childcare		-	477,268	477,268	438,031
Family support projects		6,000	321,534	327,534	354,581
Other trading activities	3	514,366	26,799	541,165	423,636
Investment income	4	20,518	-	20,518	7,803
Total		553,672	1,092,202	1,645,874	1,755,581
EXPENDITURE ON					
Raising funds					
Raising donations and legacies	6	2,209	6,820	9,029	10,727
		2,209	6,820	9,029	10,727
Charitable activities	7				
Childcare		430,752	508,336	939,088	688,709
Family support projects		87,852	655,713	743,565	870,664
Total		520,813	1,170,869	1,691,682	1,570,100
Net gains/(losses) on investments		(1,646)	-	(1,646)	(5,865)
NET INCOME/(EXPENDITURE)		31,213	(78,667)	(47,454)	179,616
RECONCILIATION OF FUNDS					
Total funds brought forward		1,264,754	653,482	1,918,236	1,738,620
TOTAL FUNDS CARRIED FORWARD		1,295,967	574,815	1,870,782	1,918,236

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

**STATEMENT OF FINANCIAL POSITION
31 MARCH 2024**

		2024	2023
	Notes	£	£
FIXED ASSETS			
Tangible assets	14	977,033	1,006,816
Investments	15	88,467	90,113
		1,065,500	1,096,929
CURRENT ASSETS			
Debtors	16	20,158	24,093
Prepayments and accrued income		-	-
Cash at bank and in hand		870,460	861,294
		890,618	885,387
CREDITORS			
Amounts falling due within one year	17	(45,336)	(24,080)
NET CURRENT ASSETS		845,282	861,307
TOTAL ASSETS LESS CURRENT LIABILITIES		1,910,782	1,958,236
CREDITORS			
Amounts falling due after more than one year	18	(40,000)	(40,000)
NET ASSETS		1,870,782	1,918,236
FUNDS	21		
Unrestricted funds:			
General fund		112,230	100,000
Property fund		1,048,737	1,064,754
Project development fund		50,000	50,000
HR Reserve		60,000	50,000
Early Years Fund		25,000	-
		1,295,967	1,264,754
Restricted funds:			
Restricted		574,815	653,482
TOTAL FUNDS		1,870,782	1,918,236

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

STATEMENT OF FINANCIAL POSITION - continued
31 MARCH 2024

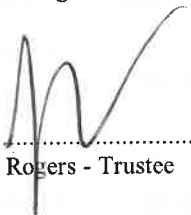
The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The financial statements were approved by the Board of Trustees and authorised for issue on 23/9/24
and were signed on its behalf by:


.....
Cllr J Rogers - Trustee

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>9,166</u>	<u>266,375</u>
Net cash provided by operating activities		<u>9,166</u>	<u>266,375</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>-</u>	<u>(34,910)</u>
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(34,910)</u>
Change in cash and cash equivalents in the reporting period		<u>9,166</u>	<u>231,465</u>
Cash and cash equivalents at the beginning of the reporting period		<u>861,294</u>	<u>629,829</u>
Cash and cash equivalents at the end of the reporting period		<u><u>870,460</u></u>	<u><u>861,294</u></u>

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(47,454)	179,616
Adjustments for:		
Depreciation charges	29,783	33,151
Losses on investments	1,646	5,865
Decrease in debtors	3,935	41,942
Increase in creditors	21,256	5,801
Net cash provided by operations	9,166	266,375

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	861,294	9,166	870,460
	861,294	9,166	870,460
Debt			
Debts falling due after 1 year	(40,000)	-	(40,000)
	(40,000)	-	(40,000)
Total	821,294	9,166	830,460

The notes form part of these financial statements

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The Fellowship of St Nicholas is a charitable company limited by guarantee registered in England and Wales.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

INCOME

All income resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then the income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'income from other trading activities'. Upon sale, the value of the stock is charged against 'income from other trading activities' and the proceeds are recognised as 'income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'income from other trading activities'.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives local government grants in respect of the provision of childcare facilities. Income from local government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

EXPENDITURE

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Costs of raising funds includes expenses directly related to fund raising, such as advertising a fundraising event;

Expenditure on charitable activities includes expenses involved in the running of charitable projects, such as staff salaries; and

Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

TANGIBLE FIXED ASSETS

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:-

Freehold property

1% straight line

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

TANGIBLE FIXED ASSETS

St Nick's Nursery & Training Centre	1% straight line and 10% straight line
St Leonards Children's Centre	10% straight line
Fixtures, fittings & equipment	20% straight line
Computer equipment	33.33% straight line
Motor vehicles	25% straight line

A property, The Robsack Centre, is managed by the charitable company. It is leased from Hastings Borough Council, on a 30 year lease ending on 18 January 2033, in order to enable the charity to further develop the effectiveness of its charitable work.

TAXATION

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

FUND ACCOUNTING

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds compose unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each specific fund is set out in the notes to the financial statements.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

DEBTORS AND CREDITORS RECEIVABLE/PAYABLE

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

CONCESSIONARY LOANS

Concessionary loans include those payable to a third party which are interest free or below market rates and are made to advance charitable purposes. Where the loan is repayable more than one year, the loan is initially measured at fair value and the charity has adopted the policy that no provision is made for impairment or amortisation subsequently.

IMPAIRMENT

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

EMPLOYEE BENEFITS

When employees have rendered service to the charity, short term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

FIXED ASSET INVESTMENTS

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

2. DONATIONS, LEGACIES & GRANTS

	2024	2023
	£	£
Gifts and income from trusts	279,389	530,530
Legacies	-	1,000
	<u>279,389</u>	<u>531,530</u>

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Project fees and rents	494,886	384,162
Other trading activities	46,279	39,474
	<u>541,165</u>	<u>423,636</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

4. INVESTMENT INCOME

	2024	2023
	£	£
Interest - deposits	<u>20,518</u>	<u>7,803</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
Grants and contracts	Childcare	477,268	438,031
Grants and contracts	Family support projects	327,534	354,581
		<u>804,802</u>	<u>792,612</u>

	2024	2023
	£	£
Children In Need	8,052	35,013
ESCC - EYEE	477,268	438,031
ESCC	63,575	41,007
ESCC - Enhancing exclusive practice	24,243	-
HBC	-	73,702
Big Lottery Fund - Dragonflies: 10340609	31,348	62,696
ESCC - HOA	-	5,983
Big Lottery Fund - The Hub (TA) 20103816	106,216	104,534
PNC Health Coach	66,456	-
National Lottery Community Fund - RC London and SE Region - Ref: 20229789	12,711	-
Various other	14,932	31,646
	<u>804,802</u>	<u>792,612</u>

6. RAISING DONATIONS AND LEGACIES

	2024	2023
	£	£
Administration Costs	<u>9,029</u>	<u>10,727</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Childcare	909,305	29,783	939,088
Family support projects	743,565	-	743,565
	<u>1,652,870</u>	<u>29,783</u>	<u>1,682,653</u>

8. SUPPORT COSTS

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of resources. Premises overheads have been allocated by a calculation based on the amount of time that an activity uses a facility and other overheads have been allocated on a staff hours basis.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in note 7.

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Depreciation - owned assets	29,783	33,151
Auditors' remuneration	<u>5,600</u>	<u>5,340</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

TRUSTEES' EXPENSES

During the year no trustees received expenses (Nil in 2023).

11. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	1,061,631	937,212
Social security costs	62,026	56,291
Other pension costs	18,429	16,130
	<u>1,142,086</u>	<u>1,009,633</u>

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

	2024	2023
	70	69
Staff	<u>70</u>	<u>69</u>

No employees received emoluments in excess of £60,000.

Key management personnel remuneration in the year totalled £79,510 (2023 - £89,038).

12. EX GRATIA PAYMENTS

Redundancy payments in the year totalling £Nil (2023: Nil).

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations, legacies & grants	34,688	496,842	531,530
Charitable activities			
Childcare	-	438,031	438,031
Family support projects	2,500	352,081	354,581
Other trading activities	411,081	12,555	423,636
Investment income	7,803	-	7,803
Total	<u>456,072</u>	<u>1,299,509</u>	<u>1,755,581</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
EXPENDITURE ON			
Raising funds			
Raising donations and legacies	1,516	9,211	10,727
	<u>1,516</u>	<u>9,211</u>	<u>10,727</u>
Charitable activities			
Childcare	192,891	495,818	688,709
Family support projects	193,397	677,267	870,664
	<u>387,804</u>	<u>1,182,296</u>	<u>1,570,100</u>
Total			
	<u>387,804</u>	<u>1,182,296</u>	<u>1,570,100</u>
Net gains/(losses) on investments	(5,865)	-	(5,865)
	<u>(5,865)</u>	<u>-</u>	<u>(5,865)</u>
NET INCOME	62,403	117,213	179,616
	<u>62,403</u>	<u>117,213</u>	<u>179,616</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	1,202,351	536,269	1,738,620
	<u>1,202,351</u>	<u>536,269</u>	<u>1,738,620</u>
TOTAL FUNDS CARRIED FORWARD	1,264,754	653,482	1,918,236
	<u><u>1,264,754</u></u>	<u><u>653,482</u></u>	<u><u>1,918,236</u></u>

14. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £
Cost			
At 1 April 2023 and 31 March 2024	902,360	587,983	63,468
	<u>902,360</u>	<u>587,983</u>	<u>63,468</u>
Depreciation			
At 1 April 2023	443,746	73,024	63,468
Charge for year	7,050	9,671	-
	<u>450,796</u>	<u>82,695</u>	<u>63,468</u>
At 31 March 2024	450,796	82,695	63,468
	<u>450,796</u>	<u>82,695</u>	<u>63,468</u>
Net book value			
At 31 March 2024	451,564	505,288	-
	<u><u>451,564</u></u>	<u><u>505,288</u></u>	<u><u>-</u></u>
At 31 March 2023	458,614	514,959	-
	<u><u>458,614</u></u>	<u><u>514,959</u></u>	<u><u>-</u></u>

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

14. TANGIBLE FIXED ASSETS - continued

	Motor vehicles £	Computer equipment £	Totals £
Cost			
At 1 April 2023 and 31 March 2024	57,634	44,766	1,656,211
Depreciation			
At 1 April 2023	31,451	37,706	649,395
Charge for year	8,967	4,095	29,783
At 31 March 2024	40,418	41,801	679,178
Net book value			
At 31 March 2024	17,216	2,965	977,033
At 31 March 2023	26,183	7,060	1,006,816

The freehold property consists of:-

66 London Road, St Leonards on Sea - which is mainly used for charitable purposes but also houses administrative offices.

St Leonards Childrens Centre is situated on the grounds of 66 London Road, St Leonards on Sea. The building and adjoining play area are also used for charitable purposes.

St Nick's Nursery & Training Centre

Nursery and training facility -

The St Nick's Nursery and Training Centre consists of a nursery and outdoor play area, adjacent to the nursery, on the grounds of 66 London Road, St Leonards on Sea. The building and play area are used solely for charitable purposes.

Other property:-

Robsack Community Centre, St Leonards on Sea -

The charitable company also manages the Robsack Community Centre which is leased from Hastings Borough Council at no cost and is used for charitable purposes. No rent is charged by the council and a notional rent of £37,500 is charged to the SoFA. An equal amount is shown in income as a donation.

Other fixed assets:-

Motor vehicles are used solely for charitable purposes.

Computers and office equipment are used for charitable and administrative purposes.

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

15. FIXED ASSET INVESTMENTS

	Listed investments £
Market value	
At 1 April 2023	90,113
Revaluations	(1,646)
	<hr/>
At 31 March 2024	88,467
	<hr/>
Net book value	
At 31 March 2024	88,467
	<hr/>
At 31 March 2023	90,113
	<hr/>

There were no investment assets outside the UK.

Cost or valuation at 31 March 2024 is represented by:

	Listed investments £
Market value as at 31 March 2023	90,113
Valuation in 2024	(1,646)
	<hr/>
	88,467
	<hr/>

The income, expenses, net gains and net losses attributable to the charity's financial instruments are summarised as follows:

	2024	2023
	£	£
Financial assets measured at fair value through net income (Gain/(Loss))	(1,646)	(5,865)

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	20,158	24,093

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	29,481	18,077
Other creditors	8,771	-
Accruals and deferred income	7,084	6,003
	45,336	24,080

18. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024	2023
	£	£
Other loans (see note 19)	40,000	40,000

It has come to the attention of FSN after the balance sheet date that it is unlikely that the Loan will ever need repaying. Further information will be known in due course.

19. LOANS

An analysis of the maturity of loans is given below:

	2024	2023
	£	£
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Other loans more 5yrs non-inst	40,000	40,000

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£	£	£	£
Fixed assets	762,928	214,105	977,033	1,006,816
Investments	88,467	-	88,467	90,113
Current assets	529,908	360,710	890,618	885,387
Current liabilities	(45,336)	-	(45,336)	(24,080)
Long term liabilities	(40,000)	-	(40,000)	(40,000)
	<u>1,295,967</u>	<u>574,815</u>	<u>1,870,782</u>	<u>1,918,236</u>

21. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	100,000	47,230	(35,000)	112,230
Property fund	1,064,754	(16,017)	-	1,048,737
Project development fund	50,000	-	-	50,000
HR Reserve	50,000	-	10,000	60,000
Early Years Fund	-	-	25,000	25,000
	<u>1,264,754</u>	<u>31,213</u>	<u>-</u>	<u>1,295,967</u>
Restricted funds				
Restricted	653,482	(78,667)	-	574,815
	<u>1,918,236</u>	<u>(47,454)</u>	<u>-</u>	<u>1,870,782</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	553,672	(504,796)	(1,646)	47,230
Property fund	-	(16,017)	-	(16,017)
	553,672	(520,813)	(1,646)	31,213
Restricted funds				
Restricted	1,092,202	(1,170,869)	-	(78,667)
TOTAL FUNDS	<u>1,645,874</u>	<u>(1,691,682)</u>	<u>(1,646)</u>	<u>(47,454)</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	90,298	73,990	(64,288)	100,000
Property fund	1,062,053	(11,587)	14,288	1,064,754
Project development fund	50,000	-	-	50,000
HR Reserve	-	-	50,000	50,000
	1,202,351	62,403	-	1,264,754
Restricted funds				
Restricted	536,269	117,213	-	653,482
TOTAL FUNDS	<u>1,738,620</u>	<u>179,616</u>	<u>-</u>	<u>1,918,236</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	456,072	(376,217)	(5,865)	73,990
Property fund	-	(11,587)	-	(11,587)
	456,072	(387,804)	(5,865)	62,403
Restricted funds				
Restricted	1,299,509	(1,182,296)	-	117,213
TOTAL FUNDS	<u>1,755,581</u>	<u>(1,570,100)</u>	<u>(5,865)</u>	<u>179,616</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	90,298	121,220	(99,288)	112,230
Property fund	1,062,053	(27,604)	14,288	1,048,737
Project development fund	50,000	-	-	50,000
HR Reserve	-	-	60,000	60,000
Early Years Fund	-	-	25,000	25,000
	1,202,351	93,616	-	1,295,967
Restricted funds				
Restricted	536,269	38,546	-	574,815
TOTAL FUNDS	<u>1,738,620</u>	<u>132,162</u>	<u>-</u>	<u>1,870,782</u>

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,009,744	(881,013)	(7,511)	121,220
Property fund	-	(27,604)	-	(27,604)
	<u>1,009,744</u>	<u>(908,617)</u>	<u>(7,511)</u>	<u>93,616</u>
Restricted funds				
Restricted	2,391,711	(2,353,165)	-	38,546
	<u>2,391,711</u>	<u>(2,353,165)</u>	<u>-</u>	<u>38,546</u>
TOTAL FUNDS	<u><u>3,401,455</u></u>	<u><u>(3,261,782)</u></u>	<u><u>(7,511)</u></u>	<u><u>132,162</u></u>

THE FELLOWSHIP OF ST NICHOLAS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

21. MOVEMENT IN FUNDS - continued

	Balance at 1 April 2023	Income	Expenditure	Balance at 31 March 2024
Restricted funds				
PACT	113,432	-	(99,863)	13,569
Greenway Nursery	-	127,977	(127,977)	-
St Nicks Nursery	-	199,138	(199,138)	-
My Time	21,485	36,981	(58,466)	-
St Nicholas Centre	30,000	176,294	(176,820)	29,474
Robsack Centre	-	9,600	-	9,600
Silverdale Nursery	-	174,307	(174,307)	-
Dragonflies	139,130	52,470	(51,582)	140,018
Childcare Fund	1,572	1,250	(687)	2,135
Millennium Committee	15,486	-	-	15,486
Nursery Improvement Fund	183,285	-	-	183,285
Core	-	-	-	-
TA Project	87,385	151,216	(148,064)	90,537
Mental Health & Bereavement	-	36,800	(36,800)	-
Enhancing Inclusive Practise	-	24,243	(14,624)	9,619
Youth	47,900	73,917	(58,364)	63,453
Community Learning	-	28,010	(18,182)	9,827
Capital account	7,811	-	-	7,811
Holiday Space	5,996	-	(5,996)	-
Total	653,482	1,092,201	1,170,868	574,815

The Dragonflies fund relates to donations received to support the ongoing sustainability of the Dragonflies project providing support to children and their families experiencing bereavement and pre bereavement.

The Childcare fund can be used to alleviate short term effects of disadvantage and poverty for families accessing FSN projects.

The Millennium Committee is a designated fund to be used to support FSN's work.

The Nursery Improvement Fund relates to capital that was raised for the nursery building in 2015, this has been reduced each year since by depreciation.

The fund balances carried forward for 'My Time', 'Core' and 'Capitals Accounts' are all running costs that will be spent within the 2024/25 financial year.

The designated property fund held within unrestricted funds is to be used for works required to the buildings FSN owns or lease.

THE FELLOWSHIP OF ST NICHOLAS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

22. EMPLOYEE BENEFIT OBLIGATIONS

Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £18,429 (2023 - £16,130).

23. RELATED PARTY DISCLOSURES

During the year one or more Trustees have made donations without conditions totalling £400 (2023: £450).

THE FELLOWSHIP OF ST NICHOLAS

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations, legacies & grants		
Gifts and income from trusts	279,389	530,530
Legacies	-	1,000
	<u>279,389</u>	<u>531,530</u>
Other trading activities		
Project fees and rents	494,886	384,162
Other trading activities	46,279	39,474
	<u>541,165</u>	<u>423,636</u>
Investment income		
Interest - deposits	20,518	7,803
Charitable activities		
Grants and contracts	804,802	792,612
	<u>1,645,874</u>	<u>1,755,581</u>
Total incoming resources		
EXPENDITURE		
Raising donations and legacies		
Administration Costs	9,029	10,727
Charitable activities		
Wages	1,061,631	937,212
Social security	62,026	56,291
Pensions	18,429	16,130
Running expenses	510,784	516,589
	<u>1,652,870</u>	<u>1,526,222</u>
Support costs		
Management		
Depreciation on property	16,721	16,721
Motor vehicles	8,967	8,727
Carried forward	25,688	25,448

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THE FELLOWSHIP OF ST NICHOLAS

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024**

	2024	2023
	£	£
Management		
Brought forward	25,688	25,448
Computer equipment	4,095	7,703
	29,783	33,151
Total resources expended	1,691,682	1,570,100
Net (expenditure)/income	(45,808)	185,481

This page does not form part of the statutory financial statements

