

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

England & Wales · Charity number 313082

Details

Other names	BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION, EARLY EDUCATION
Status	Registered
Legal form	Charitable company
Company number	00395548
Registered	1963-04-26
Register	View on the Charity Commission register

Contact

Address	Regus 2 Victoria Square Victoria Street St. Albans AL1 3TF
Phone	01727 884925
Email	office@early-education.org.uk
Website	www.early-education.org.uk

Activities

Objects: THE OBJECTS OF THE CHARITY ARE THE ADVANCEMENT OF EDUCATION AND DEVELOPMENT OF YOUNG CHILDREN, FAMILIES AND INDIVIDUALS WHO ARE CONCERNED WITH THE EDUCATION AND CARE OF YOUNG CHILDREN IN ALL WAYS CHARITABLE.

Activities: Early Education (The British Association for Early Childhood Education), founded in 1923, is the leading national voluntary organisation for early years practitioners and parents with members throughout the UK. It provides support, advice and training on best practice for everyone concerned with childrens' education and care and promotes the right for all children to high quality education.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£465,821	£495,558	-	-
2024-03-31	£470,588	£464,253	-	-
2023-03-31	£399,791	£440,934	-	-
2022-03-31	£494,659	£450,682	-	-
2021-03-31	£313,072	£322,523	-	-

Trustees

Name	Role	Appointed
Nicola Jane Theobald	Chair	2020-11-07
Christopher Sharpe		2024-07-15
Clio Brown		2025-09-25
Denise Ramdial		2025-12-09
Dr Glenda Wyn Tinney		2020-11-07
Elaina Barbara Eakers		2023-11-15
Julia Henderson		2020-11-07
Lisa Sharkey		2023-11-15
Luke Page		2025-11-28
Myra Mills McRobbie		2024-11-09
Nicola Demetriadi		2023-11-15
Timothy Hopkins		2021-11-26
VICTORIA BAMSEY		2026-03-30

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

England & Wales - Charity number 313082

Accounts

Company Registration Number: 00395548
Charity in England Number: 313082
Charity in Scotland Number: SC039472

**THE BRITISH ASSOCIATION FOR
EARLY CHILDHOOD EDUCATION**
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)**

Annual report and accounts for the year ending 31 March 2025

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**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS
TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025**

Trustees	Nicola Theobald (Chair) Heather Lomas (Vice Chair) (until April 2025) Chris Sharpe (Treasurer from November 2024) John Tuck (Treasurer until November 2024) Becky Cook (until November 2024) Nicola Demetriadi Elaina Eakers Andrina Flinders (until November 2024) Julia Henderson Tim Hopkins Sian Hudson Myra McRobbie (from November 2024) Maureen Mathieson (until November 2024) Nazma Meah (from November 2024 to May 2025) Lisa Sharkey Glenda Tinney	
Company Registered Number	00395548	
Charity Registered Number	Registered charity No. 313082 Charity registered in Scotland No. SC039472	
Registered office	2 Victoria Square Victoria Street St Albans Hertfordshire AL1 3TF	
President	Professor Emeritus Dame Cathy Nutbrown	
Chief Executive & Company Secretary	Beatrice Merrick	
Independent Examiner	Eva Stevens, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL	
Bankers	Lloyds Bank PLC 180-182 High Street Walthamstow London E17 7JH	Unity Trust Bank Nine Brindley Place Birmingham B1 2HB

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

Chair's Introduction

This year has brought both challenges and opportunities as we continue to champion the vital role of high-quality early education. The early years shape children's futures, and we remain committed to ensuring that every child has the chance to benefit from the very best start in life, supported by skilled professionals and strong settings.

A core focus of our work has been supporting and strengthening the early years workforce. High-quality provision is only possible when skilled, dedicated professionals are valued and sustained. Through our training, advocacy, and partnership work, we have sought to give practitioners the tools, recognition and support they deserve. The resilience and commitment shown by staff across the sector continues to inspire us.

Building our reach and impact remains a priority, and our membership sits at the heart of this effort. Members provide both a strong voice for the sector and a vital connection to the realities of practice. We are proud to retain a strong core of highly committed members who value their membership deeply. Our branches play a key role in fostering grass-roots engagement and providing forums for discussion, learning and feedback. We will continue to invest in this area, supporting local networks to ensure that our membership continues to be a vibrant and engaged community.

As a charity with a UK-wide mission, we are committed to championing early education across all four nations. We recognise the unique contexts and challenges faced in England, Scotland, Wales and Northern Ireland, and we are working to ensure that our research, advocacy and support reflect the diversity and strengths of each nation. Strengthening our presence and partnerships across the UK is central to our long-term vision of equitable, high-quality early education for every child, wherever they live.

Alongside this, our development projects, including The SPACE to Flourish programme and The Family Music Hub initiative, have expanded our capacity and influence. We are pleased that the Nuffield Foundation has funded our comparative study of the early years' workforce across the four UK nations - a timely, highly relevant research project which will issue its final report in November 2025.

Our flagship publication, Birth to 5 Matters, continues to play a central role in supporting principled, child-centred practice. As a sector-led guidance document, it embodies our commitment to values-based, evidence-informed pedagogy. We are excited to be working in partnership with the Early Years Coalition to undertake a comprehensive review of the document in 2025-26.

None of this would be possible without the dedication of our Chief Executive and our staff team. Their expertise, passion and hard work drive forward our mission every day. On behalf of the Board, I extend heartfelt thanks to them all. I also wish to thank our trustees, supporters and partners, whose shared commitment enables us to amplify our voice and impact.

Looking ahead, we remain confident in the difference that high-quality early education makes to children and families, and we look forward to building on our progress and working together to secure the best possible start in life for every child—across all four nations of the UK.

Nicola Theobald
Chair of Trustees

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

The Board of Trustees, who are the directors and trustees of the charity, present their report and financial statements for the year ended 31 March 2025 which also contains the directors' report as required by company law.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 18/05/1945 and most recently amended 26/09/2022. It has no share capital and the liability of each member in the event of winding up is limited to £0.25.

Board of Trustees

The membership of the Board of Trustees is listed on page 1. The Board of Trustees meets at least four times each year. The strategic plan is reviewed annually. The majority of trustees are elected from the membership and we ensure that members in all nations of the UK are represented, with co-options used to bring in additional skills and expertise from outside the sector. We are committed to inclusion and diversity and seek to improve the balance of under-represented groups among our trustees. An induction pack is given to all new trustees outlining policy and strategy, legal status and governance, structure, organisation and staffing and finance. This is reviewed annually and updated as necessary.

The Finance & General Purposes (F&GP) Committee consists of the Treasurer, Chair of the Board and elected trustees. This committee meets four times each year with delegated authority from the Board, monitors the organisation's performance and makes recommendations to the Board of Trustees.

Additional working groups and sub-committees are established as needed and currently include a Development Committee.

All Board and F&GP Committee meetings are attended by the Chief Executive.

Staff team

Beatrice Merrick	Chief Executive
Chris Hussey	Training and Communications Manager
Clive Copeman	Administrator – Membership and Events
Sarah Burns	Communications Officer (from February 2025)

The staff team has regular meetings. Staff appraisal and review meetings are in place and training is available for all staff members and volunteers. Pay for staff is approved by the Finance & General Purposes Committee and reported to the Board of Trustees.

Risk management

The Board of Trustees is responsible for the management of risks faced by the Association. Detailed considerations of risk are delegated to the Finance & General Purposes Committee. Risks are identified and assessed, and controls are established throughout the year. The Risk Register is reviewed each year.

Through the risk management processes established for the Association the Board of Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

OBJECTS AND ACTIVITIES

The charity is constituted as a company limited by guarantee and is therefore governed by its Articles of Association. The charity is known as Early Education.

Early Education's objectives are to promote the education and development of young children, and to support those who provide early education and care. We aim to carry out our charitable purposes to deliver public benefit through the following activities. We champion the rights of the child and strive to improve provision for young children. We provide a network of support, advice and collective representation for anyone concerned with the provision of quality education and care of young children.

We are a membership organisation with members across the UK. We provide opportunities for professional development through our local branch events, a national programme of training courses and conferences, and the training and consultancy provided by our Associates. We publish books, resources and a journal in print, and maintain a website with further online resources, supplemented by email newsletters and social media communications. We also undertake project work in support of our aims.

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

2024-25: the year in brief



National events

- 219 bookings for 4 member briefings
- 569 bookings for other free events
- 143 bookings for 8 CPD courses
- 163 bookings for 2 face-to-face conferences



Local branches

- 1316 bookings for 41 events held by 16 local branches



Associates

107 bespoke training and consultancy bookings for 63 clients including 161 training events reaching an estimated 4,000 participants,



Membership

- 732 individual members
- 359 organisational members



Website

- 286,000 page views of Early Education's website by 79,000 users
- 1.9m page views of the *Birth to 5 Matters* website by 370,000 users
- 52,000 downloads of *Birth to 5 Matters* PDF



Publications

- 2,346 (printed copies of *Birth to 5 Matters* sold
- Over 700 copies of other titles sold
- Three issues of the *Early Education Journal* published



Projects

- SPACE to Flourish in Year 1 involved 27 training sessions for up to 12 practitioners from 6 settings, benefiting over 500 children, 20% of whom were from disadvantaged backgrounds

2024-25: THE YEAR IN DETAIL

Campaigns, policy and public awareness

Advocacy

Early Education is committed to advocating and campaigning for principled approaches to early years curriculum, pedagogy and assessment. We seek to drive up the quality of early childhood education and care (ECEC) through improved pay, status and qualifications of the early years workforce and sufficient early years funding. We are the leading voice advocating for maintained nursery schools because of their exceptional impact for the most vulnerable children. We advocate for equity and inclusion for every child through a strong focus on the needs of the most disadvantaged children including children with SEND, and on promoting diversity and anti-racism.

We planned:

- to build case for national early years workforce strategies through strengthening the evidence base across the UK
- to act as a voice for our membership with the Department for Education and Ofsted over early years policy in England
- to lead work with education unions on the campaign for maintained nursery schools
- to continue joint advocacy with groups such as the Early Education & Childcare Coalition (EECC), the Fair Education Alliance (FEA), the Early Years Nutrition Group, More Than A Score (MTAS) and the Nature Premium Steering Group

What we did:

In England, we continued to participate in regular forums with DfE officials including fortnightly meetings about the implementation of the new entitlements. The election of a new government brought opportunities for meetings with the new Minister for Early Education. We remain actively involved in the EECC, and have been involved with the EY nutrition group and MTAS. Following a decision to refocus our effort, we have stepping down from active involvement with the Nature Premium campaign and FEA.

Work continued with the National Education Union, National Association of Headteachers and Unison on the campaign to save Maintained Nursery Schools. Stephen Morgan MP, Minister for Early Education gave the keynote at our Maintained Nursery Schools Headteachers conference in November 2024. In March 2025, we undertook a survey of maintained nursery schools to be published later in the year to support the ongoing call for funding reform..

We undertook a survey of our Scottish members about their priorities and preferences for engagement following requests for more active advocacy on behalf of our Scottish members. We organised an event with the Care Inspectorate and Education Scotland to allow members to hear about and comment on the proposed new Quality Improvement Framework.

Our Nuffield Foundation-funded research comparing early years workforce policy across the four UK nations got underway. The first meeting of the Advisory Group in February included representatives of key stakeholders across all four nations.

Development projects

We planned: to Increase our capacity to deliver on our core mission eg support professional learning, raise quality of ECE and contribute to core costs through funded projects.

- Plan for dissemination and continuation of SPACE to Flourish
- The Family Music Hub (funded by Youth Music)

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

- Nuffield Foundation-funded Comparative study of Early Years Workforce across the four UK nations

What we did

The Supporting Pedagogy Arts and Creativity Everywhere (SPACE) to Flourish project has continued to offer training to settings and schools in Greenwich and Wandsworth. A project [webpage](#) was published, with three digital resources. The first cohort of trainees completed their first year and a second cohort have begun the programme, alongside continuing cohort 1 involvement.

The Family Music Hub has now been established as a Community Interest Company, and continue to develop their work through the funding provided by Youth Music.

The Nuffield Foundation agreed to fund our Comparative study of the early years workforce across the four UK nations, led by Emeritus Professor Dame Cathy Nutbrown with Professor Verity Campbell-Barr, Professor Aline-Wendy Dunlop, Dr Glenda Tinney and Dr Glenda Walsh, . By the end of the financial year, work was underway with the project: the ethical review had been completed with the University of Sheffield, research assistants were recruited and a first meeting of the Project Advisory Group had been held.

Professional learning

Bespoke training and consultancy from our Associates

The aim of the Associates programme is to work towards Early Education being seen as the first choice for experts in early childhood education and care (ECEC). We seek to maximise the work we do to have the greatest possible impact on the sector and children's outcomes. Unlike the many commercial providers in the field, any surplus generated from the programme goes to support the core costs of our charity, enabling us to continue our advocacy and offering free resources for public benefit. We secure work by tendering for suitable publicly tendered contracts, through repeat customers and outreach to potential new clients. We maintain a rolling programme of recruitment of new Associates.

What we did

During the year we were commissioned to provide 107 bespoke training and consultancy bookings for 63 clients including 161 training events reaching an estimated 4,000 participants.

Additionally we provided a range of other supporting including:

- quality improvement support for childminders in one local authority
- writing, reviewing and amending online child development training for the Department for Education
- Consultancy support for specific settings (in-person visits and virtual support)
- Providing expert advice to a tribunal panel hearing
- Brief writing for higher education materials
- Coaching and mentoring programme for providers and local authority staff

During the year, five new Associates were recruited, including our first Associate based in Scotland, joining our existing team in England, Wales and Northern Ireland.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

Our national programme of continuing professional development

Our national programme is intended to meet sector needs for continuing professional development, raise the quality of ECEC delivery, deliver additional value for members. During the year we aimed to increase take-up by matching course delivery to demand, to evaluate courses for evidence of impact and to continue to offer free events to add value to the membership package. We also sought to scope out the lack of CPD for children from birth to 3, identify gaps and how we could help to fill them.

What we did

We provided a more targeted programme to allow more focused content, prioritising the Learning Circle model to provide learning that follows the evidence of what makes effective CPD. We put in place revised pre- and post-course questionnaires, including tutor feedback, and reflected with tutors on the feedback and agreed follow up action.

Free termly member briefings were held and most of our Birth to 3 roadshow events were free to members. Four other free events were offered. Birth to 3 roadshow events were arranged in partnership with branches in London, Darlington, Midlands, Bristol/ECHO, Lancaster, Cornwall & Devon.

A total of nearly 1,200 bookings were taken for events in our national programme including:

- 82 bookings for 5 Birth to 3 roadshow events
- 219 bookings for 4 member briefings
- 569 bookings for 5 other free events
- 106 bookings for 6 learning circles
- 37 bookings for 2 one-session events
- 163 bookings for 2 in person conferences

Uptake of free events demonstrates the gap between demand and funding for the sector.

Publications and resources

We publish print and online materials which are intended to deliver thought leadership on ECE, support professional learning in the sector and provide value to members.

Our flagship publication remains the *Birth to 5 Matters* non-statutory guidance, and we continue to lead the work of the Early Years Coalition (EYC) which oversees it. During the year the EYC Steering Group met with DfE and Ofsted to encourage greater official recognition of a document which is a widespread reference work for students and practitioners. The Steering group also committed to a review of the guidance, four years since original publication. There were 1.9m page views of the *Birth to 5 Matters* website by 370,000 users, 52,000 downloads of the *Birth to 5 Matters* PDF and over 2,300 hard copies were sold.

Two of the termly issues of the Early Education Journal focused on aspects of sustainability (guest editors Debi Keyte-Hartland and Jan White in the summer and Lesley Curtis for the spring issue) and one on creativity (guest editor Pete Moorhouse).

Members received fortnightly news updates by email and online we published six guest blogs.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

Building reach and impact

Membership

Our aim is to grow levels of engagement, reach and impact through increasing our membership. This will also ensure active grass roots engagement and feedback through branches. We seek to maximise retention of existing members by ensuring our membership offer remains attractive, relevant and good value, through follow up with lapsed members and supporting local branches, which provide a key forum for member engagement.

In common with many membership bodies, we continue to see a small decline in numbers. We retain a strong core of committed members who value their membership highly. Trustees are considering models that might increase the attraction of Early Education membership.

	At end March 2025
Total individual members	732
Total organisation members	359

Local branches

Our local branches provide a forum for “grass roots” involvement in planning a professional learning agenda and engaging members. During the year we undertook to explore how the branch offer and structure might need to adapt to practitioners’ and providers’ changing needs and the current environment, and the synergy between branch activity and membership. We sought to support active branches to continue and less active branches to revive their local branch offer.

We completed a survey of branch officers and reported back via an online meeting with branch officers. Branch officers also attended a Strategy and Development meeting with trustees, Vice Presidents and Associates. The latter highlighted the value of bringing together branch officers with Associates to inspire ideas for events and showcase the expertise available from Associates. Our Birth to 3 roadshows, held jointly with branches, were a catalyst to reviving activity in one branch.

Our branches are mainly volunteer-run, with some administrative support from the charity’s staff team, and it is a testimony to the efforts of our local branch committees that 13 branches ran 41 events with over 1,300 bookings. We are grateful to all who give their time to support our local branches.

Governance and compliance

Our objectives for the year were to create a pipeline of potential trustees to improve the diversity of the Board, and to ensure a successful succession in the role of Treasurer.

What we did

Trustee undertook a skills audit to support decisions on trustee co-options, and vacant places were advertised, although we were not successful in recruiting to these, so work has been ongoing to identify individuals with suitable skills and to encourage them to apply.

The handover to the new Treasurer was successfully undertaken following the AGM, with the outgoing Treasurer remaining on the Board for a further year to ensure continuity and support.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

PERFORMANCE AND IMPACT

Our primary means of raising the quality of early childhood education in the UK are through our impact on policy as a campaigning organisation, and our influence on practitioners' professional learning.

The figures on page 5 indicate the scale and reach of impact we are able to measure through membership, attendance at events, instances of commissioned work or engagement with our resources. Our reach becomes larger but less direct and harder to measure as it expands to groups with less direct interaction with us.

As a campaigning organisation, we continue to work closely with others in the sector. For an organisation of our size, we believe we continue to have a significant impact from a small resource base thanks to all those who volunteer their time to support our work at local and national level.

PLANS FOR THE FUTURE

Our plans for 2025-26 are set within the context of the organisation's long-term objectives.

Objective 1: Practitioners benefit from/participate in high quality professional learning experiences which enhance their:

- **professionalism, confidence, and sense of belonging**
- **knowledge and skills to offer high quality provision and work effectively with families**

1. National programme of CPD, training and events - ensure high quality, affordable, accessible CPD events are directly accessible to practitioners.

2. Bespoke CPD from Associates - support the CPD needs of practitioners through commissioned work for settings, schools, local authorities and other bodies to widen our reach and impact.

3. Branches - support grass roots involvement in driving professional learning that meets local needs and provide opportunities for networking, peer learning and sharing of practice.

4. Membership - membership resources provide professional learning opportunities through professional updating, access to latest research and practice; dialogue with members informs advocacy and campaigns.

Objective 2: National and local policy-makers receive appropriate messages and information from the sector and engage in informed/dialogue

5. Advocacy/ Campaigns

We aim to Improve the policy environment in order to enhance quality and access to ECEC by advocating

- principled, rights-based approaches to early years curriculum, pedagogy and assessment, underpinned by research and practice evidence
- improved early years funding, with particular focus on the needs of the most disadvantaged children and children with SEND

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

- improved pay, status and qualifications of the early years workforce
- action on diversity and anti-racism.

Objective 3: The necessary research and practice knowledge exists and is available to tell us what children need and how adults can best support their learning/ development

6. Funded research projects - develop opportunities to undertake and disseminate research and practice development (eg funded projects) and provide expertise to externally run projects eg participating in project advisory groups.

7. Publications and resources - members (and non-members) are kept informed about recent research and practice knowledge and our publications and communication channels are sought out by researchers wishing to engage with/disseminate to practitioners.

Underpinning activity

8. Governance and compliance - to ensure good governance, continuity and effective delivery of organisation's charitable mission.

9. Additional income generation - to ensure ongoing viability of the charity.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

FINANCIAL REVIEW

Results

The results for the year are set out on pages 16 and 17 of these financial statements.

Gross income for the year was £465,821 (2024: £470,588). Membership income was £99,151 (2024: 109,877) with the difference partly resulting from a change in the treatment of deferred income increasing the previous year's figure. Events income increased at £40,759 (2024: 21,405), reflecting an increase in both conference and course income. Consultancy undertaken by Associates was down to £158,183 (2024: £222,250) due to fewer high-value contracts during the year. Publications sales, primarily of *Birth to 5 Matters*, remained stable and raised total income of £33,316 (2024: £35,657). Income from projects increased as projects which had started mid-year in the previous year ran across the whole year in 2024-25. However, the contribution was lower largely due to project-specific donations received in the prior year but spent in 2024-25. The contribution from events was higher than the previous year, but the contributions from other activities decreased.

Expenditure was £495,558 (2024: £465,693). The cost of governance, legal and professional fees increased was higher than the previous year due to several factors including transferring to a different firm of accountants.

Branch income of £3,530 (2024: £5,351) exclusive of branch rebates of £3,848 (2024: £3,668), was lower than expenditure of £7,938 (2024: £11,624) as branches made use of their reserves.

Overall, the charity had a deficit of £29,737 (2024: a surplus of £4,895).

Reserves and investments

Early Education's funding comes mainly from membership fees, sales of goods and services, donations and grants from public and private bodies. Sufficient funds are kept in Early Education's current account to meet immediate needs. Monies in excess of £20,000 in the current account are maintained in a deposit account held with Unity Bank.

Early Education's reserves policy is to maintain three months operating expenses. The committee estimate this to be approximately £52,000 for the year ending 31 March 2025. Unrestricted general funds at this date amounted to £81,013 (2024: £98,965). The purposes of the reserves are to ensure that sufficient funds are available to cover any temporary funding shortfall which results from cash flow timings and to cover its liabilities should the charity have to close.

Risk

The principal risk identified in relation to the 2024-25 financial year was the continued volatility of income streams and the necessity to continue generating activities which provide a surplus. Finding consistent sources of income remains a challenge. Bearing in mind the ongoing challenge for the charity of generating sufficient surplus to cover core costs, the trustees will continue to keep under review the need to maximise income from core activities and additionally seek out project funding that can support this. The deficit in the current year was indicative of the volatility of income streams from year to year. The dependence on project funding to cover core costs remains a risk factor and trustees continue to seek ways to cover core costs from the organisation's primary activities.

Procedures are in place to monitor the adequacy of working capital and trustees receive regular reports on the financial position.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025 (continued)

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Statement of Trustees' responsibilities

The trustees (who are also the directors of Early Education for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then consistently apply them
- observe the methods and principles of the Charities SORP (FRS 102)
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

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

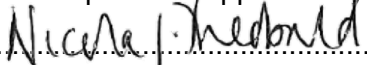
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies provision statement

This report is prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.


Approval

This report was approved by the Board of Trustees and signed on their behalf by:


.....

Nicola Theobald (Chair of Trustees)

Date: 25/10/2025


.....

Chris Sharpe (Treasurer)

Date: 29/10/2025

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**Independent Examiner's Report to the Trustees of The British Association for
Early Childhood Education ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 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 Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

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 the Company's accounts carried out under section 44 (1) (c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since Early Education is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Public Finance and Accountancy (CIPFA), which is one of the listed bodies.

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 that in any material respect:

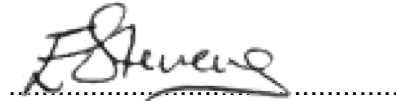
1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations; or
2. the accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; 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)].

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

**Independent Examiner's Report to the Trustees of The British Association for
Early Childhood Education ('the Company')**

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:



Eva Stevens, BSc, CPFA, employee of Community Accounting Plus
Member of the Chartered Institute of Public Finance and Accountancy (CIPFA)

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date: 29/10/2025

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Statement of Financial Activities for the Year Ended 31 March 2025
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

		Unrestricted funds £	Restricted funds £	Total 2025 £	(As restated) Total 2024 £
	Note				
Income and Endowments from:					
Donations and legacies	2	1,086	-	1,086	1,844
Charitable activities	3	334,939	125,622	460,561	465,234
Investment income	5	4,174	-	4,174	3,510
Total income		<u>340,199</u>	<u>125,622</u>	<u>465,821</u>	<u>470,588</u>
Expenditure on:					
Charitable activities	6	(360,537)	(135,021)	(495,558)	(465,693)
Total expenditure		<u>(360,537)</u>	<u>(135,021)</u>	<u>(495,558)</u>	<u>(465,693)</u>
Net (expenditure)/income		<u>(20,338)</u>	<u>(9,399)</u>	<u>(29,737)</u>	<u>4,895</u>
Net movement in funds		(20,338)	(9,399)	(29,737)	4,895
Reconciliation of funds					
Total funds brought forward		<u>107,761</u>	<u>17,500</u>	<u>125,261</u>	<u>120,366</u>
Total funds carried forward	16	<u>87,423</u>	<u>8,101</u>	<u>95,524</u>	<u>125,261</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 16.

These are the figures for the previous accounting period and are included for comparative purposes

		(As restated) Unrestricted funds £	Restricted funds £	(As restated) Total 2024 £
	Note			
Income and Endowments from:				
Donations and legacies	2	1,844	-	1,844
Charitable activities	3	394,540	70,694	465,234
Investment income	5	3,510	-	3,510
Total income		<u>399,894</u>	<u>70,694</u>	<u>470,588</u>
Expenditure on:				
Charitable activities	6	(408,705)	(56,988)	(465,693)
Total expenditure		<u>(408,705)</u>	<u>(56,988)</u>	<u>(465,693)</u>
Net (expenditure)/income		<u>(8,811)</u>	<u>13,706</u>	<u>4,895</u>
Transfers between funds		<u>(3,794)</u>	<u>3,794</u>	<u>-</u>
Net movement in funds		(12,605)	17,500	4,895
Reconciliation of funds				
Total funds brought forward		<u>120,366</u>	<u>-</u>	<u>120,366</u>
Total funds carried forward	16	<u>107,761</u>	<u>17,500</u>	<u>125,261</u>

The notes on pages 18 to 27 form an integral part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

(Registration number: 00395548)
Balance Sheet as at 31 March 2025

	Note	2025 £	(As restated) 2024 £
Fixed assets			
Intangible assets	9	4,770	7,638
Tangible assets	10	1,640	1,158
		6,410	8,796
Current assets			
Stocks	11	2,519	6,555
Debtors	12	73,404	88,940
Cash at bank and in hand	13	199,215	226,213
		275,138	321,708
Creditors: Amounts falling due within one year	14	(186,024)	(205,243)
Net current assets		89,114	116,465
Net assets		95,524	125,261
Funds of the charity:			
Restricted income funds			
Restricted funds	16	8,101	17,500
Unrestricted income funds			
Unrestricted funds		87,423	107,761
Total funds	16	95,524	125,261

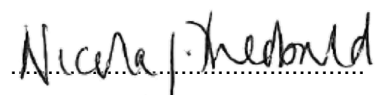
For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 16 to 27 were approved by the trustees, and authorised for issue on ...25/10/2025... and signed on their behalf by:



Nicola Theobald (Chair of Trustees)



Chris Sharpe (Treasurer)

The notes on pages 18 to 27 form an integral part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

British Association for Early Childhood Education (The) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Exemption from preparing a cash flow statement

Under the exemption available to smaller charities the Board of Trustees has chosen not to include a Statement of Cash Flows within the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website & database	5 years

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
IT equipment	4 years

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Branches

By the end of the year all but one branch had transferred the balance from their own bank accounts to a bank account held by Early Education. A branch return was submitted to us by any branch for periods during which it operated its own bank account, the income and expenditure from these are entered into the central finance system and have been incorporated into the organisation's accounts.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Donations and legacies;			
Donations from individuals	1,086	1,086	1,844
	1,086	1,086	1,844

3 Income from charitable activities

	Unrestricted funds		Restricted funds £	Total 2025 £	Total 2024 £
	Designated £	General £			
Membership	-	99,151	-	99,151	109,877
Courses & conferences	-	40,759	-	40,759	21,405
Consultancy	-	158,183	-	158,183	222,250
Branch income	3,530	-	-	3,530	5,351
Project grants	-	-	124,827	124,827	58,194
Publications & resources	-	33,316	-	33,316	35,657
Grants & donations	-	-	-	-	12,500
License fee	-	-	795	795	-
	3,530	331,409	125,622	460,561	465,234

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

4 Grants & donations

	Unrestricted funds £	Restricted funds £	Total £
The Charity of Sire Richard Whittington	-	63,782	63,782
Youth Music	-	50,661	50,661
Individual donation	-	5,000	5,000
The Nuffield Foundation	-	4,134	4,134
HMRC Gift Aid	-	1,250	1,250
Sundry donations	1,086	-	1,086
	1,086	124,827	125,913

5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	4,174	4,174	3,510

6 Expenditure on charitable activities

	Unrestricted funds		Restricted funds £	Total 2025 £	Total 2024 £
	Designated £	General £			
Admin	-	17,554	-	17,554	19,398
Branch expenditure	7,938	-	-	7,938	11,624
Consultancy	-	116,960	-	116,960	162,649
Courses & conferences	-	15,959	-	15,959	9,692
Depreciation	-	3,271	-	3,271	3,245
Governance, legal & professional	2,500	19,261	-	21,761	12,744
Irrecoverable VAT	-	6,266	-	6,266	2,083
Membership	-	8,165	-	8,165	9,165
Other costs	-	2,339	-	2,339	-
Projects	-	-	111,857	111,857	56,988
Project recharges (management fees)	-	(23,164)	23,164	-	-
Publications & resources	-	22,765	-	22,765	20,625
Rent	-	15,493	-	15,493	16,325
Wages, NI & pension	-	145,230	-	145,230	147,317
Previous year cost reallocation to projects	-	-	-	-	(6,162)
	10,438	350,099	135,021	495,558	465,693

Previous year comparison figures have been recategorised for more accurate comparison purposes and have also been restated.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2025	2024
	£	£
Depreciation of fixed assets	3,271	3,245

8 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	125,805	127,675
Social security costs	9,092	9,506
Pension costs	10,333	10,136
	145,230	147,317

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025	2024
	No	No
Average number of employees	3	3

3 (2024 - 3) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £10,333 (2024 - £10,136).

The number of employees whose emoluments fell within the following bands was:

	2025	2024
	No	No
£70,001 - £80,000	1	1

The total employee benefits of the key management personnel of the charity were £84,872 (2024 - £82,963).

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

9 Intangible fixed assets

	Website & database £	Total £
Cost		
At 1 April 2024	14,342	14,342
At 31 March 2025	<u>14,342</u>	<u>14,342</u>
Amortisation		
At 1 April 2024	6,704	6,704
Charge for the year	<u>2,868</u>	<u>2,868</u>
At 31 March 2025	<u>9,572</u>	<u>9,572</u>
Net book value		
At 31 March 2025	<u>4,770</u>	<u>4,770</u>
At 31 March 2024 (as restated)	<u>7,638</u>	<u>7,638</u>

10 Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2024	5,010	5,010
Additions	<u>885</u>	<u>885</u>
At 31 March 2025	<u>5,895</u>	<u>5,895</u>
Depreciation		
At 1 April 2024	3,852	3,852
Charge for the year	<u>403</u>	<u>403</u>
At 31 March 2025	<u>4,255</u>	<u>4,255</u>
Net book value		
At 31 March 2025	<u>1,640</u>	<u>1,640</u>
At 31 March 2024 (as restated)	<u>1,158</u>	<u>1,158</u>

11 Stock

	2025 £	2024 £
Stocks	<u>2,519</u>	<u>6,555</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

12 Debtors

	2025	2024
	£	£
Trade debtors	56,727	75,148
Prepayments	12,343	7,713
Accrued income	4,334	4,149
Other debtors	-	1,930
	<u>73,404</u>	<u>88,940</u>

13 Cash and cash equivalents

	2025	2024
	£	£
Cash at bank	<u>199,215</u>	<u>226,213</u>

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	38,699	46,344
Other taxation and social security	16,078	21,631
Other creditors	773	380
Accruals	2,185	8,978
Deferred income	128,289	127,910
	<u>186,024</u>	<u>205,243</u>

15 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Land and buildings		
Within one year	<u>11,115</u>	<u>14,468</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

16 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
General					
General	55,436	336,669	(350,099)	4,919	46,925
Designated					
Branches	44,906	3,530	(7,938)	-	40,498
Centenary	4,586	-	-	(4,586)	-
Marketing	2,833	-	-	(2,833)	-
Strategic Development	-	-	(2,500)	2,500	-
	52,325	3,530	(10,438)	(4,919)	40,498
Total unrestricted funds	107,761	340,199	(360,537)	-	87,423
Restricted funds					
Erasmus+ Project	3,794	-	(3,794)	-	-
EY Coalition Project	1,206	795	(1,400)	-	601
The Family Music Hub	12,500	56,911	(61,911)	-	7,500
EY Workforce in the 4 nations	-	4,134	(4,134)	-	-
SPACE to Flourish Project	-	63,782	(63,782)	-	-
	17,500	125,622	(135,021)	-	8,101
Total restricted funds	17,500	125,622	(135,021)	-	8,101
Total funds	125,261	465,821	(495,558)	-	95,524

The transfer from the General fund to the Strategic development fund was to ringfence some money for that activity.

As a result of the creation of the Strategic development fund, there was no longer a need for the Centenary and Marketing designated funds, so their balances were transferred back to the General fund.

The specific purposes for which the funds are to be applied are as follows:

Erasmus+ Project - Funding received under the Erasmus+ programme for the project Child-Centred Competences for Early Childhood Education and Care, led by the University of Plymouth.

EY Coalition Project - Early Education leads the Early Years Coalition of sector organisations which produced the Birth to 5 Matters non-statutory guidance and receives some licensing income related to the guidance to cover the costs of hosting and maintaining the Birth to 5 Matters website.

The Family Music Hub - Funding was received from Youth Music and from charitable donations to support development of The Family Music Hub (TFMH), to provide CPD and resources for everyone making music with families with young children. TFMH has now been established as a Community Interest Company able to operate in its own right.

EY Workforce in the 4 UK Nations - The Nuffield Foundation are funding our research project: A comparative study of the early years workforce across the four UK nations, which will report in late 2025.

SPACE to Flourish Project - The Charity of Sir Richard Whittington, through The Mercers Company, is funding our project, Supporting Pedagogy, Arts & Creativity Everywhere (SPACE) to Flourish, to improve children's school readiness through a focus on supporting creativity and the arts.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	(As restated) Resources expended £	Transfers £	(As restated) Balance at 31 March 2024 £
Unrestricted funds					
General					
General	63,530	394,543	(395,175)	(7,462)	55,436
Designated					
Branches	47,511	5,351	(11,624)	3,668	44,906
Centenary	4,816	-	(230)	-	4,586
Marketing	4,509	-	(1,676)	-	2,833
	<u>56,836</u>	<u>5,351</u>	<u>(13,530)</u>	<u>3,668</u>	<u>52,325</u>
Total unrestricted funds	<u>120,366</u>	<u>399,894</u>	<u>(408,705)</u>	<u>(3,794)</u>	<u>107,761</u>
Restricted					
Erasmus+ Project	-	-	-	3,794	3,794
The Charity of Sir Richard Whittington	-	35,359	(35,359)	-	-
EY Coalition Project	-	2,463	(1,257)	-	1,206
The Family Music Hub	-	32,872	(20,372)	-	12,500
Total restricted funds	<u>-</u>	<u>70,694</u>	<u>(56,988)</u>	<u>3,794</u>	<u>17,500</u>
Total funds	<u>120,366</u>	<u>470,588</u>	<u>(465,693)</u>	<u>-</u>	<u>125,261</u>

17 Analysis of net assets between funds

	Unrestricted			2025
	General £	Designated £	Restricted £	Total funds £
Intangible fixed assets	4,770	-	-	4,770
Tangible fixed assets	1,640	-	-	1,640
Current assets	152,707	40,498	81,933	275,138
Current liabilities	(112,192)	-	(73,832)	(186,024)
Total net assets	<u>46,925</u>	<u>40,498</u>	<u>8,101</u>	<u>95,524</u>

	Unrestricted			(As restated) 2024
	General £	Designated £	Restricted £	Total funds £
Intangible fixed assets	7,638	-	-	7,638
Tangible fixed assets	1,158	-	-	1,158
Current assets	251,883	52,325	17,500	321,708
Current liabilities	(205,243)	-	-	(205,243)
Total net assets	<u>55,436</u>	<u>52,325</u>	<u>17,500</u>	<u>125,261</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Notes to the Financial Statements for the Year Ended 31 March 2025

18 3rd party funds

	Opening balances £	Incoming resources £	(Resources expended) £	Total £
Branch fund holding: Bristol/ECHO	380	1,100	(1,360)	120

We have a partnership agreement with the Early Childhood Organisation (ECHO) in Bristol, which operates on a parallel basis to our other local branches, while retaining its status as a separate organisation.

19 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner are analysed as follows:

	2025 £	2024 £
Independent examination	1,500	1,050

20 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £0.25 towards the assets of the charity in the event of liquidation.

21 Taxation

The charity is a registered charity and is therefore exempt from taxation.

22 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Julia Henderson

£141 (2024: £204) of travel expenses were reimbursed to Julia Henderson during the year.

Heather Lomas

£30 (2024: £25) of travel expenses were reimbursed to Heather Lomas during the year.

Myra McRobbie

£286 (2024: £Nil) of travel expenses were reimbursed to Myra McRobbie during the year.

Nicola Theobald

£75 (2024: £156) of travel expenses were reimbursed to Nicola Theobald during the year.

Rebecca Cook

£Nil (2024: £310) of travel expenses were reimbursed to Rebecca Cook during the year.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

23 Related party transactions

There were no related party transactions in the year.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

England & Wales - Charity number 313082

Accounts

Company Registration Number: 00395548
Charity in England Number: 313082
Charity in Scotland Number: SC039472

**THE BRITISH ASSOCIATION FOR
EARLY CHILDHOOD EDUCATION**
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)**

Annual report and accounts for the year ending 31 March 2024

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**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS
TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024**

Trustees	Nicola Theobald, (Chair from November 2023) Becky Cook (Chair until November 2023) Heather Lomas, Vice Chair John Tuck, Treasurer Orest Bakhovski (until March 2024) Nicola Demetriadi (from November 2023) Elaina Eakers (from November 2023) Andrina Flinders Julia Henderson Monica Hingorani (until September 2023) Jan Holmes (until September 2023) Tim Hopkins Sian Hudson Maureen Mathieson Lisa Sharkey (from November 2023) Chris Sharpe (from July 2024) Glenda Tinney Glenda Walsh (until November 2023)	
Company Registered Number	00395548	
Charity Registered Number	Registered charity No. 313082 Charity registered in Scotland No. SC039472	
Registered office	2 Victoria Square Victoria Street St Albans Hertfordshire AL1 3TF	
President	Professor Dame Cathy Nutbrown	
Chief Executive & Company Secretary	Beatrice Merrick	
Independent Examiner	Steven Case 128B The St, Rustington, Littlehampton BN16 3DA	
Bankers	Lloyds Bank PLC 180-182 High Street Walthamstow London E17 7JH	Unity Trust Bank Nine Brindley Place Birmingham B1 2HB

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

Chair's Introduction

In the last financial year, we completed the celebrations of our centenary year. We mark all that we achieved, not only over the last year, but over the last century from 1923 to 2023. We thank all the members, trustees, branch committee members, patrons, staff and all the other individuals who have supported us over that time.

Our mission remains unchanged: to support children and families' access to the best possible early childhood education for the transformative benefits it brings, especially to those in greatest need. Our main engine for change is educators themselves, by providing ways for colleagues to share their knowledge and to support one another's professional growth, whether through local branches, our national events and training, or our Associates and their commissioned work. Equally important, we continue to provide a voice for the profession to speak truth to power and demand that policy makers listen to the knowledge and expertise of educators when deciding the future direction of early childhood education.

There continue to be shared challenges facing the early years sector across the UK, which is asked to do more and more, despite chronic under-funding and a crisis of recruitment and retention. In this context, our advocacy work is vital, and though there are no quick fixes, we continue to argue the case for the strategic long-term approaches that are needed to effect real change.

As a learning organisation, we also challenge ourselves to continuously improve. We have developed and adapted our training programme to reflect the needs of the sector, and to increase our impact. Significantly this year we have moved away from one-off training events towards models of learning with long-term engagement, reflection and active engagement by participants, to increase the likelihood of learning being implemented and embedded successfully.

We are proud of the work of our Associates, who deliver an extraordinary array of training and consultancy across the UK and beyond, working with all types of settings and schools, and for many local authorities and national government. They have also been at the heart of our new funded projects, and we are grateful to funders Youth Music and The Charity of Sir Richard Whittington for supporting two projects which started during the year.

Recognising that we are stronger together, we frequently work in coalition with other organisations. We continue to lead the Early Years Coalition which produced the popular Birth to 5 Matters guidance. We have welcomed the opportunity to work not only with sector organisations but with organisations representing parents, employers and wider stakeholders as part of the Early Education and Childcare Coalition.

Thank you to our volunteers on branch committees, to our previous Chair, Becky Cook, and to all the staff, trustees and Vice Presidents. Particular thanks to Professor Dame Cathy Nutbrown for taking on additional work to support the Centenary. And finally, ongoing special thanks to Beatrice Merrick, our Chief Executive, for her leadership, partnership-working and unwavering commitment to reflecting and representing the needs of the Early Years sector in such a responsive, principled manner.

Nicola Theobald
Chair of Trustees

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

The Board of Trustees, who are the directors and trustees of the charity, present their report and financial statements for the year ended 31 March 2024 which also contains the directors' report as required by company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charitable company's constitution, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company limited by guarantee and is governed by its Articles of Association.

Board of Trustees:

The membership of the Board of Trustees is listed on page 1. The Board of Trustees meets at least four times each year. The strategic plan is reviewed annually. The majority of trustees are elected from the membership and we ensure that members in all nations of the UK are represented, with co-options used to bring in additional skills and expertise from outside the sector. We are committed to inclusion and diversity and seek to improve the balance of under-represented groups among our trustees. An induction pack is given to all new trustees outlining policy and strategy, legal status and governance, structure, organisation and staffing and finance. This is reviewed annually and updated as necessary.

The Finance & General Purposes (F&GP) Committee consists of the Treasurer, Chair of the Board and elected trustees. This committee meets four times each year with delegated authority from the Board, monitors the organisation's performance and makes recommendations to the Board of Trustees.

Additional working groups and sub-committees are established as needed and currently include a Development Committee.

All Board and F&GP Committee meetings are attended by the Chief Executive.

Staff team

Beatrice Merrick	Chief Executive
Chris Hussey	Training and Communications Manager
Clive Copeman	Administrator – Membership and Events

The staff team has regular meetings. Staff appraisal and review meetings are in place and training is available for all staff members and volunteers. Pay for staff is approved by the Finance & General Purposes Committee and reported to the Board of Trustees.

Risk management

The Board of Trustees is responsible for the management of risks faced by the Association. Detailed considerations of risk are delegated to the Finance & General Purposes Committee. Risks are identified and assessed, and controls are established throughout the year. The Risk Register is reviewed each year.

Through the risk management processes established for the Association the Board of Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)




OBJECTS AND ACTIVITIES

The charity is constituted as a company limited by guarantee and is therefore governed by its Articles of Association. The charity is known as Early Education.

Early Education's objectives are to promote the education and development of young children, and to support those who provide early education and care. We aim to carry out our charitable purposes to deliver public benefit through the following activities. We champion the rights of the child and strive to improve provision for young children. We provide a network of support, advice and collective representation for anyone concerned with the provision of quality education and care of young children.

We are a membership organisation with members across the UK. We provide opportunities for professional development through our local branch events, a national programme of training courses and conferences, and the training and consultancy provided by our Associates. We publish books, resources and a journal in print, and maintain a website with further online resources, supplemented by email newsletters and social media communications. We also undertake project work in support of our aims.

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

2023-24: the year in brief	
	Centenary celebrations <ul style="list-style-type: none">• Over 1,000 bookings for 12 national centenary events• 12 centenary branch events• Centenary book, recipe booklet and membership offer
	National events <ul style="list-style-type: none">• 372 bookings for free events (in addition to Centenary events)• 203 bookings for 10 online CPD courses• 195 bookings for 3 face-to-face/hybrid events/conferences
	Local branches <ul style="list-style-type: none">• 1,533 bookings for 50 events held by 16 local branches
	Membership <ul style="list-style-type: none">• 785 individual members• 369 organisational members
	Associates <p>94 bespoke training and consultancy bookings for 76 clients including 174 training events reaching an estimated 4,500 participants</p>
	Website <ul style="list-style-type: none">• 789,000 page views of the Early Education website by 220,000 users• 1.9m page views of the <i>Birth to 5 Matters</i> website• 44,000 downloads of <i>Birth to 5 Matters</i> PDF
	Publications <ul style="list-style-type: none">• 3,250 printed copies of <i>Birth to 5 Matters</i> sold• Three issues of the <i>Early Education Journal</i> published

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

THE YEAR 2023-24 IN DETAIL

1. Our Centenary

We planned:

To increase member engagement, raise awareness of the Association among non-members and deliver professional learning opportunities. Activities to include:

- *support for local branch and member events (May to September 2023)*
- *delivering an online Centenary Festival in May*
- *producing centenary-themed summer and autumn issues of the Journal*
- *seeking opportunities to promote awareness of and engagement with Early Education*
- *linking to campaigning activity eg around workforce, funding and free school meals (FSM)*
- *considering revenue generation via sponsorship*

What we did:

- Centenary events were held by branches in Aberdeen, Bristol, Darlington, Edinburgh, Essex, Gloucestershire, London, Midlands, North/East/West Yorkshire, Oxfordshire South Yorkshire, and Sunderland,
- A free Centenary Festival event was held in May 2023 with over 1000 bookings for 12 online sessions. We also held our second and third Centenary Conversations: one online in April with Professors Kathy Sylva and Iram Siraj and one hybrid event in London/online with Professor Tina Bruce, Dr Stella Louis and Sally Cave.
- We published the second two Centenary issues of the *Early Education Journal*, edited by Professor Dame Cathy Nutbrown.
- A promotional membership offer was taken up by 17 organisations
- We continued to promote our Centenary book, *Early Childhood Education: current realities and future priorities*, edited by our President, Professor Dame Cathy Nutbrown, with chapters written by Vice Presidents, Trustees, Associates and other members from all four UK nations.
- In addition we published a *Food to Share recipe booklet* by award-winning chef Jo Ingleby. This book, aimed at parents, practitioners and children was intended to support branch events involving families, and was made available for free download from our website as well as being sold in hard copy.

2. Advocacy/Campaigns, policy and public awareness

We planned:

To advocate and campaign for improved early years funding, including for maintained nursery schools (MNS), with particular focus on the needs of the most disadvantaged children; improved pay, status and qualifications for the early years workforce; action on diversity and anti-racism and principled approaches to early years curriculum, pedagogy and assessment.

Activities to include:

- *continuing the work of the APPG Nursery Schools, Nursery & Reception Classes and with the unions regarding MNS funding*
- *surveys on funding and food/poverty, and working with other organisations on the issue of nursery free school meals and /nutrition*
- *project work on professional development to highlight issues re status and qualifications of workforce*
- *continuing to liaise with DfE and Ofsted over early years policy in England.*
- *continuing to work with the More Than A Score campaign and the Nature Premium Steering Group*

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

What we did:

- Our maintained nursery schools campaigning continued in association with the NAHT, NEU and Unison. We held joint members' meetings with the unions on 12 July and 8 Dec 2023. The APPG held an AGM in May, but it has not held any subsequent meetings and the chair had to step down due to taking on a role advising the Secretary of State for Education. Our Chief Executive wrote to and met with the then early years minister David Johnston, and shadow ministers Bridget Philipson and Helen Hayes regarding MNS funding, and wider early years policy.
- Early Education submitted a response to Sir David Bell's review of Early Years for the Labour Party.
- We had ongoing dialogue with officials in DfE & Ofsted through bilateral meetings and participation in advisory groups.
- We continued to lead the Early Years Coalition Steering Group, which developed the *Birth to 5 Matters* guidance and during the year began productive dialogues with both DfE and Ofsted.
- We contributed actively to the work of the Early Education and Childcare Coalition, seeking to provide a united voice on early years funding on behalf of children and families, providers, the workforce and employers.
- We attended several meetings of a group of organisations working on issues around early years nutrition.
- As members of the Fair Education Alliance we participated in its Early Years working group, with a focus on addressing disadvantage within the education system.
- We continued our participation in the More Than A Score Steering Group, campaigning for reforms to primary and early years assessment and the Nature Premium Steering Group, which is building the case for dedicated funding to support nature connection for all children in early years and schools.

Professional learning

3. Membership retention and recruitment

We planned:

To increase the number of organisational and individual members to extend reach and impact and increase core income. Activities to include:

- *A strategic approach to marketing of membership offer*
- *Active outreach to target groups eg multi-academy trusts, teaching school hubs*
- *Continuing work to improve member retention.*

What we did

Capacity for outreach was limited, and we have not effectively increased our reach to the planned target groups. Our improved systems of membership retention have minimised the number of members lapsing unintentionally, but it continues to be the case that, like many professional associations we see a continued decline in paid membership, while retaining a core of very committed members.

	At 31/3/24	2023
Individual full rate (annual/quarterly)	505	545
Individual reduced rate/concession	239	269
Life member	41	41
Total individual members	785	855

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

Small organisation	161	190
Large organisation	44	52
Multisite (main)	18	22
Multisite (additional)	146	167
Total group members	369	431

4. Branches

We planned:

To support grass roots involvement in the professional learning agenda and engage members.

Activities to include:

- *supporting branches to continue or revive local branch offer*
- *exploring how the branch offer/structure may need to adapt to changing needs/environment.*

What we did

We remain in regular contact with branches, providing administrative support including taking bookings and payments, offering our online platform for events, helping book Associates to speak if required and undertaking promotion on social media and via our database of member and non-member contacts. Branches decide on their own programmes of events and source local venues.

During the year, 16 branches between them ran 50 events, online or in person, for which there were 1,533 bookings (similar to last year when there were 1,762 bookings for 50 events at 15 branches). Branch committees and officers are entirely voluntary, and the activity of branches is a testament to their dedication. We acknowledge that there are increasing challenges with finding individuals willing and able to volunteer in these roles. The pattern of branch events is also evolving to try to meet new realities, where time and money pressures make online events the preferred option for many, balanced against not wanting to lose the added value of face-to-face events for learning and networking. We responded to occasional enquiries about setting up new branches, although none were set up during the last year.

The trustees began a review of branches to consider how the organisation can best support them in future.

4. CPD, Training and events

We planned:

To meet sector needs for continuing professional development, raise the quality of delivery of early childhood education (ECE), generate income for core costs and deliver value for members. Activities to include:

- *exploring ways to transition to delivery of CPD with long-term impact on quality eg learning circles/projects, evidence-based programmes*
- *continuing an interim programme of events responding to sector needs to generate income*
- *including some free events eg the Centenary Festival, member briefings, research dissemination events.*

What we did

During the year we shifted away from offering single or paired online training sessions to longer series of more interactive sessions following evidence-based principles about effective

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

CPD. This has meant a switch to fewer events taking place over a longer time, in place of more, shorter events. Running fewer events on carefully targeted topics has meant that the courses are fuller, so as well as offering a higher quality of learning, the courses take less administrative time and run with better margins.

We ran a range of events which were free for members, and sometimes also for non-members, including our Centenary Festival, Centenary Conversations and a Centenary panel to accompany our AGM. We continued our termly Member Briefings as an added member benefit, including a Q&A session with Department for Education officials and a briefing from Ofsted on their Start for Life research.

The gradual return to face-to-face events included our well-attended annual conference in Northern Ireland, a networking event for maintained nursery school headteachers, and the first in a series of events focusing on children from birth to 3.

- Over 1,000 bookings for 12 centenary events
- 372 bookings for 6 member briefings
- 100 bookings for 6 webinars/online workshops
- 103 bookings for 4 learning circles
- 195 bookings for 3 face-to-face or hybrid conferences/events

5. Associates

We planned:

To work towards Early Education being seen as the first choice for expert consultancy on early childhood education, maximise the work we do to have the greatest possible impact on the sector and children's outcomes and generate a surplus to support core costs. Activities to include:

- *A rolling programme of recruitment to ensure sufficient depth/breadth of expertise and availability to meet demand on the Associate programme*
- *Active outreach to potential clients (local authorities, MATs, Stronger Practice Hubs, etc)*

What we did

In 2023-24, we saw an increase in Associates activity, including several larger commissions. Our Associates were booked by 76 different clients including national government, local authorities, settings and schools. The 94 bookings included delivering 174 continuing professional development sessions to an estimated 4,500 individuals. In addition we provided quality improvement support for childminders in one local authority area; completed reviews of early years special educational needs and disability (SEND) provision for two local authorities and wrote content for three online modules for the Department for Education's child development training programme.

Two additional Associates were appointed. A small amount of exploratory outreach to local authority contacts took place, and we launched a termly newsletter for local authority contracts to showcase the work that we do.

6. Publications and resources

We planned:

To deliver thought leadership on ECE, support professional learning, provide value to members and contribute to core costs. Activities to include:

- *termly issues of the Journal*
- *fortnightly e-news bulletins*

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

- *periodic blogs/articles*
- *promotion of our Centenary book*
- *continued dissemination of Birth to 5 Matters online and in print.*

What we did

Two of the three issues of the *Early Education Journal* were edited by our President, Professor Dame Cathy Nutbrown, as part of the Centenary (*Children: living and learning* and *An agenda for the future*). The first Journal of 2024 was on the theme of *Schemas*, edited by Cath Arnold.

Email news briefings were sent out fortnightly, and we published 8 articles on our online blog, with older articles also remaining well-read.

We promoted both Centenary books. We are grateful to Professor Dame Cathy Nutbrown for gifting the royalties she received as editor *Early Childhood Education: current realities and future priorities* to the charity.

Interest in the *Birth to 5 Matters* non-statutory guidance remained strong, with 44,000 downloads of the PDF, 1.8M page views of the Birth to 5 Matters website and 3,250 print copies sold.

7. Projects and funding applications

We planned:

To increase capacity to deliver on core mission eg support professional learning, raise quality of ECE and contribute to core costs. Activities to include seeking project funding opportunities in line with our vision and mission.

What we did

During the year we were pleased to receive further funding from Youth Music for continued development of The Family Music Hub, which is now established as a separate Community Interest Company, led by our Associate Nicola Burke with two colleagues.

We were delighted to receive funding from the Charity of Sir Richard Whittington, for which the Mercers' Company is Corporate Trustee, to start a four-year project entitled *SPACE (Supporting Pedagogy, Arts & Creativity Everywhere) to Flourish*. The project, led by Associates Cathy Gunning and Debi Keyte-Hartland, is delivering training on creativity and expressive arts to schools in Greenwich and PVI settings in Wandsworth.

Staff and trustees also worked to explore a wider range of funding options, and one other funding application was in process at the end of the financial year.

8. Marketing and promotion

We planned:

To develop a strategic approach to marketing to increase reach and impact and generate more income. Activities to include:

- *marketing manager post undertaking activity until June 2023*
- *review of post and future marketing plans*

What we did

The Marketing Manager completed her review and left her post in April 2023, having improved some aspects of the organisation's work and made a realistic assessment of what further

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

development was needed and possible within current budgets and resources. The trustees did not feel there would be sufficient return on investment to reappoint, but have continued to look at improved promotional activity.

9. Governance and compliance

We planned:

To ensure good governance and continuity. Activity to include succession planning for new Chair and Treasurer.

What we did

A new chair of trustees, Nicola Theobald, took up the role in January 2024, following a short handover with her predecessor. We thank Becky Cook for her work as Chair of Trustees for the previous three years. After external advertising, we were delighted to be able to appoint Chris Sharpe to the Board as Treasurer Elect, to shadow the current Treasurer for a year prior to taking over as Treasurer, with John Tuck then remaining on the Board for a further year, allowing for continuity and support in this key role.

10. Alternative income generation

We planned:

To ensure ongoing viability. Activities to include:

- *Corporate giving*
- *Corporate sponsorship*
- *Donations and legacies*

What we did

Some trustee working groups were set up to explore various forms of innovation including corporate donations and grants for core expenditure.

11. Review of cyber security

We planned:

To reduce, manage and mitigate risks of cyber attacks etc to ensure business continuity and guard against financial and reputational damage. Activities to include:

- *Review of systems and processes and implement staff training (by summer 2023)*
- *Obtaining cyber insurance*
- *Seeking Cyber Essentials accreditation (by Dec 2023)*

What we did

Existing systems and processes were reviewed and amended to ensure compliance with best practice. With the support of our IT support provider, we obtained Cyber Essentials Certification in March 2024, which includes a degree of insurance.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

PERFORMANCE AND IMPACT

Our primary means of raising the quality of early childhood education in the UK are through our impact on policy as a campaigning organisation, and our influence on practitioners' professional learning.

The figures on page 5 indicate the scale and reach of impact we are able to measure through membership, attendance at events, instances of commissioned work or engagement with our resources. Our reach becomes larger but less direct and harder to measure as it expands to groups with less direct interaction with us.

As a campaigning organisation, we continue to work closely with others in the sector. The establishment of the Early Education and Childcare Coalition marked a step change in the sector's ability to provide a unified voice, and we believe that as part of the Coalition, our impact will be greater.

For an organisation of our size, we believe we continue to have a significant impact from a small resource base thanks to all those who volunteer their time to support our work at local and national level.

PLANS FOR THE FUTURE

In 2020, trustees set the following strategic goals to drive our work.

GOAL 1. Practitioners benefit from/participate in high quality professional learning experiences which enhance their:

- professionalism, confidence, and sense of belonging
- knowledge and skills to offer high quality provision and work effectively with families

GOAL 2: National and local policymakers receive appropriate messages and information from the sector and engage in informed dialogue.

Our objectives for 2024-25 are as follows.

Areas for development

1. Supporting practitioners

- Increase engagement, reach and impact through increased membership
- Ensure active grass roots engagement and feedback through more active branches
- Future proof organisation by ensuring pipeline of new members, future trustees and Associates
- Boost income

2. Quality of provision

- Raise the quality of early childhood education through improved CPD for practitioners in relation to children from birth to 3
- Expand professional development resources to support creativity in the early years

Areas of ongoing work

1. Advocacy/ Campaigns

Advocate and campaign for:

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

- Improved early years funding, including for maintained nursery schools, with particular focus on the needs of the most disadvantaged children and children with SEND
- Improved pay, status and qualifications of the early years workforce
- Diversity and anti-racism
- Principled approaches to early years curriculum, pedagogy and assessment

2. Membership retention

- Maximise retention of existing membership

3. Branches

- Grass roots involvement in professional learning agenda
- Engage members

4. CPD, training and events

- Meet sector needs for continuing professional development
- Raise quality of ECE delivery
- Generate income for core costs
- Deliver value for members

4. Associates

- Early Education seen as the first choice for ECE experts
- We maximise the work we do to have the greatest possible impact on the sector and children's outcomes
- Surplus generated to support core costs

5. Publications and resources

- Deliver thought leadership on ECE
- Support professional learning
- Provide value to members
- Contribute to core costs

6. Projects and funding applications

- Increase capacity to deliver on core mission eg support professional learning, raise quality of ECE
- Contribute to core costs

7. Governance and compliance

- Ensure good governance and continuity

9. Alternative income generation

- To ensure ongoing viability

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

FINANCIAL REVIEW

Results

The results for the year are set out on page 17 of these financial statements. Movements in tangible fixed assets are shown in note 15.

Gross income for the year was £470,588 (2023: £399,791). Membership income was £109,877 (2023: 94,678) reflecting inflationary increases to fees and an updated method of calculating deferred income. Events income saw a continued decline to £21,405 (2023: £25,982). By contrast, consultancy undertaken by Associates increased to £222,250 (2023: £182,726), including a number of higher value contracts with local and national government. The decrease in publications began to level out, with *Birth to 5 Matters* sales declining but remaining popular, giving total income of £35,657 (2023: £49,807). Donations included a generous donation towards The Family Music Hub project, as well as various much appreciated donations to support the charity's general activities.

Expenditure was £464,253 (2023: £440,934). The direct costs of most activities were in line with income levels. Support costs were £193,510 (2023: £198,215).

Branch income of £5,351 (2023: £6,534) exclusive of branch rebates of £3,668 (2023: £4,135), was lower than expenditure of £11,624 (2023: £8,405).

Overall, the charity had a small surplus of £6,335 (2023: a deficit of £41,143).

Reserves and investments

Early Education's funding comes mainly from membership fees, sales of goods and services, donations and grants from public and private bodies. Sufficient funds are kept in Early Education's current account to meet immediate needs. Monies in excess of £20,000 in the current account are maintained in a deposit account held with Unity Bank.

Early Education's reserves policy is to maintain three months operating expenses. The committee estimate this to be approximately £49,000 for the year ending 31 March 2024. Unrestricted general funds at this date amounted to £109,201. The purposes of the reserves are to ensure that sufficient funds are available to cover any temporary funding shortfall which results from cash flow timings and to cover its liabilities should the charity have to close.

Risk

The principal risk identified in relation to the 2023-24 financial year was the continued volatility of income streams and the necessity to continue generating activities which provide a surplus. Finding consistent sources of income remains a challenge. Bearing in mind the ongoing challenge for the charity of generating sufficient surplus to cover core costs, the trustees will continue to keep under review the need to maximise income from core activities and additionally seek out project funding that can support this. The small surplus in the current year was a result of the amount of project funding raised during the year. The dependence on project funding to cover core costs remains a risk factor and trustees continue to seek ways to cover core costs from the organisation's primary activities.

Procedures are in place to monitor the adequacy of working capital and trustees receive regular reports on the financial position.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024 (continued)

future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Members' liability

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then consistently apply them
- observe the methods and principles of the Charities SORP (FRS 102)
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

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

Independent Examiner

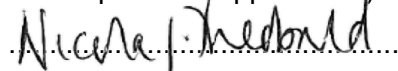
Steven Case of Finance Box Ltd was appointed as Independent Examiner as our previous Independent Examiner retired during the course of the year.

Small Company Exemptions

This report is prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

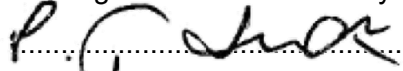
Approval

This report was approved by the Board of Trustees and signed on their behalf by:



Nicola Theobald (Chair of Trustees)

Date: 21/10/2024



John Tuck (Treasurer)

Date: 21/10/2024

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

**Independent Examiner's Report to the Trustees of The British Association for
Early Childhood Education ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and Basis of Report

As the Trustees of the Company (and 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 the Company's accounts carried out under section 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 section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Association of Accounting Technicians which is one of the listed bodies.

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.

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:



Dated: 29th October 2024

Steven Case
128B The St,
Rustington,
Littlehampton
BN16 3DA

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Statement Of Financial Activities (Incorporating Income and Expenditure Account)
For The Year Ended 31 March 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	1,844	12,500	14,344	259
Charitable activities:	4				
Membership		109,877	-	109,877	94,678
Courses & conferences		21,405	-	21,405	25,982
Consultancy		222,250	-	222,250	182,726
Branch income		5,351	-	5,351	11,126
Project grants		-	58,194	58,194	34,017
Publications & resources		35,657	-	35,657	49,807
Investments	6	3,510	-	3,510	1,023
Other income	7	-	-	-	173
Total income		399,894	70,694	470,588	399,791
Expenditure on:					
Charitable activities:	8				
Membership		71,388	-	71,389	85,199
Courses & conferences		48,468	-	48,468	52,550
Consultancy		209,025	-	209,025	173,154
Branch expenditure		11,624	-	11,624	8,405
Projects		30,648	56,988	87,636	71,586
Publications & resources		36,112	-	36,112	50,040
Total expenditure		407,265	56,988	464,253	440,934
Transfer		(3,794)	3,794	-	-
Net movement in funds		(11,165)	17,500	6,335	(41,143)

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

Statement Of Financial Activities (Incorporating Income and Expenditure Account)
For The Year Ended 31 March 2024

Reconciliation of funds:

Total funds brought forward	120,366	-	120,366	161,509
Net movement in funds	(11,165)	17,500	6,335	(41,143)
Total funds carried forward	<u>109,201</u>	<u>17,500</u>	<u>126,701</u>	<u>120,366</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 18 to 32 form part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	15	<u>10,236</u>	<u>11,116</u>
		10,236	11,116
Current assets			
Stock	16	6,555	6,840
Debtors	17	88,940	59,725
Cash at bank and in hand		<u>226,213</u>	<u>150,308</u>
		321,708	216,873
Creditors: amounts falling due within one year	18	<u>(205,243)</u>	<u>(107,623)</u>
Net current assets		<u>116,465</u>	<u>109,250</u>
Total assets less current liabilities		<u>126,701</u>	<u>120,366</u>
Total net assets		<u>126,701</u>	<u>120,366</u>
Charity funds			
Restricted funds	20	17,500	-
Unrestricted funds			
Designated funds	20	52,325	56,836
General funds	20	<u>56,876</u>	<u>63,530</u>
Total unrestricted funds	20	<u>109,201</u>	<u>120,366</u>
Total funds		<u>126,701</u>	<u>120,366</u>

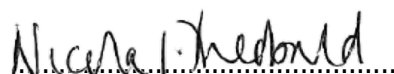
The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

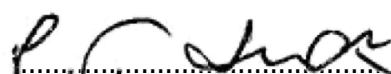
The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by


.....
Nicola Theobald
(Chair)


.....
John Tick
(Treasurer)

Date: 21/10/2024

The notes on pages 18 to 32 form part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net cash provided by/(used in) operating activities	74,693	(65,917)
	<hr/>	<hr/>
Cash flows from investing activities		
Investment income	3,510	1,023
Purchase of tangible fixed assets	(2,298)	-
	<hr/>	<hr/>
Net cash provided by/(used in) investing activities	1,212	1,023
	<hr/>	<hr/>
Net cash (outflow)/inflow brought forward	75,905	(64,894)
	<hr/>	<hr/>
Cash flows from financing activities		
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	75,905	(64,894)
Cash and cash equivalents at the beginning of the year	150,308	215,202
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	<u>226,213</u>	<u>150,308</u>

The notes on pages 18 to 32 form part of these financial statements

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

1. General information

The British Association for Early Childhood Education is a company limited by guarantee and incorporated in England and Wales. The charity is registered in both England and Scotland.

The company's registered office address and principal place of business is 2 Victoria Square, Victoria Street, St Albans, Hertfordshire, AL1 3TF.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The British Association for Early Childhood Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Membership subscriptions have been accounted for over the period to which they relate. The unearned proportion is carried forward under deferred income for recognition in future years.

Grants and donations are recognised when receivable, based on the funder's contract terms, which may restrict use to specified activities and budgets. Relevant gift aid taxation refunds received after the year have been included in the results. Legacies are accounted for when received or otherwise only if amounts are known with certainty. All other incoming resources are accounted for when receivable.

For restricted projects, income is recognised at the end of each quarter based on actual expenditure incurred. Project income and expenditure are reviewed quarterly against the budget, and adjustments are made as needed.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

All expenditure is accounted for on an accruals basis, inclusive of irrecoverable VAT and is allocated to the appropriate heading in the accounts.

Governance costs are those costs associated with the governance arrangements of the charity and these include independent examination fees, legal advice for trustees, costs associated with trustee meetings and the cost of the preparation of the statutory accounts and management time associated with the support of the trustees.

2.4 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

over their estimated useful lives.

Depreciation is provided on the following bases:

Furniture & equipment	- 25-33% on cost
Computer database & website costs	- 20% on cost

Minor additions of below £500 are written off in the year incurred.

2.5 Stock

Stock is valued at the lower of cost and net realisable value.

2.6 Debtors

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

2.7 Cash at bank and in hand

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

2.8 Creditors and provisions

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

2.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise 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 donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

2.13 Branches

The charity's branches are transitioning from managing their finances locally to these being held and processed centrally. The majority of transactions are now recorded on the central organisation's finance system. Where branches still have their own bank accounts and handle any financial transactions locally the figures for the year have been incorporated into the organisation's accounts based on the submission of a branch return for the year ended 31 March 2024.

3. Income from donations and legacies

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023
	£	£	£	£
Donations	<u>1,844</u>	<u>12,500</u>	<u>14,344</u>	<u>259</u>

4. Income from charitable activities

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024	Total funds 2023
	£	£	£	£
Membership	109,877	-	109,877	94,678
Courses & conferences	21,405	-	21,405	25,982
Consultancy	222,250	-	222,250	182,726
Branch income	5,351	-	5,351	11,126
Project grants	-	58,194	58,194	34,017
Publications & resources	35,657	-	35,657	49,807
	<u>394,540</u>	<u>58,194</u>	<u>452,734</u>	<u>398,336</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

5. Project grant income

	2024	2023
	£	£
Froebel Trust	-	1,500
The Charity of Sir Richard Whittington	35,359	-
EY Coalition Project	2,463	2,747
The Family Music Hub	32,872	29,770
	70,694	34,017

6. Investment income

	Unrestricted funds 2024	Total funds 2024	Total funds 2023
	£	£	£
Interest receivable	3,510	3,510	1,023

7. Other incoming resources

	Unrestricted funds 2024	Total funds 2024	Total funds 2023
	£	£	£
Other income	-	-	173

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

8. **Analysis of expenditure on charitable activities**

Summary by fund type

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Total 2023
	£	£	£	£
Membership	71,388	-	71,388	85,199
Courses & conferences	48,468	-	48,468	52,550
Consultancy	209,025	-	209,025	173,154
Branch expenditure	11,624	-	11,624	8,405
Project grants	30,648	56,988	87,636	71,586
Publications & resources	36,112	-	36,112	50,040
	<u>407,265</u>	<u>56,988</u>	<u>464,253</u>	<u>440,934</u>

Summary by expenditure type

	Staff costs 2024	Depreciation 2024	Other costs 2024	Total 2024	Total 2023
	£	£	£	£	£
Membership	44,671	1,233	25,484	71,388	85,199
Courses & conferences	30,461	584	17,423	48,468	52,550
Consultancy	36,675	681	171,669	209,025	173,154
Branch expenditure	-	-	11,624	11,624	8,405
Project grants	27,876	195	59,565	87,636	71,586
Publications & resources	7,634	552	27,926	36,112	50,040
	<u>147,317</u>	<u>3,245</u>	<u>313,691</u>	<u>464,253</u>	<u>440,934</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

9. Analysis of expenditure by activities

	Direct costs 2024	Support costs 2024	Total funds 2024	Total funds 2023
	£	£	£	£
Membership	9,165	62,223	71,388	85,199
Courses & conferences	9,692	38,776	48,468	52,550
Consultancy	162,649	46,376	209,025	173,154
Branch expenditure	11,624	-	11,624	8,405
Project grants	56,988	30,648	87,636	71,586
Publications & resources	20,625	15,487	36,112	50,040
	<u>270,743</u>	<u>193,510</u>	<u>464,253</u>	<u>440,934</u>

10. Analysis of support costs

	2024	2023
	£	£
Staff costs	147,317	139,130
Governance costs	2,541	3,074
Depreciation	3,245	3,427
Establishment costs	16,325	14,145
Office running costs	24,082	38,439
	<u>193,510</u>	<u>198,215</u>

11. Net income/(expenditure)

	2024	2023
	£	£
Net income/(expenditure) is stated after charging:		
Rent - operating lease	16,325	14,145
Independent examiners fee	1,050	1,640
Depreciation	3,245	3,427
(Profit)/loss on disposal of fixed assets	-	-
	<u>-</u>	<u>-</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

12. Independent examiner's remuneration

	2024	2023
	£	£
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	<u>1,050</u>	<u>1,640</u>

13. Staff costs

	2024	2023
	£	£
Wages and salaries	127,675	121,999
Social security costs	9,506	7,478
Contribution to defined contribution pension schemes	10,136	9,653
	<u>147,317</u>	<u>139,130</u>

The average number of persons employed by the Company during the year was as follows:

	2024	2023
	No.	No.
Charitable	2	3
Governance	1	1
	<u>3</u>	<u>4</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £70,001 - £80,000	1	1

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the Trustees and the Chief Executive. The total remuneration (including taxable benefits and employers pension contributions) of the key management personnel for the year was £82,963 (2023 - £80,236).

Under FRS102, employee benefits include gross salary, benefits in kind, employer's national insurance and employer pension costs.

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year, Trustee expenses incurred were £1,478 (2023 - £821).

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

15. Tangible fixed assets

	Furniture & equipment £	Computer database & website £	Total £
Cost or valuation			
At 1 April 2023	4,152	14,342	18,492
Additions	2,298	-	2,298
At 31 March 2024	6,450	14,342	20,792
Depreciation			
At 1 April 2023	3,475	3,836	7,311
Charge for the year	377	2,868	3,245
At 31 March 2024	3,852	6,704	10,556

16. Stock

	2024 £	2023 £
Finished goods and goods for resale	6,555	6,840

17. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	75,148	49,550
Other debtors	1,930	1,930
Prepayments and accrued income	11,862	8,245
	88,940	59,725

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

18. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	46,344	41,774
Other taxation and social security	21,631	12,105
Other creditors	380	569
Accruals and deferred income	136,888	53,175
	205,243	107,623

19. Deferred income

	2024	2023
	£	£
Deferred income at 1 April 2023	45,282	52,701
Resources deferred during the year	136,888	45,282
Amounts released from previous periods	(45,282)	(52,701)
Deferred income at 31 March 2024	136,888	45,282

The deferred income balance includes £69,091 of restricted deferred revenue, comprising £29,450 from The Family Music Hub and £39,641 from The Charity of Sir Richard Whittington. These funds are restricted and will be recognised as income in future periods when the associated conditions and performance obligations have been met.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

20. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Designated funds					
Designated Funds - Branches	47,511	5,351	(11,624)	3,668	44,906
Designated Funds - Centenary	4,816	-	(230)	-	4,586
Designated Funds - Marketing	4,509	-	(1,676)	-	2,833
	<u>56,836</u>	<u>5,351</u>	<u>(13,530)</u>	<u>3,668</u>	<u>52,325</u>
General funds					
General fund	<u>63,530</u>	<u>394,543</u>	<u>(393,735)</u>	<u>(7,462)</u>	<u>56,876</u>
Total Unrestricted funds	<u>120,366</u>	<u>399,894</u>	<u>(407,265)</u>	<u>(3,794)</u>	<u>109,201</u>
Restricted funds					
Erasmus	-	-	-	3,794	3,794
The Charity of Sir Richard Whittington	-	35,359	(35,359)	-	-
EY Coalition Project	-	2,463	(1,257)	-	1,206
The Family Music Hub	-	32,872	(20,372)	-	12,500
	<u>12,500</u>	<u>70,694</u>	<u>(56,988)</u>	<u>3,794</u>	<u>17,500</u>
Total of funds	<u>120,366</u>	<u>470,588</u>	<u>(464,253)</u>	<u>-</u>	<u>126,701</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Designated Funds - Branches	42,220	11,126	(8,405)	2,570	47,511
Designated Funds - Centenary	-	-	(5,184)	10,000	4,816
Designated Funds - Marketing	-	-	(20,491)	25,000	4,509
	<u>42,220</u>	<u>11,126</u>	<u>(34,080)</u>	<u>37,570</u>	<u>56,836</u>
General funds					
General fund	<u>119,289</u>	<u>354,648</u>	<u>(372,837)</u>	<u>(37,570)</u>	<u>63,530</u>
Total Unrestricted funds	<u>161,509</u>	<u>365,774</u>	<u>(406,917)</u>	<u>-</u>	<u>120,336</u>
Restricted funds					
Froebel Trust	-	1,500	(1,500)	-	-
ERASMUS	-	-	-	-	-
EY Coalition Project	-	2,747	(2,747)	-	-
The Family Music Hub	-	29,770	(29,770)	-	-
	<u>-</u>	<u>34,017</u>	<u>(34,017)</u>	<u>-</u>	<u>-</u>
Total of funds	<u>161,509</u>	<u>399,791</u>	<u>(440,934)</u>	<u>-</u>	<u>120,336</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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

21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Designated funds	56,836	5,351	(13,530)	3,668	52,325
General funds	63,530	394,543	(393,735)	(7,462)	56,876
Restricted funds	-	70,694	(56,988)	3,794	17,500
	<u>120,366</u>	<u>470,588</u>	<u>(464,253)</u>	<u>-</u>	<u>126,701</u>

Summary of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Designated funds	42,220	11,126	34,080)	37,570	56,836
General funds	119,289	354,648	(372,837)	(37,570)	63,530
Restricted funds	-	34,017	(34,017)	-	-
	<u>161,509</u>	<u>399,791</u>	<u>(440,934)</u>	<u>-</u>	<u>120,366</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total Funds 2024 £
Tangible fixed assets	10,236	-	10,236
Current assets	252,617	69,091	321,708
Creditors due within one year	(136,152)	(69,091)	(205,243)
Total	<u><u>126,701</u></u>	<u><u>-</u></u>	<u><u>126,701</u></u>

Analysis of net assets between funds - prior year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	11,116	-	11,116
Current assets	216,873	-	216,873
Creditors due within one year	(107,623)	-	(107,623)
Total	<u><u>120,366</u></u>	<u><u>-</u></u>	<u><u>120,366</u></u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

23. Reconciliation of net movement in funds to net cash flow from operating activities

	2024	2023
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	6,335	(41,143)
Adjustments for:		
Depreciation charges	3,245	3,427
(Increase)/decrease in stock	285	(2,027)
Investment Income	(3,510)	(1,023)
Decrease/(increase) in debtors	(29,215)	(19,371)
Increase/(decrease) in creditors	97,620	(5,780)
Prior year adjustment	(67)	-
Net cash provided by/(used in) operating activities	<u>74,693</u>	<u>(65,917)</u>

24. Analysis of cash and cash equivalents

	2024	2023
	£	£
Head office accounts	220,966	128,332
Branch accounts	5,247	21,976
Total cash and cash equivalents	<u>226,213</u>	<u>150,308</u>

25. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2024
	£	£	£
Cash at bank and in hand	150,308	75,905	226,213
	<u>150,308</u>	<u>75,905</u>	<u>226,213</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

26. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £10,136 (2023 - £9,653). Contributions of £428 (2023 - £428) were payable to the fund at the balance sheet date and are included in creditors.

27. Operating lease commitments

At 31 March 2024 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	<u>14,468</u>	<u>9,331</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

England & Wales - Charity number 313082

Accounts

Registered number: 00395548
Charity number: 313082
Charity registered in Scotland No. SC039472

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2023

Trustees	Becky Cook, Chair Heather Lomas, Vice Chair John Tuck, Treasurer Emma Davies (until 20 September 2022) Andrina Flinders Julia Henderson Monica Hingorani Jan Holmes Tim Hopkins Sian Hudson Maureen Mathieson Shaddai Tembo (until 5 November 2022) Nicola Theobald Glenda Tinney Glenda Walsh Clare Williams (until 5 November 2022) Orest Bakhovski (appointed 19 December 2022)
Company registered number	00395548
Charity registered number	Registered charity No. 313082 Charity registered in Scotland No. SC039472
Registered office	2 Victoria Square Victoria Street St Albans Hertfordshire AL1 3TF
President	Professor Dame Cathy Nutbrown
Chief Executive & Company Secretary	Beatrice Merrick
Independent Examiner	Stephen Jones FCA Myrus Smith Chartered Accountants Norman House 8 Burnell Road Sutton, Surrey SM1 4BW
Bankers	Lloyds Bank PLC 180-182 High Street Walthamstow London E17 Unity Trust Bank Nine Brindley Place Birmingham B1 2HB

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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Chair's Introduction

On behalf of the Trustees, I would like to express how immensely proud we are of the achievements of the organisation again throughout this financial year including the first three months of our Centenary year.

We began the 2022 financial year facing a financially challenging environment, mirroring the difficulties facing our members and the early years sector in general. We took the decision to use surplus funds from previous years to enhance our ability to reach out to the sector through investment in additional marketing capacity and celebrations of our Centenary. We set a cautious and prudent budget and have fared better than expected. We continue to keep a close watch on our financial position and are working together to maximise our income streams and seek out new opportunities for funding and possible income generation.

This year has seen the start of celebration of our Centenary year and what a celebration it has been. We have updated our logo and branding to reflect our 100 years of Early Education, and sent our members a special Centenary enamelled pin badge to enable them to show their affiliation with us and raise awareness of our work.

We started in February with the publication of our Centenary book: *Early Childhood Education: current realities and future priorities*, edited by our President, Professor Dame Cathy Nutbrown and co-authored by some of our Vice Presidents, Associates, Trustees and colleagues from the sector.

The first of three Centenary issues of the Early Education Journal was published in the spring, edited by our President, Professor Dame Cathy Nutbrown entitled *Celebrating a Century of Pioneering and Pedagogy*. It provided so much to reflect on and values that are just as valid today as they were in 1923 when Margaret McMillan was our first President!

Our Centenary activities included a series of "Centenary Conversations", the first of which was with Professors Chris Pascal, Tony Bertram and Ferre Laevers discussing practice-based research and European traditions of early childhood education in front of a live audience. This provided a great opportunity to be involved in discussions with such renowned and respected colleagues.

The organisation has worked tirelessly throughout the year, continuing with all our substantive activities alongside our centenary events. Successes include the continuing popularity of the Birth to 5 Matters guidance with over 7,500 copies sold and 89,000 copies downloaded.

Our membership remains strong with over 1,250 individuals and organisations signed up.

Our training events both centrally and with local branches combined have reached over 7,500 people with over 100 people attending our annual online conferences and 90 people attending a face-to-face conference for the Maintained Nursery Schools.

We continue to advocate and campaign on behalf of the Maintained Nursery Schools; this year has seen a commitment to additional funding as a result of our ongoing work.

This continues to be a difficult time for the sector with the increased costs of delivery and funding levels not keeping up. There are challenges with recruitment and retention and morale within the sector is low.

Our organisation continues to face its own challenges with less resource available to settings to invest in training we must look for new and innovative ways to support the sector through these turbulent times.

We have once again set a tight budget for the year ahead and are focussing on seeking new projects, funding streams, grants and sponsorship opportunities to ensure that we can continue to lead the way in supporting the sector to deliver high quality early years education and care.

We are so proud that our President Professor Cathy Nutbrown was made a Dame this year. Cathy's tireless work continues to inform and inspire the sector, she is revered for her expertise and is so generous with her time and knowledge. We are so very lucky to have her as our President. Congratulations, Dame Cathy!

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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Chair's Introduction

Finally, I would like to take this opportunity to thank Beatrice and the staff team, the President and Vice Presidents, our Associates, Trustees and branch teams for your commitment to the organisation and for the impact that your contributions continue to have on Early Childhood Education and Care across the UK. It has been another fantastic year!

Becky Cook
Chair of Trustees

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Board of Trustees, who are the directors and trustees of the charity, present their report and financial statements for the year ended 31 March 2023 which also contains the directors' report as required by company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charitable company's constitution, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company limited by guarantee and is governed by its Articles of Association.

Board of Trustees:

The membership of the Board of Trustees is listed on page 1. The Board of Trustees meets four times each year. The strategic plan is reviewed annually. The majority of trustees are elected from the membership to ensure that members in all nations and regions of the UK are represented, with co-options used to bring in additional skills and expertise from outside the sector. We are committed to inclusion and diversity and seek to improve the balance of under-represented groups among our trustees. An induction pack is given to all new trustees outlining policy and strategy, legal status and governance, structure, organisation and staffing and finance. This is reviewed annually and updated as necessary.

The Finance & General Purposes (F&GP) Committee consists of the Treasurer, Chair of the Board and elected trustees. This committee meets four times each year with delegated authority from the Board, monitors the organisation's performance and makes recommendations to the Board of Trustees.

Additional working groups and sub-committees are established as needed and currently include a Marketing Sub-Group and a Centenary Working Group.

Both Board and F&GP Committee meetings are attended by the Chief Executive.

Staff team

Beatrice Merrick	Chief Executive
Chris Hussey	Training and Communications Manager
Clive Copeman	Administrator – Membership and Events
Donna Gaywood	Birth to 5 Matters project co-ordinator (until April 2022)
Karen Kennard	Marketing Manager (September 2022-April 2023)

The staff team has regular meetings. Staff appraisal and review meetings are in place and training is available for all staff members and volunteers. Pay for staff is approved by the Finance & General Purposes Committee and reported to the Board of Trustees.

Risk management

The Board of Trustees is responsible for the management of risks faced by the Association. Detailed considerations of risk are delegated to the Finance & General Purposes Committee. Risks are identified and assessed, and controls are established throughout the year. The Risk Register is reviewed each year.

Through the risk management processes established for the Association the Board of Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

OBJECTS AND ACTIVITIES

The charity is constituted as a company limited by guarantee and is therefore governed by its Articles of Association. The charity is known as Early Education.

Early Education's objectives are to promote the education and development of young children, and to support those who provide early education and care. We aim to carry out our charitable purposes to deliver public benefit through the following activities. We champion the rights of the child and strive to improve provision for young children. We provide a network of support, advice and collective representation for anyone concerned with the provision of quality education and care of young children.

We are a membership organisation with members across the UK. We provide opportunities for professional development through our local branch events, a national programme of training courses and conferences, and the training and consultancy provided by our Associates. We publish books, resources and a journal in print, and maintain a website with further online resources, supplemented by e-newsletters and social media communications. We also undertake project work in support of our aims.

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

ACTIVITIES IN 2022-23

2022-23: the year in brief

(Comparisons with 2021-22 in italics)

Centenary	Centenary celebrations were launched including publication of <i>Early Childhood Education: current realities and future priorities</i> , a book with contributions from members across the UK
Local branches	1,762 bookings for 50 events at 15 branches <i>(3,110 bookings for 61 events at 16 branches)</i>
National events	667 bookings for 36 webinars <i>(1,186 bookings for 48 webinars)</i> 491 bookings for 6 free events <i>(none in previous year)</i> 60 bookings each for the Annual National Conference and Autumn Conference both online <i>(47/58)</i> plus 90 for an in-person Maintained Nursery School headteachers conference
Membership	855 individual members <i>(887)</i> 431 organisational members <i>(432)</i>
Associates	160 bespoke training and consultancy bookings for 65 clients including training events reaching an estimated 4000+ participants <i>(184 bookings for clients)</i>
Website	410,000 page views <i>(previous year's data not comparable due to change website)</i> 17 new online articles
Publications	89,000 downloads of Birth to 5 Matters PDF <i>(167,000)</i> 620,000 unique page views of the Birth to 5 Matters website <i>(765,000)</i> 3,500 printed copies sold via Early Education <i>(30,300)</i> 4,000 copies of publications sold <i>(31,000)</i>

THE YEAR 2022-23 IN DETAIL

Our assessment of success in the reporting period is set out below, analysing performance against our objectives, as set out in our work plan 2022-23.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

1. Centenary planning and delivery

In 2023, the charity celebrates its centenary, and the final quarter of the financial year therefore included several centenary-related activities:

- A book to mark our Centenary, *Early Childhood Education: current realities and future priorities*, edited by our President, Professor Dame Cathy Nutbrown, was published by Sage in February 2023. The chapters were written by Vice Presidents, Trustees, Associates and other members from all four UK nations.
- The first of our Centenary Conversations was held in Birmingham with Professors Chris Pascal, Tony Bertram and Ferre Laevers discussing *Practice-based research and European traditions of early childhood education* in front of a live audience, and was made available to view online afterwards.
- The first Centenary issue of the *Early Education Journal*, edited by Cathy Nutbrown and entitled *Celebrating a century of pioneering and pedagogy* was published and sent to members.
- A resource pack was provided for local branches to support the planning of their Centenary events.

2. Advocacy/Campaigns, policy and public awareness

Campaigning activity included the following:

- Our longstanding campaign on **maintained nursery school funding** resulted in the government providing commitment to an additional £10million per year to raise the minimum amount of supplementary funding for maintained nursery schools from 2023-24 to at least £3.80 per child per hour. While this was a major step forward, the funding pressures created by high inflation and staff pay increases meant that the funding crisis remains very pressing. We undertook surveys of maintained nursery school (MNS) finances in May 2022 and again in February 2023, the findings of which were published to support ongoing joint campaign activity with unions. We were pleased to finish the year with our first face-to-face conference since pre-Covid, which brought together maintained nursery school headteachers for mutual support and sharing of approaches to curriculum and sustainability.
- We were part of a consortium of organisations led by Kindred Squared with ArkStart and LEYF nurseries, supported by analytical work by Frontier Economics, which published *Solutions for an Improved Early Years System: A discussion document*. The document proposed a number of options for rethinking the **early years funding system** to support the sustainability of the sector, especially ensuring the viability provision in disadvantaged areas. It included options for full-time places for early childhood education and care for children from age 1, which at the time seemed a far-off political prospect, but became government policy only a month later in the autumn budget. As yet, there is no sign that government has taken on board our arguments about the funding rates needed or the case for targeting funding more heavily towards disadvantage, but discussions are ongoing.
- In support of our aim to raise awareness of the issues around **race and ethnicity in the early years workforce**, we were involved in an advisory capacity on a project led by Dr Mona Sakr of Middlesex University project on ethnicity in maintained nursery school workforce. The research explored a range of issues and could serve as a pilot for a wider study. A webinar on the findings was provided through the Early Education events programme.
- We raised a number of concerns with Ofsted through letters and meetings during the year, including on the first instalment of their Early Years Curriculum Review.
- We seek to **influence government policy** through membership of the Department for Education (DfE) Early Years Stakeholders' Group and bilateral meetings with officials. Early Education's Chief Executive served on the Advisory Board for the review of the Level 3 Early Years Educator qualification and the Early Years Stronger Practice Hubs Advisory Board.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

- We remain a member of the More Than A Score coalition seeking the abolition of the **Reception baseline assessment** as part of a wider review of primary assessment.
- Our Chief Executive is a member of the **Nature Premium** Steering Group, seeking to make the case for all early years settings and schools to be funded to support children's access to nature.

Professional learning

3. Membership and branches

Efforts to improve membership retention included using our new membership system to provide multiple email reminders about renewals. It has also been helpful that most individual members have moved to payment by direct debit, and individuals now pay quarterly instead of annually to spread the cost.

The membership offer was streamlined to provide a clearer, simpler set of choices for potential new members, and messaging around the benefits of membership were reviewed and reframed. Total membership numbers remain broadly stable. A slight fall in individual members in part reflects a decrease in take up of free student membership. Organisational membership has shifted towards multi-site membership, which reduces the costs per school and therefore offers better value. Membership income increased slightly compared to the previous year.

	2023	2022
Individual full rate (annual/quarterly)	545	528
Individual reduced rate/concession	269	318
Life member	41	41
Total individual members	855	887
Small organisation/Group A	190	203
Large organisation/Group B/C	52	62
Multisite (main)	22	19
Multisite (additional)	167	128
Multisite (additional) - online	0	19
Total group members	431	432

Some **branches** continued with online events, while there was also the start of a return to face-to-face ones. 15 branches were successful in holding meetings during the year and another branch had planned a meeting which was cancelled due to low numbers. The difficulties with attendance are evident in that roughly the same number of events as last year had many fewer attendees: down from 3,110 bookings for 61 events in 2021-22 to 1,762 bookings for 50 events in 2022-23. Branches continue to explore what formats, timings and topics will best engage practitioners.

The role of branches in providing a supportive network of like-minded colleagues is as important as ever at a time of huge pressures on the early years workforce and we thank the volunteers branch officers and committee members who give up their time to keep the branches running.

4. CPD, Training and events

The drop in engagement was as noticeable with **national events** as it was with local branches. The number of bookings for paid online training sessions decreased for the second year in a row following the high point during Covid. Rates of attendance at events also decreased slightly. The addition of a range of free events boosted take-up to a similar total to the previous year. Free events included termly member briefings and presentations of recent research findings by academic colleagues. This demonstrates that cost is at least part of the barrier to uptake.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Bookings for the two national conferences, in the spring and autumn were slightly higher than the previous year, but plans to hold the Autumn Conference in person were scuppered by understandable hesitancy about booking an in person event when train strikes were making travel difficult. Budgetary pressures were probably also a factor. The event therefore took place online instead. By March, however, we were able to hold a very successful in-person conference for Maintained Nursery School headteachers, with generous support from the National Education Union who gave us the use their excellent conference facilities.

During the year we explored the possibility of, but did not go ahead with, delivering nationally recognised qualifications including the NPQ Early Years Leadership and the Level 3 SENCO award. However, we were commissioned by UCL Institute of Education to help develop content for the former which was a positive outcome. We continue to keep CPD offer under review.

5. Associates

During the year we recruited an additional three Associates.

Activity continued to increase back towards pre-pandemic levels. Over the year, we had 160 pieces of work, ranging from single session training events to substantial projects, for 65 different clients. Work was commissioned by the Department for Education, local authorities, charities, a university, a union, settings, schools and consortia of schools across England, Scotland and Wales.

The most popular topics for bespoke training were:

- Curriculum in the early years
- Diversity and anti-racism
- Adult-child interactions
- Creativity, expressive arts and design
- Personal, social and emotional development
- Play
- Early years pedagogy

6. Publications and resources

The three issues of the *Early Education Journal* during the year focused on:

- STEM in the early years, edited by Beatrice Merrick
- Curriculum perspectives across the 4 UK nations, edited by Di Chilvers
- Celebrating a century of pioneering and pedagogy, edited by Cathy Nutbrown.

Interest in the *Birth to 5 Matters* non-statutory guidance remained strong, with 89,000 downloads of the PDF, 620,000 unique page views of the Birth to 5 Matters website and 3,500 print copies sold. It has clearly become an established reference source for practitioners and students across the early years sector in England. The Early Years Coalition Steering Group continues to meet twice a year to monitor developments, and members of the coalition provided three blogs over the course of the year to promote the principles of the guidance.

7. Projects and funding applications

During the year we had funding from Youth Music to support The Family Music Hubs: a project led by Associate Nicola Burke with two other early years music experts. The funding enabled development work on the initiative to take place, and further funding has been sought to take forward the establishment of the Hub.

Work was completed at the start of the year on a Froebel Trust funded project on families' engagement with nature, and the outcome of the research was disseminated in the form of a resource for parents/carers and practitioners.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

8. Marketing and promotion

The trustees worked with a marketing consultant to develop a plan to increase marketing activity and a temporary Marketing Manager was then recruited. She undertook some small-scale market research and drew up and implemented a strategy. Some progress was achieved in improving online engagement, reframing the membership offer and improving the range and accessibility of our online content. Work was still ongoing at the end of the financial year.

9. Governance and compliance

The trustees completed a review of governance and as a result changes to the Board structure were proposed, agreed and adopted. These reduced the number of trustees to 15, simplified the regional representation element and shifted the balance between elected and co-opted trustees. These changes were intended to ensure effective decision making with a greater focus on recruiting trustees with the right skills and knowledge.

PERFORMANCE AND IMPACT

Our primary means of raising the quality of early childhood education in the UK are through our impact on policy as a campaigning organisation, and our influence on practitioners' professional learning.

This year showed how campaigning is a slow and gradual process, with the extra £10m for maintained nursery schools being the result of our long-term efforts. Our wider campaigning effort is often joint with others, as in the example of the Kindred Squared discussion paper, where many shoulders are put to the wheel pushing for greater equity and sustainability in the approach to early years funding.

Supporting practitioners' professional learning is particularly challenging at this time when the sector is underfunded and struggling with a recruitment and retention crisis which makes it difficult for practitioners to take time away from the frontline. Staff are demoralised, exhausted by the long-term impact of the pandemic and weary of online training but struggling with the time and commitment necessary for in person events. There is a crowded market for early years training, including increased availability of government-funded CPD in England. In that context, we continue to maintain and increase our reach and impact. We have sought to maintain good levels of engagement by offering more free events, and continue to receive positive feedback about the quality of our offer. The bespoke training and consultancy delivered through the Associates programme has significant reach, although the numbers of practitioners reached is hard to quantify.

Our challenge is to find a new model for delivering the high quality, high impact and ideally low-cost CPD which would make a difference to the quality of early childhood education in the face of these many challenges.

Our financial performance for the year was better than budgeted. Although income from events fell, the impact of this was offset by better than budgeted income from Associates, publications and the steady performance of membership.

PLANS FOR THE FUTURE

In 2020, trustees set the following strategic goals to drive our work.

GOAL 1. Practitioners benefit from/participate in high quality professional learning experiences which enhance their:

- professionalism, confidence, and sense of belonging
- knowledge and skills to offer high quality provision and work effectively with families

GOAL 2: National and local policymakers receive appropriate messages and information from the sector and engage in informed dialogue.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

These goals were used to guide the workplan for 2022-23 and to determine the workplan for 2023-24:

1. Centenary

To increase member engagement, raise awareness of the Association among non-members and deliver professional learning opportunities. Activities to include:

- support for local branch and member events (May to September 2023)
- delivering an online Centenary Festival in May
- producing centenary-themed summer and autumn issues of the Journal
- seeking opportunities to promote awareness of and engagement with Early Education
- linking to campaigning activity eg around workforce, funding and free school meals (FSM)
- considering revenue generation via sponsorship

2. Advocacy/ Campaigns

To advocate and campaign for improved early years funding, including for maintained nursery schools (MNS), with particular focus on the needs of the most disadvantaged children; improved pay, status and qualifications for the early years workforce; action on diversity and anti-racism and principled approaches to early years curriculum, pedagogy and assessment.

Activities to include:

- continuing the work of the APPG Nursery Schools, Nursery & Reception Classes and with the unions regarding MNS funding
- surveys on funding and food/poverty, and working with other organisations on the issue of nursery free school meals and /nutrition
- project work on professional development to highlight issues re status and qualifications of workforce
- continuing to liaise with DfE and Ofsted over early years policy in England.
- continuing to work with the More Than A Score campaign and the Nature Premium Steering Group

3. Membership retention and recruitment

To increase the number of organisational and individual members to extend reach and impact and increase core income. Activities to include:

- A strategic approach to marketing of membership offer
- Active outreach to target groups eg multi-academy trusts, teaching school hubs
- Continuing work to improve member retention.

4. Branches

To support grass roots involvement in the professional learning agenda and engage members. Activities to include:

- supporting branches to continue or revive local branch offer
- exploring how the branch offer/structure may need to adapt to changing needs/environment.

5. CPD, training and events

To meet sector needs for continuing professional development, raise the quality of delivery of early childhood education (ECE), generate income for core costs and deliver value for members. Activities to include:

- exploring ways to transition to delivery of CPD with long-term impact on quality eg learning circles/projects, evidence-based programmes
- continuing an interim programme of events responding to sector needs to generate income
- including some free events eg the Centenary Festival, member briefings, research dissemination events.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

4. Associates

To work towards Early Education being seen as the first choice for expert consultancy on early childhood education, maximise the work we do to have the greatest possible impact on the sector and children's outcomes and generate a surplus to support core costs. Activities to include:

- A rolling programme of recruitment to ensure sufficient depth/breadth of expertise and availability to meet demand on the Associate programme
- Active outreach to potential clients (local authorities, MATs, Stronger Practice Hubs, etc)

5. Publications and resources

To deliver thought leadership on ECE, support professional learning, provide value to members and contribute to core costs. Activities to include:

- termly issues of the Journal
- fortnightly e-news bulletins
- periodic blogs/articles
- promotion of our Centenary book
- continued dissemination of *Birth to 5 Matters* online and in print.

6. Projects and funding applications

To increase capacity to deliver on core mission eg support professional learning, raise quality of ECE and contribute to core costs. Activities to include seeking project funding opportunities in line with our vision and mission.

7. Marketing and promotion

To develop a strategic approach to marketing to increase reach and impact and generate more income. Activities to include:

- marketing manager post undertaking activity until June 2023
- review of post and future marketing plans

8. Governance and compliance

To ensure good governance and continuity. Activity to include succession planning for new Chair and Treasurer.

9. Alternative income generation

To ensure ongoing viability. Activities to include:

- Corporate giving
- Corporate sponsorship
- Donations and legacies

10. Review of cyber security

To reduce, manage and mitigate risks of cyber attacks etc to ensure business continuity and guard against financial and reputational damage. Activities to include:

- Review of systems and processes and implement staff training (by summer 2023)
- Obtaining cyber insurance
- Seeking Cyber Essentials accreditation (by Dec 2023)

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

Results

The results for the year are set out on page 15 of these financial statements. Movements in tangible fixed assets are shown in note 15.

Gross income for the year was £399,791 (2022: £494,659). Membership income was £94,678 (2022: £94,408). Events income reduced to £25,982 (2022: £42,909) as the sector struggled with funding shortfalls and lack of available cover staff. Consultancy undertaken by Associates increased to £182,726 (2022: £142,776). Publications income reduced after the spike in demand caused by the publication of the *Birth to 5 Matters* guidance last year, although a steady level of sales provided income of £49,807 (2022: £169,422).

Expenditure was £440,934 (2022: £450,682). The direct costs of most activities were in line with income levels, although events and project expenditure exceeded income due to the low levels of income in year. Support costs were £198,215 (2022: £179,030).

Branch income of £11,126 (2022: £8,169) exclusive of branch rebates of £4,135 (2022: £3,464) was higher than expenditure of £8,405 (2022: £5,457).

Overall, the charity had a deficit of £41,143 (2022: surplus of £43,977).

Reserves and investments

Early Education's funding comes mainly from membership fees, sales of goods and services, donations and grants from public and private bodies. Sufficient funds are kept in Early Education's current account to meet immediate needs. Monies in excess of £20,000 in the current account are maintained in a deposit account held with Unity Bank.

Early Education's reserves policy is to maintain three months operating expenses. The committee estimate this to be approximately £52,500 for the year ending 31 March 2023. Unrestricted general funds at this date amounted to £63,530. The purposes of the reserves are to ensure that sufficient funds are available to cover any temporary funding shortfall which results from cash flow timings and to cover its liabilities should the charity have to close.

Risk

The principal risk identified in relation to the 2022-23 financial year was the volatility of income streams and the necessity to continue generating activities which provide a surplus. Finding consistent sources of income remains a challenge: the fall in events income and publications sales in the year was only partially offset by an increase in consultancy. Bearing in mind the ongoing challenge for the charity of generating sufficient surplus to cover core costs, the trustees will continue to keep under review the need to maximise income from core activities and additionally seek out project funding that can support this. The investment in marketing within the year to increase future income needs to be part of a longer term process, but funds to do this are limited. The deficit in the current year is manageable in the context of the current level of reserves, but only in the short-term.

Procedures are in place to monitor the adequacy of working capital and trustees receive regular reports on the financial position.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Members' liability

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

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

Independent Examiner

Stephen Jones of Myrus Smith, Chartered Accountants was appointed as our independent examiner in April 2018 and reappointed by the Annual General Meeting in November 2020.

Small Company Exemptions

This report is prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approval

This report was approved by the Board of Trustees and signed on their behalf by:



Becky Cook 14 Dec 2023 14:49:27 GMT (UTC +0)

.....
Becky Cook
(Chair of Trustees)

Date: 14 December 2023



John Tuck 15 Dec 2023 12:00:39 GMT (UTC +0)

.....
John Tuck
(Treasurer)

15 December 2023

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2023

Independent Examiner's Report to the Trustees of The British Association For Early Childhood Education ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2023 which are set out on pages 15 to 33.

Responsibilities and Basis of Report

As the Trustees of the Company (and 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 the Company's accounts carried out under section 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 section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

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: 
Stephen Jones 19 Dec 2023 10:16:36 GMT (UTC +0)

Dated: 19 December 2023

Stephen Jones FCA

Myrus Smith
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	259	-	259	858
Charitable activities:	4				
Membership		94,678	-	94,678	94,408
Courses & conferences		25,982	-	25,982	42,909
Consultancy		182,726	-	182,726	142,776
Branch income		11,126	-	11,126	8,169
Project grants		-	34,017	34,017	35,982
Publications & resources		49,807	-	49,807	169,422
Investments	6	1,023	-	1,023	85
Other income	7	173	-	173	50
Total income		365,774	34,017	399,791	494,659
Expenditure on:					
Charitable activities:	8				
Membership		85,199	-	85,199	51,297
Courses & conferences		52,550	-	52,550	59,258
Consultancy		173,154	-	173,154	137,352
Branch expenditure		8,405	-	8,405	5,457
Projects		37,569	34,017	71,586	59,118
Publications & resources		50,040	-	50,040	138,200
Total expenditure		406,917	34,017	440,934	450,682
Net movement in funds		(41,143)	-	(41,143)	43,977
Reconciliation of funds:					
Total funds brought forward		161,509	-	161,509	117,532
Net movement in funds		(41,143)	-	(41,143)	43,977
Total funds carried forward		120,366	-	120,366	161,509

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 33 form part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)
REGISTERED NUMBER: 00395548

BALANCE SHEET
AS AT 31 MARCH 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	15	11,116	14,543
		<u>11,116</u>	<u>14,543</u>
Current assets			
Stocks	16	6,840	4,813
Debtors	17	59,725	40,354
Cash at bank and in hand		150,308	215,202
		<u>216,873</u>	<u>260,369</u>
Creditors: amounts falling due within one year	18	(107,623)	(113,403)
Net current assets		<u>109,250</u>	<u>146,966</u>
Total assets less current liabilities		<u>120,366</u>	<u>161,509</u>
Total net assets		<u><u>120,366</u></u>	<u><u>161,509</u></u>
Charity funds			
Restricted funds	20	-	-
Unrestricted funds			
Designated funds	20	56,836	42,220
General funds	20	63,530	119,289
		<u>120,366</u>	<u>161,509</u>
Total unrestricted funds	20	<u>120,366</u>	<u>161,509</u>
Total funds		<u><u>120,366</u></u>	<u><u>161,509</u></u>

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)
REGISTERED NUMBER: 00395548

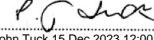
BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2023



Becky Cook 14 Dec 2023 14:49:27 GMT (UTC +0)

.....
Becky Cook
(Chair)

Date: 14 December 2023



John Tuck 15 Dec 2023 12:00:39 GMT (UTC +0)

.....
John Tuck
(Treasurer)

15 December 2023

The notes on pages 19 to 33 form part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	(65,917)	36,082
Cash flows from investing activities		
Investment income	1,023	85
Purchase of tangible fixed assets	-	(15,023)
Net cash provided by/(used in) investing activities	1,023	(14,938)
Net cash (outflow)/inflow brought forward	(64,894)	21,144
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(64,894)	21,144
Cash and cash equivalents at the beginning of the year	215,202	194,058
Cash and cash equivalents at the end of the year	150,308	215,202

The notes on pages 19 to 33 form part of these financial statements

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. General information

The British Association For Early Childhood Education is a company limited by guarantee and incorporated in England and Wales. The charity is registered in both England and Scotland.

The company's registered office address and principal place of business is 2 Victoria Square, Victoria Street, St Albans, Hertfordshire, AL1 3TF.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The British Association For Early Childhood Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Membership subscriptions have been accounted for over the period to which they relate. The unearned proportion is carried forward under deferred income for recognition in future years.

Grants and donations have been accounted for when receivable by the charity. Relevant gift aid taxation refunds received after the year have been included in the results. Legacies are accounted for when received or otherwise only if amounts are with certainty. All other incoming resources are accounted for when receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.3 Expenditure

All expenditure is accounted for on an accruals basis, inclusive of irrecoverable VAT and is allocated to the appropriate heading in the accounts.

Governance costs are those costs associated with the governance arrangements of the charity and these include independent examination fees, legal advice for trustees, costs associated with trustee meetings and the cost of the preparation of the statutory accounts and management time associated with the support of the trustees.

2.4 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

2. Accounting policies (continued)

2.4 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Improvements to property	- over the period of lease
Furniture & equipment	- 25-33% on cost
Computer database & website costs	- 20% on cost

Minor additions of below £500 are written off in the year incurred.

2.5 Stocks

Stocks are valued at the lower of cost and net realisable value.

2.6 Debtors

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

2.7 Cash at bank and in hand

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

2.8 Creditors and provisions

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

2.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise 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 donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2.13 Branches

Figures have been included for the charity's branches based on the submission of a branch return for the year ended 31 March 2023.

3. Income from donations and legacies

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	259	259	858

4. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Membership	94,678	-	94,678	94,408
Courses & conferences	25,982	-	25,982	42,909
Consultancy	182,726	-	182,726	142,776
Branch income	11,126	-	11,126	8,169
Project grants	-	34,017	34,017	35,982
Publications & resources	49,807	-	49,807	169,422
	<u>364,319</u>	<u>34,017</u>	<u>398,336</u>	<u>493,666</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

5. Project grant income

	2023 £	2022 £
Froebel Trust	1,500	6,010
Eramus Project	-	1,654
EY Coalition Project	2,747	28,318
Youth Music	29,770	-
	<u>34,017</u>	<u>35,982</u>

6. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Interest receivable	1,023	1,023	85
	<u>1,023</u>	<u>1,023</u>	<u>85</u>

7. Other incoming resources

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Other income	173	173	50
	<u>173</u>	<u>173</u>	<u>50</u>
Total 2022	<u>50</u>	<u>50</u>	

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Membership	85,199	-	85,199	51,297
Courses & conferences	52,550	-	52,550	59,259
Consultancy	173,154	-	173,154	137,351
Branch expenditure	8,405	-	8,405	5,457
Project grants	37,569	34,017	71,586	59,118
Publications & resources	50,040	-	50,040	138,200
	<u>406,917</u>	<u>34,017</u>	<u>440,934</u>	<u>450,682</u>

Summary by expenditure type

	Staff costs 2023 £	Depreciation 2023 £	Other costs 2023 £	Total 2023 £	Total 2022 £
Membership	52,869	1,301	31,029	85,199	51,297
Courses & conferences	25,044	617	26,889	52,550	59,259
Consultancy	29,217	720	143,217	173,154	137,351
Branch expenditure	-	-	8,405	8,405	5,457
Project grants	8,348	206	63,032	71,586	59,118
Publications & resources	23,652	583	25,805	50,040	138,200
	<u>139,130</u>	<u>3,427</u>	<u>298,377</u>	<u>440,934</u>	<u>450,682</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

9. Analysis of expenditure by activities

	Direct costs 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Membership	9,879	75,320	85,199	51,297
Courses & conferences	16,871	35,679	52,550	59,258
Consultancy	131,530	41,624	173,154	137,352
Branch expenditure	8,405	-	8,405	5,457
Project grants	59,692	11,894	71,586	59,118
Publications & resources	16,342	33,698	50,040	138,200
	<u>242,719</u>	<u>198,215</u>	<u>440,934</u>	<u>450,682</u>

10. Analysis of support costs

	2023 £	2022 £
Staff costs	139,130	129,702
Governance costs	3,074	6,442
Depreciation	3,427	2,264
Other costs	-	57
Establishment costs	14,145	14,367
Office running costs	38,439	26,198
	<u>198,215</u>	<u>179,030</u>

11. Net income/(expenditure)

	2023 £	2022 £
Net income/(expenditure) is stated after charging:		
Rent - operating lease	14,145	13,960
Independent examiners fee	1,640	1,600
Depreciation	3,427	1,962
(Profit)/loss on disposal of fixed assets	-	302
	<u>19,212</u>	<u>17,824</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

12. Independent examiner's remuneration

	2023 £	2022 £
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	<u>1,640</u>	<u>1,600</u>

13. Staff costs

	2023 £	2022 £
Wages and salaries	121,999	130,636
Social security costs	7,478	9,215
Contribution to defined contribution pension schemes	9,653	10,070
	<u>139,130</u>	<u>149,921</u>

The average number of persons employed by the Company during the year was as follows:

	2023 No.	2022 No.
Charitable	3	3
Governance	1	1
	<u>4</u>	<u>4</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023 No.	2022 No.
In the band £70,001 - £80,000	1	1

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the Trustees and the Chief Executive. The total remuneration (including taxable benefits and employers pension contributions) of the key management personnel for the year was £80,236 (2022 - £73,482).

Under FRS102, employee benefits include gross salary, benefits in kind, employer's national insurance and employer pension costs.

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, expenses totalling £821 were reimbursed or paid directly to 6 Trustees (2022 - £nil).

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

15. Tangible fixed assets

	Improvements to property £	Furniture & equipment £	Computer database & website £	Total £
Cost or valuation				
At 1 April 2022	95,650	4,151	14,341	114,142
At 31 March 2023	<u>95,650</u>	<u>4,151</u>	<u>14,341</u>	<u>114,142</u>
Depreciation				
At 1 April 2022	95,650	2,982	967	99,599
Charge for the year	-	558	2,869	3,427
At 31 March 2023	<u>95,650</u>	<u>3,540</u>	<u>3,836</u>	<u>103,026</u>
Net book value				
At 31 March 2023	<u>-</u>	<u>611</u>	<u>10,505</u>	<u>11,116</u>
At 31 March 2022	<u>-</u>	<u>1,169</u>	<u>13,374</u>	<u>14,543</u>

16. Stocks

	2023 £	2022 £
Finished goods and goods for resale	<u>6,840</u>	<u>4,813</u>

17. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	49,550	32,783
Other debtors	1,930	1,930
Prepayments and accrued income	8,245	5,641
	<u>59,725</u>	<u>40,354</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

18. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	41,774	35,702
Other taxation and social security	12,105	8,562
Other creditors	569	12,088
Accruals and deferred income	53,175	57,051
	107,623	113,403

19. Deferred income

	2023	2022
	£	£
Deferred income at 1 April 2022	52,701	80,604
Resources deferred during the year	45,282	52,701
Amounts released from previous periods	(52,701)	(80,604)
Deferred income at 31 March 2023	45,282	52,701

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

20. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
Designated funds					
Designated funds for branch	42,220	11,126	(8,405)	2,570	47,511
Designated Funds - Centenary	-	-	(5,184)	10,000	4,816
Designated Funds - Marketing	-	-	(20,491)	25,000	4,509
	<u>42,220</u>	<u>11,126</u>	<u>(34,080)</u>	<u>37,570</u>	<u>56,836</u>
General funds					
General fund	119,289	354,648	(372,837)	(37,570)	63,530
Total Unrestricted funds	<u>161,509</u>	<u>365,774</u>	<u>(406,917)</u>	<u>-</u>	<u>120,366</u>
Restricted funds					
Froebel Trust	-	1,500	(1,500)	-	-
EY Coalition Project	-	2,747	(2,747)	-	-
Youth Music	-	29,770	(29,770)	-	-
	<u>-</u>	<u>34,017</u>	<u>(34,017)</u>	<u>-</u>	<u>-</u>
Total of funds	<u>161,509</u>	<u>399,791</u>	<u>(440,934)</u>	<u>-</u>	<u>120,366</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Designated funds for branch	36,044	8,169	(5,457)	3,464	42,220
General funds					
General fund	81,488	450,508	(409,243)	(3,464)	119,289
Total Unrestricted funds	117,532	458,677	(414,700)	-	161,509
Restricted funds					
Froebel Trust	-	6,010	(6,010)	-	-
ERASMUS	-	1,654	(1,654)	-	-
EY Coalition Project	-	28,318	(28,318)	-	-
	-	35,982	(35,982)	-	-
Total of funds	117,532	494,659	(450,682)	-	161,509

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Designated funds	42,220	11,126	(34,080)	37,570	56,836
General funds	119,289	354,648	(372,837)	(37,570)	63,530
Restricted funds	-	34,017	(34,017)	-	-
	<u>161,509</u>	<u>399,791</u>	<u>(440,934)</u>	<u>-</u>	<u>120,366</u>

Summary of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Designated funds	36,044	8,169	(5,457)	3,464	42,220
General funds	81,488	450,508	(409,243)	(3,464)	119,289
Restricted funds	-	35,982	(35,982)	-	-
	<u>117,532</u>	<u>494,659</u>	<u>(450,682)</u>	<u>-</u>	<u>161,509</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	11,116	11,116
Current assets	216,873	216,873
Creditors due within one year	(107,623)	(107,623)
Total	120,366	120,366

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	14,543	14,543
Current assets	260,369	260,369
Creditors due within one year	(113,403)	(113,403)
Total	161,509	161,509

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

23. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(41,143)	43,977
Adjustments for:		
Depreciation charges	3,427	2,264
Investment income	(1,023)	(85)
(Increase)/decrease in stocks	(2,027)	5,048
Decrease/(increase) in debtors	(19,371)	13,553
Decrease in creditors	(5,780)	(28,675)
Net cash provided by/(used in) operating activities	(65,917)	36,082

24. Analysis of cash and cash equivalents

	2023 £	2022 £
Head office accounts	128,332	172,982
Branch accounts	21,976	42,220
Total cash and cash equivalents	150,308	215,202

25. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	215,202	(64,894)	150,308
	215,202	(64,894)	150,308

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

26. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £9,653 (2022 - £10,070). Contributions of £428 (2022 - £390) were payable to the fund at the balance sheet date and are included in creditors.

27. Operating lease commitments

At 31 March 2023 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023	2022
	£	£
Not later than 1 year	<u>9,331</u>	<u>6,102</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

England & Wales - Charity number 313082

Accounts

Company Registration Number: 00395548
Charity in England Number: 313082
Charity in Scotland Number: SC039472

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

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THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2022

Trustees	Becky Cook, Chair Sandra Mathers, Vice Chair (resigned 13 November 2021) Heather Lomas, Vice Chair John Tuck, Treasurer Sue Allingham (resigned 13 November 2021) Emma Davies Noreen Dawes (resigned 13 November 2021) Aline-Wendy Dunlop (resigned 15 September 2021) Andrina Flinders Julia Henderson Monica Hingorani (appointed 13 November 2021) Jan Holmes Tim Hopkins (appointed 26 November 2021) Sian Hudson Maureen Mathieson (appointed 13 November 2021) Shaddai Tembo Nicola Theobald Glenda Tinney Glenda Walsh Clare Williams
Company registered number	00395548
Charity registered number	Registered charity No. 313082 Charity registered in Scotland No. SC039472
Registered office	2 Victoria Square Victoria Street St Albans Hertfordshire AL1 3TF
President	Cathy Nutbrown
Chief Executive & Company Secretary	Beatrice Merrick
Independent Examiner	Stephen Jones FCA Myrus Smith Chartered Accountants Norman House 8 Burnell Road Sutton Surrey SM1 4BW

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Bankers

Lloyds Bank PLC
180-182 High Street
Walthamstow
London
E17

Unity Trust Bank
Nine Brindley Place
Birmingham
B1 2HB

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)**

**TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

Chair's Introduction

This last year has seen Early Education continue to evolve and flourish.

It has been heartening to see the enthusiastic take-up of the *Birth to 5 Matters* guidance across the early years sector in England. With over 30,000 hard copies sold and 167,000 downloads, the endorsement of the sector is loud and clear. The publication, and the coalition from which it evolved, embodies our determination to provide a community of practice in which all early childhood educators share and expand their expertise together – considering the evidence base, respecting one another's years of experience and creating shared resources for the sector's benefit. The Birth to 5 Matters Spring Festival which marked the first anniversary of the guidance was a joyous celebration of shared values, with 3,000 practitioners participating in a rich selection of inspirational and high-quality content.

The professional development opportunities under our own banner included a recovery of Associate bookings, as our clients found the confidence to start running conferences and training once again – although with an increased amount of online delivery. Our branches continue to fill a vital niche in providing affordable CPD that meets local need. Online learning gave us new ways of supporting practitioners in England with the introduction of the revised EYFS and continuing to provide a varied programme for all practitioners. The start of the pandemic showed us how quickly we could evolve to meet changing needs, and we will continue to explore new ways of supporting professional learning.

We were delighted to see our long campaign for maintained nursery school funding reach another milestone, with the supplementary funding put on a long-term footing in the government's Spending Review. There remain huge challenges ahead to ensure that government funding for the early years is fair and viable for all settings across the sector, and above all that it is targeted where it is most needed – not to enrich shareholders but to provide high quality early childhood education for the most disadvantaged children. We will continue to speak out about children's right to high quality early childhood education, and the need to invest in the workforce who deliver it. It is extraordinary that there remains such a stark gulf between the pay, qualifications, and conditions of those educating our youngest children and those working in the school's sector. The pandemic underlined the need for both stages of education to be treated with equal priority and status, and we will make the case for that loud and clear.

Next year, 2023, is our centenary. We are already planning a series of activities which will celebrate how far we have travelled in the last century and look forward to the challenges of the next.

The trustees would like to thank our Chief Executive, Beatrice Merrick, and her team for another successful year and extend our gratitude to our President Professor Cathy Nutbrown, our Vice Presidents, branch officers and our Associates.

Becky Cook
Chair of Trustees

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)**

**TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

The Board of Trustees, who are the directors and trustees of the charity, present their report and financial statements for the year ended 31 March 2022 which also contains the directors' report as required by company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charitable company's constitution, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company limited by guarantee and is governed by its Articles of Association.

Board of Trustees:

The membership of the Board of Trustees is listed on page 1. The Board of Trustees meets four times each year. The strategic plan is reviewed annually. The majority of trustees are elected from the membership to ensure that members in all nations and regions of the UK are represented, with co-options used to bring in additional skills and expertise from outside the sector. We are committed to inclusion and diversity, and seek to improve the balance of under-represented groups among our trustees. An induction pack is given to all new trustees outlining policy and strategy, legal status and governance, structure, organisation and staffing and finance. This is reviewed annually and updated as necessary.

The Finance & General Purposes (F&GP) Committee consists of the Treasurer, Chair of the Board and elected trustees. This committee meets four times each year with delegated authority from the Board, monitors the organisation's performance and makes recommendations to the Board of Trustees. Additional working groups and sub-committees are established as needed and currently include a Marketing Sub-Group and a Centenary Working Group.

Both Board and F&GP Committee meetings are attended by the Chief Executive.

Staff team

Beatrice Merrick	Chief Executive
Chris Hussey	Training and Communications Manager
Clive Copeman	Administrator – Membership and Events
Donna Gaywood	Birth to 5 Matters project co-ordinator (June 2021-March 2022)

The staff team has regular meetings. Staff appraisal and review meetings are in place and training is available for all staff members and volunteers. Pay for staff is approved by the Finance & General Purposes Committee and reported to the Board of Trustees.

Risk management

The Board of Trustees is responsible for the management of risks faced by the Association. Detailed considerations of risk are delegated to the Finance & General Purposes Committee. Risks are identified and assessed, and controls are established throughout the year. The Risk Register is reviewed each year.

Through the risk management processes established for the Association the Board of Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022

OBJECTS AND ACTIVITIES

The charity is constituted as a company limited by guarantee and is therefore governed by its Articles of Association. The charity is known as Early Education.

Early Education's objectives are to promote the education and development of young children, and to support those who provide early education and care. We aim to carry out our charitable purposes to deliver public benefit through the following activities. We champion the rights of the child and strive to improve provision for young children. We provide a network of support, advice and collective representation for anyone concerned with the provision of quality education and care of young children. We are a membership organisation with members across the UK. We publish books, resources and a journal in print, and maintain a website with further online resources, supplemented by e-newsletters and social media communications. We provide opportunities for professional development through our local branch events, a national programme of training courses and conferences, and the training and consultancy provided by our Associates. We also undertake project work in support of our aims.

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

ACTIVITIES IN 2021-22

Major achievements for the year included:

- Promotion and distribution of the Birth to 5 Matters non-statutory guidance
- Securing maintained nursery school supplementary funding for the full duration of the Spending Review
- A return to normal level of consultancy activity for the Associates
- Continuation of online training
- A continuing programme of branch activity including two new branches

2021-22: the year in figures (2020-21 figures in italics)	
Membership	887 individual members (<i>881</i>) 432 organisational members (<i>448</i>)
Local branches	16 branches held 61 events with 3110 bookings (<i>14 branches ran 49 events with 3092 bookings</i>)
National events	1,186 bookings for 48 webinars (<i>3,488 bookings for 73 webinars</i>) 47 bookings for the Annual National Conference 2021; 58 bookings for the online Autumn Conference (<i>130</i>).
Projects	Promoted and disseminated the <i>Birth to 5 Matters</i> non-statutory guidance for the Early Years Foundation Stage, on behalf of the Early Years Coalition: 167,000 downloads of Birth to 5 Matters in PDF form 765,000 unique page views of the Birth to 5 Matters website 30,300 printed copies sold via Early Education 12,300 registrations for the free Birth to 5 Matters Spring Festival from c.3,000 individuals
Associates	184 bookings for 84 clients for bespoke training and consultancy (<i>59 bookings for 40 clients</i>)
Social media	21k followers on Twitter (<i>19k</i>) 7,400 followers/6,000 likes on Facebook (<i>7,000/5,825</i>)
Online content	137,000 views of the new website plus 1m page views (767,500 unique page views) of the old one (<i>1,079,000 unique page views</i>)
Publications	Sold 30,300 copies of <i>Birth to 5 Matters</i> and 700 copies of other publications (<i>2,500 sales of all publications</i>)
Member updates	23 e-news bulletins (<i>19</i>) to 2000 member contacts

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The year in detail

Our assessment of success in the reporting period is set out below, analysing performance against our objectives, as set out in our work plan 2021-22.

1. Advocacy/Campaigns, policy and public awareness

Early years funding

As part of the campaign for viable funding for maintained nursery schools, we organised three meetings of the All Party Parliamentary Group on Nursery Schools, Nursery and Reception Classes, the last of which was attended by the Children and Families Minister, following a meeting between the minister and APPG officers. We also continued to work with NAHT, NEU and Unison on the joint campaign, including a joint Spending Review submission and a petition to the Chancellor.

In November, continued supplementary funding was confirmed for the duration of the three-year spending review. Next steps are to secure the long-promised government review of the funding formula itself.

Our report on the impact of the pandemic on MNS funding received good press coverage including Sky News and The Guardian. We continued to make representations to government on the impact of Covid on the sector and the need for a recovery package to ensure settings were able to provide children with the additional support they need following the pandemic.

EYFS reforms and *Birth to 5 Matters*

A project co-ordinator, Donna Gaywood, was appointed to lead on dissemination of the guidance and the production of additional CPD resources as needed. She worked with other organisations in the sector to raise awareness of the guidance and created a series of videos and resources for the website, including a leaflet for settings to use with parents. In March 2022, she curated a 10-day long free Spring Festival to celebrate key themes of the guidance which had 12,300 bookings from approximately 3,000 individuals to attend the 29 scheduled sessions. An interim evaluation of the guidance suggests that it has been widely adopted by practitioners and has impacted positively on practice.

Early Education's own webinar programme included many sessions on the EYFS reforms and *Birth to 5 Matters* was frequently referenced in support of training content. We produced a suite of free videos for members about the reforms. Ongoing liaison with DfE included discussions about their proposals to produce exemplification videos instead of the more detailed guidance available prior to the reforms.

Reception baseline assessment

A report by campaign group More Than A Score was published in April 2021, including a chapter co-authored by our Chief Executive, who was also involved in briefings for a debate in the Lords in July 2021 which called unsuccessfully for a delay in the introduction of Baseline. A petition against the reception baseline assessment, with over 100,000 signatures, was handed in to Downing Street in September.

The campaign is ongoing but has evolved to reflect that from September, RBA became statutory, alongside the panoply of primary tests.

Diversity and anti-racism

As part of our aim to lobby for collection of better national data on the representation of ethnic groups within the early years sector we are working with researchers at Middlesex University who are undertaking research into ethnic representation at different levels within maintained nursery schools. It is hoped this research will act as a feasibility study and pilot for wider research in the early years sector.

Professional learning

2. Membership and branches

Membership retention and recruitment

Attempts to maximise membership retention through improved renewal processes, increased use of direct debits, and attractive member benefits have seen some success, with continued growth of individual termly/quarterly membership via direct debit and promotion of bulk-buy "multisite" memberships. As a result, membership income increased by 8%.

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TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The new membership database introduced in December provides automated renewal reminders and a “self-service” app to reduce the amount of staff time spent on routine administration. It also provides automated follow-up emails to new members. Any impact on retention should be visible in the next financial year.

	2022	2021		2022	2021
Individual full rate (annual/termly)	528	540	Group A	203	220
Individual - online only (termly)	145	106	Group B	40	44
Concessions	53	51	Group C	22	22
Students/concession – online	120	142	multisite (main)	19	23
Life member	41	42	multisite (additional)	128	139
			Multisite (additional) - online	19	-
Total individual members	887	881	Total group members	432	448

Branches

Head office continued to support branches with online meetings, and two new branches were started during the year in Cambridgeshire and Gloucestershire. In total, 16 branches held 61 events (mostly online) with 3110 bookings; committees in other branches are working towards restarting events next year. The role played by branch officers and committee members on an entirely voluntary basis in keeping branches running throughout the last two very difficult years deserves special mention.

Membership benefits

We continue to explore how to provide good value for members through exclusive member benefits producing a series of free briefing videos for members regarding the EYFS reforms. We also revamped the member “e-news” bulletin to provide an updated look as part of the new membership IT systems.

Centenary planning

The Centenary Working Group began planning for 2023. The proposal for a centenary book, to be edited by our President, Professor Cathy Nutbrown, was accepted by a publisher and work on it began.

3. CPD, Training and events

Online learning

We continued to run our training events online this year, as these had proved so successful. Uncertainty over the potential impact of new variants of Covid meant that moves to return to face-to-face or blended approaches were postponed.

Attendance at webinars was lower than the previous year when many staff had additional time to access training while working from home or on furlough. However, it remained well above the level of bookings for face-to-face courses in the year before. We took 1,186 bookings for 48 webinars in 2021-22. In addition, there were 47 bookings for the Annual National Conference 2021 and 58 bookings for the online Autumn Conference, both held online.

4. Associates

Associate bookings returned more or less to pre-pandemic levels, but with the majority of activity taking place online. Although some face-to-face activity resumed, clients were operating in the same climate of uncertainty about potential disruption by Covid, and in some cases may prefer online options for convenience.

We recruited four new Associates during the year as part of our rolling programme of recruitment.

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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**TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

5. Publications and resources

The *Birth to 5 Matters* guidance which we published on behalf of the Early Years Coalition at the end of March 2021 was downloaded 167,000 times in 2021-22. Sales of the printed version of *Birth to 5 Matters* during the year topped 30,000 (including at cost copies to coalition partners), alongside sales of 700 copies of older publications. This reflects the typical cycle of publications being boosted by regulatory changes at national level, but base level demand for print publications remaining low.

We produced three issues of the Early Education Journal for members and sent fortnightly e-news bulletins. Six guest blogs were published during the year, the most popular of which – a critique of the DfE’s Reading Framework – had over 4,000 views.

6. Projects and funding applications

We undertook a small project jointly with the Froebel Trust on Families’ Access to Nature, with the research taking place in the 2021-22 financial year and the outcomes being published in summer 2022.

This year also saw the completion of the Erasmus+ funded project on child-centredness, with the e-book produced by the project being hosted on the Early Education website.

At the end of the year, we received confirmation of success in gaining funding from Youth Music for a project on Family Music Hubs to be undertaken in 2022-23 by one of our Associates, Nicola Burke, and two of her colleagues.

7. Marketing and promotion

Under the newly drafted marketing strategy, a partnership with equipment manufacturers, Cosy, was trialled and terminated in relation to promotion of our online training. Implementation of the new website and membership/contacts database put in place structures on which future marketing efforts can build.

8. Governance and compliance

During the year, an HR consultant was commissioned to review the staff handbook and contracts to ensure these remained fit for purpose, particularly in the light of changing working patterns and new legislation. With the help of an external expert, trustees undertook a review of good governance and identified potential areas of improvement.

9. COVID-19 recovery

We undertook a survey of the impact of Covid on maintained nursery schools which identified the scale of need for additional funding. A follow-up survey addressed the pandemic’s impact on provision for children with SEND. We continued to lobby government on the need for further support for children, families and providers in the context of this evidence.

Maintaining Early Education’s own viability following the pandemic was achieved by focusing on successful income streams such as membership, online training and sales of the new *Birth to 5 Matters* guidance. We also secured cost savings in relation to office rent, photocopying and card payments by continued review of contracts. Cashflow was monitored regularly by the trustees through the year.

10. Office administration

Our new website and database went live in mid-December only two weeks later than the target date. Some transitional work continued after that date and an interim solution was put in place for event bookings, as that module of the new database was not released in time.

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)**

**TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

PERFORMANCE AND IMPACT

Our primary means of raising the quality of early childhood education in the UK are through our impact on policy as a campaigning organisation, and our influence on practitioners' professional learning.

These two aspects feature in the *Birth to 5 Matters* guidance. The collective action of the Early Years Coalition (EYC) in working together to produce the guidance sent strong messages to government about the concerns of practitioners and the importance of listening to sector bodies. Our members and practitioners across the sector have welcomed the guidance as reflecting their values and principles and providing a valuable tool to support their practice.

Continued work with the APPG for Nursery Schools, Nursery and Reception Classes and joint working with the NAHT, NEU and Unison have ensured the issue of maintained nursery school funding remains in the spotlight, and has secured ongoing ministerial commitment to change, including a long-term commitment to nursery school funding in the Spending Review. The work of the More Than A Score campaign has had increased traction with headteachers and parents as the pandemic underlined the need to do things differently.

In relation to supporting practitioners, we continue to offer a broad range of professional learning opportunities including local branch events and national training. The move to online learning has hugely increased our reach.

Our financial performance for the year was better than budgeted, thanks mainly to increased income from publications sales.

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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**TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

PLANS FOR THE FUTURE

Trustees reviewed the organisation's strategic direction in January 2020 and agreed the goals which should drive our work.

GOAL 1. Practitioners benefit from/participate in high quality professional learning experiences which enhance their:

- professionalism, confidence, and sense of belonging
- knowledge and skills to offer high quality provision and work effectively with families

GOAL 2: National and local policymakers receive appropriate messages and information from the sector and engage in informed dialogue.

These goals were used to guide the workplan for 2022-23.

Trustees have agreed the following priorities for next financial year.

1. Centenary planning and delivery

To prepare for and deliver in 2023, a programme of events and activities to celebrate our centenary including:

- A Centenary book, to be published by Sage in March 2023
- Support materials for local branch and member events in June 2023
- A promotional campaign highlighting the importance of early childhood education and seeking to raise public awareness about ongoing challenges
- Plan for centenary-linked national conferences and issues of the Journal

2. Advocacy/Campaigns, policy and public awareness

Continue to prioritise opportunities to support campaigns in relation to:

- Long-term viable funding formula for maintained nursery schools
- Comprehensive review of early years funding incl disadvantage funding, business rates, etc
- Early years workforce
- Reception baseline assessment
- Diversity and anti-racism

Continue to liaise with DfE and Ofsted over early years policy in England.

Professional learning

3. Membership and branches

Membership retention and recruitment

Maximise membership retention through improved renewal processes, increased use of direct debits, and attractive member benefits.

Improve recruitment of new members through marketing strategy, e.g., segmented/targeted offers.

Branches

Support branches with online meetings and returning to face-to-face meetings where they wish.

4. CPD, Training and events

- Continue to run termly programme of webinars.
- Explore reinstating some face-to-face or blended courses or conferences when possible.
- Systematically evaluate delegate experience of online, blended, and face-to-face events to maximise satisfaction and impact.

5. Associates

Seek to continue and if possible, expand the Associate programme through a rolling programme of recruitment to address gaps in coverage and increase diversity and through seeking new channels to market its availability.

6. Publications and resources

Continue production of Journal and e-news. Attempt to increase frequency and regularity of blogs. Continued dissemination of Birth to 5 Matters guidance online and in print.

**THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)**

**TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

7. Projects and funding applications

Seek project funding, with a focus for supporting quality improvement in areas of need, and possibly promoting learning between the four nations of the UK.

8. Marketing and promotion

Seek to engage professional marketing support to increase reach and impact.

9. Governance and compliance

Complete review of good governance and implement agreed actions.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

Results

The results for the year are set out on page 15 of these financial statements. Movements in tangible fixed assets are shown in note 15.

Gross income for the year was £494,659 (2021: £313,072). Membership income increased to £94,408 (2021: £87,325). Events income decreased to £42,909 (2021: £79,533), due to a decline in bookings. Consultancy undertaken by Associates increased to £142,776 (2021: £88,387), as activity returned to pre-pandemic levels. The most significant impact on income was the publication of the *Birth to 5 Matters* guidance which generated huge interest and, as a result, publication sales increased to £169,422 (2021: £12,379).

Expenditure increased to £450,682 (2021: £322,523). The direct costs of the various activities are in line with income levels. Support costs £179,030 (2021: £195,882) show as having decreased in the year, due to a change in the methodology of reporting project staff.

Branch income of £8,169 (2021: £7,322) exclusive of branch rebates of £3,464 (2021: £5,221) was higher than expenditure of £5,457 (2021: £8,902) as events remained mostly online, with lower expenses than for face to face meetings.

Overall, the charity made a surplus of £43,977 (2021: deficit of £9,451).

Reserves and investments

Early Education's funding comes mainly from membership fees, sales of goods and services, donations and grants from public and private bodies. Sufficient funds are kept in Early Education's current account to meet immediate needs. Monies in excess of £20,000 in the current account are maintained in a deposit account held with Unity Bank.

Early Education's reserves policy is to maintain three months operating expenses. The committee estimate this to be approximately £89,000 for the year ending 31 March 2022. Unrestricted general funds at this date amounted to £119,289. The purposes of the reserves are to ensure that sufficient funds are available to cover any temporary funding shortfall which results from cash flow timings and to cover its liabilities should the charity ever have to close.

Risk

The principal risk identified in relation to the 2021-22 financial year was the necessity to continue generating activities which provide a surplus. The volatility of income streams remains a challenge: the fall in events income was fortunately offset by a rise in consultancy and publications sales. Bearing in mind the ongoing challenge for the charity of generating sufficient surplus to cover core costs, the trustees will continue to keep under review the need to maximise income from core activities and additionally seek out project funding that can support this. It plans to use surplus funds to invest in marketing to increase future income.

Procedures are in place to monitor the adequacy of working capital and trustees receive regular reports on the financial position.

Having achieved a surplus in the current year, the current level of reserves provides some flexibility going forward.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Members' liability

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Company will continue in business.

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

Independent Examiner

Stephen Jones of Myrus Smith, Chartered Accountants was appointed as our independent examiner in April 2018 and reappointed by the Annual General Meeting in November 2020.

Small Company Exemptions

This report is prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approval

This report was approved by the Board of Trustees and signed on their behalf by:



Becky Cook 03 Nov 2022 12:16:35 GMT (UTC +0)

Becky Cook
(Chair of Trustees)

Date: 03 November 2022



John Tuck 10 Nov 2022 13:06:13 GMT (UTC +0)

John Tuck
(Treasurer)

10 November 2022

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2022

Independent Examiner's Report to the Trustees of The British Association For Early Childhood Education ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and Basis of Report

As the Trustees of the Company (and 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 the Company's accounts carried out under section 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 section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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: 
Stephen Jones 10 Nov 2022 14:09:21 GMT (UTC +0)

Dated: 10 November 2022

Stephen Jones FCA
Myrus Smith
Norman House
8 Burnell Road
Sutton
Surrey
SM1 4BW

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	858	-	858	525
Charitable activities:	4				
Membership		94,408	-	94,408	87,325
Courses & conferences		42,909	-	42,909	79,533
Consultancy		142,776	-	142,776	88,387
Branch income		8,169	-	8,169	7,322
Project grants		-	35,982	35,982	37,485
Publications & resources		169,422	-	169,422	12,379
Investments	6	85	-	85	116
Other income	7	50	-	50	-
Total income		458,677	35,982	494,659	313,072
Expenditure on:					
Charitable activities:	8				
Membership		51,297	-	51,297	52,175
Courses & conferences		59,259	-	59,259	74,826
Consultancy		137,351	-	137,351	107,163
Branch expenditure		5,457	-	5,457	8,902
Projects		23,136	35,982	59,118	40,910
Publications & resources		138,200	-	138,200	38,547
Total expenditure		414,700	35,982	450,682	322,523
Net movement in funds		43,977	-	43,977	(9,451)
Reconciliation of funds:					
Total funds brought forward		117,532	-	117,532	126,983
Net movement in funds		43,977	-	43,977	(9,451)
Total funds carried forward		161,509	-	161,509	117,532

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 33 form part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)
REGISTERED NUMBER: 00395548

BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	15	14,543	1,784
		<u>14,543</u>	<u>1,784</u>
Current assets			
Stocks	16	4,813	9,861
Debtors	17	40,354	53,905
Cash at bank and in hand		215,202	194,058
		<u>260,369</u>	<u>257,824</u>
Creditors: amounts falling due within one year	18	(113,403)	(142,076)
		<u>146,966</u>	115,748
Total assets less current liabilities		<u>161,509</u>	<u>117,532</u>
Net assets excluding pension asset		<u>161,509</u>	<u>117,532</u>
Total net assets		<u>161,509</u>	<u>117,532</u>
Charity funds			
Restricted funds	20	-	-
Unrestricted funds			
Designated funds	20	42,220	36,044
General funds	20	119,289	81,488
		<u>161,509</u>	<u>117,532</u>
Total funds		<u>161,509</u>	<u>117,532</u>

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

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

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

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

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)
REGISTERED NUMBER: 00395548

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2022

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Becky Cook 03 Nov 2022 12:16:35 GMT (UTC +0)

.....
Becky Cook
(Chair)

Date: 03 November 2022



John Tuck 10 Nov 2022 13:06:13 GMT (UTC +0)

.....
John Tuck
(Treasurer)

10 November 2022

The notes on pages 19 to 33 form part of these financial statements.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net cash used in operating activities	36,082	(7,929)
	<hr/>	<hr/>
Cash flows from investing activities		
Investment income	85	116
Purchase of tangible fixed assets	(15,023)	-
	<hr/>	<hr/>
Net cash (used in)/provided by investing activities	(14,938)	116
	<hr/>	<hr/>
Net cash inflow/(outflow) brought forward	21,144	(7,813)
	<hr/>	<hr/>
Cash flows from financing activities		
	<hr/>	<hr/>
Net cash provided by financing activities	-	-
	<hr/>	<hr/>
Change in cash and cash equivalents in the year	21,144	(7,813)
Cash and cash equivalents at the beginning of the year	194,058	201,871
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	215,202	194,058
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 19 to 33 form part of these financial statements

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. General information

The British Association For Early Childhood Education is a company limited by guarantee and incorporated in England and Wales. The charity is registered in both England and Scotland.

The company's registered office address and principal place of business is 2 Victoria Square, Victoria Street, St Albans, Hertfordshire, AL1 3TF.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The British Association For Early Childhood Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Membership subscriptions have been accounted for over the period to which they relate. The unearned proportion is carried forward under deferred income for recognition in future years.

Grants and donations have been accounted for when receivable by the charity. Relevant gift aid taxation refunds received after the year have been included in the results. Legacies are accounted for when received or otherwise only if amounts are with certainty. All other incoming resources are accounted for when receivable.

2.3 Expenditure

All expenditure is accounted for on an accruals basis, inclusive of irrecoverable VAT and is allocated to the appropriate heading in the accounts.

Charitable expenditure comprises services supplied and activities undertaken which are identifiable as wholly or mainly in support of the charity's objectives.

Governance costs are those costs associated with the governance arrangements of the charity and these include independent examination fees, legal advice for trustees, costs associated with trustee meetings and the cost of the preparation of the statutory accounts and management time associated with the support of the trustees.

2.4 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

2.4 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Improvements to property	- over the period of lease
Furniture & equipment	- 25-33% on cost
Computer database & website costs	- 20% on cost

Minor additions of below £500 are written off in the year incurred.

2.5 Stocks

Stocks are valued at the lower of cost and net realisable value.

2.6 Debtors

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

2.7 Cash at bank and in hand

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

2.8 Creditors and provisions

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

2.9 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.10 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.11 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise 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 donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2.13 Branches

Figures have been included for the charity's branches based on the submission of a branch return for the year ended 31 March 2022.

3. Income from donations and legacies

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	858	858	525

4. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Membership	94,408	-	94,408	87,325
Courses & conferences	42,909	-	42,909	79,533
Consultancy	142,776	-	142,776	88,387
Branch income	8,169	-	8,169	7,322
Project grants	-	35,982	35,982	37,485
Publications & resources	169,422	-	169,422	12,379
	<u>457,684</u>	<u>35,982</u>	<u>493,666</u>	<u>312,431</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

5. Project grant income

	2022	2021
	£	£
Froebel Trust	6,010	5,096
Erasmus Project	1,654	4,095
EY Coalition Project	28,318	28,294
	<u>35,982</u>	<u>37,485</u>

6. Investment income

	Unrestricted funds 2022	Total funds 2022	Total funds 2021
	£	£	£
Interest receivable	<u>85</u>	<u>85</u>	<u>116</u>

7. Other incoming resources

	Unrestricted funds 2022	Total funds 2022	Total funds 2021
	£	£	£
Other income	<u>50</u>	<u>50</u>	<u>-</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Membership	51,297	-	51,297	52,175
Courses & conferences	59,258	-	59,258	74,826
Consultancy	137,352	-	137,352	107,163
Branch expenditure	5,457	-	5,457	8,902
Project grants	23,136	35,982	59,118	40,910
Publications & resources	138,200	-	138,200	38,547
	<u>414,700</u>	<u>35,982</u>	<u>450,682</u>	<u>322,523</u>

Summary by expenditure type

	Staff costs 2022 £	Depreciation 2022 £	Other costs 2022 £	Total funds 2022 £	Total funds 2021 £
Membership	32,688	543	18,066	51,297	52,175
Courses & conferences	25,881	566	32,811	59,258	74,826
Consultancy	31,865	498	104,989	137,352	107,163
Branch expenditure	-	-	5,457	5,457	8,902
Project grants	36,449	317	22,352	59,118	40,910
Publications & resources	23,038	340	114,822	138,200	38,547
	<u>149,921</u>	<u>2,264</u>	<u>298,497</u>	<u>450,682</u>	<u>322,523</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

9. Analysis of expenditure by activities

	Direct costs 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Membership	6,770	44,527	51,297	52,175
Courses & conferences	21,046	38,212	59,258	74,826
Consultancy	94,634	42,718	137,352	107,163
Branch expenditure	5,457	-	5,457	8,902
Project grants	35,982	23,136	59,118	40,910
Publications & resources	107,763	30,437	138,200	38,547
	<u>271,652</u>	<u>179,030</u>	<u>450,682</u>	<u>322,523</u>

10. Analysis of support costs

	2022 £	2021 £
Staff costs	129,702	143,912
Governance costs	6,442	2,897
Depreciation	2,264	1,586
Other costs	57	547
Establishment costs	14,367	16,474
Office running costs	26,198	30,466
	<u>179,030</u>	<u>195,882</u>

11. Net income/(expenditure)

	2022 £	2021 £
Net income/(expenditure) is stated after charging:		
Rent - operating lease	13,960	13,960
Independent examiners fee	1,600	1,600
Depreciation	1,962	1,586
(Profit)/loss on disposal of fixed assets	302	-
	<u>179,884</u>	<u>195,882</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

12. Independent examiner's remuneration

	2022	2021
	£	£
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	1,600	1,600

13. Staff costs

	2022	2021
	£	£
Wages and salaries	130,636	126,200
Social security costs	9,215	8,307
Contribution to defined contribution pension schemes	10,070	9,405
	149,921	143,912

The average number of persons employed by the Company during the year was as follows:

	2022	2021
	No.	No.
Charitable	3	3
Governance	1	1
	4	4

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
	No.	No.
In the band £70,001 - £80,000	1	1

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the Trustees and the Chief Executive. The total remuneration (including taxable benefits and employers pension contributions) of the key management personnel for the year was £73,482 (2021 - £74,486).

Under FRS102, employee benefits include gross salary, benefits in kind, employer's national insurance and employer pension costs.

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year, no Trustee expenses have been incurred (2021 - £NIL).

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

15. Tangible fixed assets

	Improvements to property £	Furniture & equipment £	Computer database & website £	Total £
Cost or valuation				
At 1 April 2021	95,650	55,115	81,218	231,983
Additions	-	682	14,341	15,023
Disposals	-	(51,646)	(81,218)	(132,864)
At 31 March 2022	<u>95,650</u>	<u>4,151</u>	<u>14,341</u>	<u>114,142</u>
Depreciation				
At 1 April 2021	95,650	53,492	81,057	230,199
Charge for the year	-	995	967	1,962
On disposals	-	(51,505)	(81,057)	(132,562)
At 31 March 2022	<u>95,650</u>	<u>2,982</u>	<u>967</u>	<u>99,599</u>
Net book value				
At 31 March 2022	<u>-</u>	<u>1,169</u>	<u>13,374</u>	<u>14,543</u>
At 31 March 2021	<u>-</u>	<u>1,623</u>	<u>161</u>	<u>1,784</u>

16. Stocks

	2022 £	2021 £
Finished goods and goods for resale	<u>4,813</u>	<u>9,861</u>

17. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	32,783	44,706
Other debtors	1,930	2,469
Prepayments and accrued income	5,641	6,730
	<u>40,354</u>	<u>53,905</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

18. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	35,702	41,418
Other taxation and social security	8,562	7,587
Other creditors	12,088	9,308
Accruals and deferred income	57,051	83,763
	<u>113,403</u>	<u>142,076</u>

19. Deferred income

	2022 £	2021 £
Deferred income at 1 April 2021	80,604	100,228
Resources deferred during the year	52,701	80,604
Amounts released from previous periods	(80,604)	(100,228)
Deferred income at 31 March 2022	<u>52,701</u>	<u>80,604</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

20. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Designated funds for branch	36,044	8,169	(5,457)	3,464	42,220
General funds					
General fund	81,488	450,508	(409,243)	(3,464)	119,289
Total Unrestricted funds	117,532	458,677	(414,700)	-	161,509
Restricted funds					
Froebel Trust	-	6,010	(6,010)	-	-
ERASMUS	-	1,654	(1,654)	-	-
EY Coalition Project	-	28,318	(28,318)	-	-
	-	35,982	(35,982)	-	-
Total of funds	117,532	494,659	(450,682)	-	161,509

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Unrestricted funds					
Designated funds					
Designated funds for branch	33,568	7,322	(8,902)	4,056	36,044
General funds					
General fund	93,415	268,265	(276,136)	(4,056)	81,488
Total Unrestricted funds	126,983	275,587	(285,038)	-	117,532
Restricted funds					
Froebel Trust	-	5,096	(5,096)	-	-
ERASMUS	-	4,095	(4,095)	-	-
EY Coalition Project	-	28,294	(28,294)	-	-
	-	37,485	(37,485)	-	-
Total of funds	126,983	313,072	(322,523)	-	117,532

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Designated funds	36,044	8,169	(5,457)	3,464	42,220
General funds	81,488	450,508	(409,243)	(3,464)	119,289
Restricted funds	-	35,982	(35,982)	-	-
	<u>117,532</u>	<u>494,659</u>	<u>(450,682)</u>	<u>-</u>	<u>161,509</u>

Summary of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2021 £
Designated funds	33,568	7,322	(8,902)	4,056	36,044
General funds	93,415	268,265	(276,136)	(4,056)	81,488
Restricted funds	-	37,485	(37,485)	-	-
	<u>126,983</u>	<u>313,072</u>	<u>(322,523)</u>	<u>-</u>	<u>117,532</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	14,543	14,543
Current assets	260,369	260,369
Creditors due within one year	(113,403)	(113,403)
Total	161,509	161,509

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	1,784	1,784
Current assets	257,824	257,824
Creditors due within one year	(142,076)	(142,076)
Total	117,532	117,532

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

23. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	43,977	(9,451)
Adjustments for:		
Depreciation charges	2,264	1,586
Investment income	(85)	(116)
Decrease in stocks	5,048	2,530
Decrease in debtors	13,553	52,525
Decrease in creditors	(28,675)	(55,003)
Net cash provided by/(used in) operating activities	36,082	(7,929)

24. Analysis of cash and cash equivalents

	2022 £	2021 £
Head office accounts	172,982	158,014
Branch accounts	42,220	36,044
Total cash and cash equivalents	215,202	194,058

25. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	194,058	21,144	215,202
	194,058	21,144	215,202

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

26. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £10,070 (2021 - £9,405). Contributions of £390 (2021 - £465) were payable to the fund at the balance sheet date and are included in creditors.

27. Operating lease commitments

At 31 March 2022 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Not later than 1 year	6,102	8,099

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

England & Wales - Charity number 313082

Accounts

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Company Registration No. 395548
Registered as a Charity in England No. 313082
Registered as a Charity in Scotland No. SC039472

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION
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THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

CHAIR'S INTRODUCTION

On behalf of the trustees I would like to express how immensely proud we are of the achievements of the organisation this year. We began the 2020 financial year very concerned about the potential impact that the COVID-19 pandemic would have on our members, our staff team and the organisation.

I am delighted that our membership has remained stable over the year and that feedback reflects how supportive our members have found the organisation's response to the challenging year to be.

Early Education's training offer has been fantastic. The organisation has shifted to online training in response to the pandemic with terrific outcomes. Our associates have skilfully adapted their training delivery and the central team have managed to successfully coordinate bookings and facilitate a programme of training events using on line platforms.

Feedback from our members has been overwhelmingly positive with many more practitioners and whole settings attending training that they may not have accessed when travel was a factor. Participant groups have consisted of practitioners and professionals from a variety of backgrounds and geographical locations.

There has been a higher than usual demand for training during periods of national lockdown when some schools and settings were able to book groups of staff onto training sessions where previously there may have been one member of staff nominated to attend. Schools and settings have used time of closure or having reduced occupancy to focus on CPD for staff.

The phenomenal response from team enabled a significant uplift in take-up of training which ensured that we have remained solvent.

Our work with the Early Years Coalition to create the incredible Birth to 5 Matters document for the sector has been a resounding success. I'd like to thank our Chief Executive, Beatrice Merrick and the team for coordinating this. It is my hope that every early years practitioner has a copy of this to guide their practice.

The trustees would like to thank staff, Associates and our volunteer branch officers for their response and resilience in ensuring that we not just survived but thrived through the 2020 global pandemic.

Becky Cook
Chair of the Board of Trustees

22 October 2021

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT for the year ended 31 March 2021

Trustees

Chair	Verity Campbell-Barr (until November 2020) Becky Cook (Chair from November 2020, previously Vice-Chair)
Vice-Chair	Sandra Mathers
Treasurer	Noreen Dawes (Treasurer until November 2020, then Trustee) John Tuck (Treasurer from November 2020, previously Trustee)
Members of the Board	Sue Allingham Kiarna Corr (until November 2020) Emma Davis (from September 2020) Aline-Wendy Dunlop (until September 2021) Andrina Flinders Anne-Marie Gealy (until November 2020) Julia Henderson (from November 2020) Jan Holmes Sian Hudson Sally Jaeckle (until November 2020) Heather Lomas (from November 2020) Shaddai Tembo Nicola Theobald (from November 2020) Junnine Thomas-Walters (until November 2020) Glenda Tinney (from November 2020) Glenda Walsh Clare Williams Ankur Gupta (until November 2020)

President	Cathy Nutbrown	
Chief Executive & Company Secretary	Beatrice Merrick	
Company number	395548	
Charity number	Registered charity No. 313082 Charity registered in Scotland No. SC039472	
Common name	Early Education	
Registered office & postal address	2 Victoria Square, Victoria Street, St Albans, Herts. AL1 3TF	
Independent Examiner	Stephen Jones FCA Myrus Smith Chartered Accountants Norman House, 8 Burnell Road, Sutton Surrey, SM1 4BW	
Bankers	Lloyds Bank Plc 180 - 182 High Street Walthamstow London E17 7JH	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT for the year ended 31 March 2021

The Board of Trustees, who are the directors and trustees of the charity, present their report and financial statements for the year ended 31 March 2021 which also contains the directors' report as required by company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charitable company's constitution, the Charities Act 2011, the Companies Act 2006, UK Generally Accepted Accounting Practice and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company limited by guarantee and is governed by its Articles of Association.

Board of Trustees:

The membership of the Board of Trustees is listed on page 1. The Board of Trustees meets four times each year. The strategic plan is reviewed annually. The majority of trustees are elected from the membership and through the branch structure to ensure that members in all nations and regions of the UK are represented, with co-options used to bring in additional skills and expertise from outside the sector. We are committed to inclusion and diversity, and seek to improve the balance of under-represented groups among our trustees. An induction pack is given to all new trustees outlining policy and strategy, legal status and governance, structure, organisation and staffing and finance. This is reviewed annually and updated as necessary.

The Finance & General Purposes (F&GP) Committee consists of the Treasurer, Chair of the Board and elected trustees. This committee meets four times each year with delegated authority from the Board, monitors the organisation's performance and makes recommendations to the Board of Trustees. Additional working groups and sub-committees are established as needed and currently include a Marketing Sub-Group.

Both Board and F&GP Committee meetings are attended by the Chief Executive.

Staff team

Beatrice Merrick	Chief Executive
Chris Hussey	Training and Communications Manager
Clive Copeman	Administrator – Membership and Events
Cathy Gunning	Pedagogic lead (until June 2020)
Nancy Stewart	Birth to 5 Matters project lead (October 2020-March 2021)
Sharon Colilles	Birth to 5 Matters project assistant (October 2020-March 2021)

Head Office Volunteers

Elizabeth Pearson

The staff team has regular meetings. Staff appraisal and review meetings are in place and training is available for all staff members and volunteers. Pay for staff is approved by the Finance & General Purposes Committee and reported to the Board of Trustees.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT

for the year ended 31 March 2021

Risk management

The Board of Trustees is responsible for the management of risks faced by the Association. Detailed considerations of risk are delegated to the Finance & General Purposes Committee. Risks are identified and assessed and controls are established throughout the year. The Risk Register is reviewed each year.

Through the risk management processes established for the Association the Board of Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

OBJECTS AND ACTIVITIES

The charity is constituted as a company limited by guarantee and is therefore governed by its Articles of Association. The charity is known as Early Education.

Early Education's objectives are to promote the education and development of young children, and to support those who provide early education and care. We aim to carry out our charitable purposes to deliver public benefit through the following activities. We champion the rights of the child and strive to improve provision for young children. We provide a network of support, advice and collective representation for anyone concerned with the provision of quality education and care of young children. We are a membership organisation with members across the UK. We publish books, resources and a journal in print, and maintain a website with further online resources, supplemented by e-newsletters and social media communications. We provide opportunities for professional development through our local branch events, a national programme of training courses and conferences, and the training and consultancy provided by our Associates. We also undertake project work in support of our aims.

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

ACTIVITIES IN 2020-21

Major achievements for the year included:

- a focus on supporting the sector to respond to Covid through regular information updates, tailored training and dialogue with government over support for children and families and the early years sector during the pandemic
- shifting our entire professional development programme from face-to-face to online
- five-fold increase in the reach of our training
- maintaining an active programme of local branch activity
- co-ordinating the production and launch of *Birth to 5 Matters, non-statutory guidance for the Early Years Foundation Stage*, on behalf of the Early Years Coalition

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT

for the year ended 31 March 2021

2020-21: the year in figures (2019-20 figures in italics)	
Membership	888 individual members (683) 462 organisational members (396) 231 supporters (178)
Local branches	14 branches ran 49 events with 3,092 bookings (19 branches ran 60 events with over 3,000 bookings)
National events	3,488 bookings for 73 webinars (live and recorded options) (201 bookings across 19 face to face courses) 130 bookings for the online Autumn Conference (506 bookings for 6 conferences, 1 online conference with 80 registered delegates) 180 bookings for the launch of the <i>Getting it Right in the EYFS</i> report 47,000 views on Facebook of the video of the launch of Birth to 5 Matters
Associates	59 bookings for 40 clients (some for multiple days/Associates) for bespoke training and consultancy (151 days bespoke training and consultancy for 84 clients)
Social media	19,000 followers on Twitter (15,000) 7,000 followers/5825 likes on Facebook (3,700/3,450)
Online content	1,079,000 unique page views (712,000) 3,900 listens to 5 podcasts (670 listens to two podcasts)
Publications	Sold 1,280 print publications (2,500) 85,000 downloads of <i>Development Matters</i> (70,300) 6,300 downloads of <i>Musical Development Matters</i> (8,600) 19 e-news bulletins (moved from monthly to fortnightly) to 2,000 member contacts (10 issues to 1,500 contacts)

Our assessment of success in the reporting period is set out below, analysing performance against our objectives, as set out in our work plan 2020-21.

1. COVID-19 response

Support sector and members in responding to COVID-19, liaising as needed with government.

Work with the trustees to maintain Early Education's viability, including finding additional income sources, cutting costs and monitoring finances on a regular basis.

The Chief Executive attended regular online meetings of DfE's Early Years Stakeholder COVID-19 group which provided a forum for dialogue about issues and concerns. We gathered feedback from members at various points during the year to inform these discussions. Concerns raised included the need for increased financial support for sector.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT for the year ended 31 March 2021

We provided member email bulletins on COVID-19 updates and maintained a website summarising recent changes which became one of the most used pages on our website.

We moved our national events online and assisted branches with online platforms for their events to support the sector with professional learning and tailored our programme to meet the challenges facing the sector, eg support for child wellbeing and recovery. We also counteracted the potential adverse financial impact of Covid on the organisation through this online training offer, for which there was strong demand. Our Associate trainers adjusted well to delivering training online despite the steep learning curve involved. The staff team were able to put in place the necessary technical support, as well as adjusting to working primarily from home as needed thanks to our cloud-based systems.

Trustees carefully monitored the impact of the pandemic on the organisation over the course of the year to ensure the organisation's continued viability.

2. Advocacy, campaigns, policy and public awareness

Campaigning is a core part of our mission, and we routinely meet with officials from the Department for Education, one-to-one and as part of the Early Years Stakeholder Group. Our work with MPs and ministers has been strengthened by our role supporting the All Party Parliamentary Group (APPG) for Nursery Schools, Nursery and Reception Classes, including contact with ministers and shadow ministers. We ensure our members' views and expert knowledge are represented through responses to consultations issued by government, Select Committees and other relevant bodies, and that members are also briefed on opportunities to influence government through direct lobbying and responding to consultations. We also ensure our views reach a wider audience through comments and opinion pieces in the press, especially in early years and education titles.

a) Early years funding

Campaign for viable funding for maintained nursery schools:

- *ensure follow-through on ministers' commitments re long term funding protection for nursery schools, in particular through the work of the APPG for nursery schools, nursery and reception classes*
- *lobby for maintained nursery schools to receive adequate COVID-19 emergency funding on a par with other parts of the sector*

Early years sector funding

- *The APPG to consider undertaking an inquiry into wider early years issues including closing the gap in the EY and funding to inform the CSR Outputs:*

Pressure was maintained regarding funding for Maintained Nursery Schools (MNS). Two meetings of the APPG were held online. APPG officers & MPs wrote to the Chancellor and the APPG officers also wrote a follow-up letter to the Chief Secretary to the Treasury.

An additional campaign meeting was held jointly with National Association of Head Teachers (NAHT) and National Education Union (NEU) in July 2020. We produced a joint submission with NAHT to the spending review.

MNS supplementary funding was eventually confirmed for summer 2021. 2021-22 supplementary funding allocations kept open the possibility of in-year change from September, but has not yet produced any proposals for a revised formula, though it remains committed to doing so.

b) Early years workforce:

Work with the Early Years Workforce Commission and other organisations to improve opportunities for raising qualification levels within the sector.

The work of Early Years Workforce Commission, of which we are members, continued including a sector survey and data being provided to DfE to inform the spending review. The EYWC published a report in January 2021.

c) Early Years Foundation Stage (EYFS) reforms

Work with other sector organisations to advocate for changes to the EYFS that are consistent with the research evidence and practitioner expertise. If necessary, act to mitigate the impact of poorly devised changes on children, including seeking a delay to the reforms including early adoption in September 2020.

The Early Years Coalition (EYC) issued its response to EYFS reforms, expressing disappointment about the outcome. A webinar via Facebook Live on EYFS reforms attracted c.1000 live views and 38,000 of the video. The EYC also issued advice to the sector on Early Adoption (4,800 unique views).

The Birth to 5 Matters guidance was produced over a period of six months, a very tight timescale for the extensive process of consulting, drafting and finalising the guidance. 100 individuals in 20 working groups reviewed, updated and extended previous guidance, drawing on feedback from three sector consultations. Working group members and respondents to the consultation were drawn from a wide variety of roles and types of organisation to ensure the full diversity of the sector was represented. The guidance was finalised by the project team and launched on 31 March 2021. The launch video on Facebook has been viewed 47,000 times. It has been extremely well-received and looks likely to be widely used in the coming years.

d) Diversity and anti-racism

To seek data on how people from BAME communities are represented within all parts of the early years sector, or if data is not available, ask government to collect this, and act on the findings.

We established that very little data was currently available on ethnicity of the early years workforce. We published a blog in response to the release of new ethnicity statistics in DfE's Childcare & Early Years Provider Survey calling for more data to be routinely collected and published.

e) Reception baseline assessment

Work with the More Than A Score campaign to raise awareness of the problematic impact of baseline assessment in Reception.

The campaign has continued. The process of making Reception Baseline Assessment statutory was delayed from September 2020 to September 2021.

3. Membership

Maximise membership retention through efficient renewals processes and responsiveness to what members want from membership, eg segmented communications.

Improve recruitment of new members through marketing strategy, eg segmented/targeted offers, closer integration with branches.

Review future of EY teaching news and package of member benefits as a whole in light of funding challenges and developments in digital.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT

for the year ended 31 March 2021

Some membership growth has been achieved by revised membership offers and targeted recruitment. A new "taster membership" was taken up by 150 individuals in summer 2020. It was replaced by a termly option paid by direct debit to increase retention, the success of which is evident in the increased membership numbers below. Targeted use of the multisite membership to groups of nursery schools has improved numbers of organisational members while reducing costs for each school. A bespoke membership arrangement was also created for some childminder hubs.

The final EY Teaching News was published in July 2020 due to reduced funding. Pedagogic content has subsequently been added to e-news bulletins, which are sent fortnightly instead of monthly, or via blogs.

	2021	2020		2021	2020
Individual full-rate (annual/termly)	540	459	Group A	220	228
Individual - online only (termly)	106	-	Group B	44	42
Concessions	51	45	Group C	22	21
Students/concession – online	142	137	multisite (main)	23	13
Life member	42	42	multisite (additional)	139	92
Total individual members	881	683	Total group members	448	396
<i>Supporters (non-members)</i>	231	178			

4. Branches

Discuss development of relationship with branches eg greater alignment between local and national professional learning initiatives, including supporting training on new EYFS, involvement in advocacy, involvement with membership promotion/retention.

Consolidate admin support for branches through central booking system.

All branch events bookings were taken centrally between September 2020 and March 2021.

To support branches with taking events online after the pandemic prevented face-to-face events, branches were offered the option of running online events through our central system, which was much welcomed by local branch officers.

Branches were invited to link into themes of national training and events, but control of programmes remains locally based.

14 branches ran online events (although two of these only ran an AGM). Attendance at 49 branch events totalled 3092 reflecting an increased number of bookings per event, with delegates able to attend from outside local branches' traditional catchment areas. The pandemic impacted on local branches in many different ways, and understandably levels of activity varied according to local and personal circumstances. Those branches which managed to adapt to going online have demonstrated its success and popularity, particularly where branches cover a large geographical area, and many will continue to offer online sessions as well as traditional meetings even once face-to-face events are able to resume to capitalise on the ease of access they provide.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT

for the year ended 31 March 2021

5. CPD, Training and events

a) Froebel Short Courses

Handover of short courses to Froebel Trust in June 2020. Attempt to negotiate longer term strategic partnership.

The short courses handover was completed on schedule in June. Discussions have been held about future joint working. In 2020-21, this took the form of the organisations working together within the EY Coalition.

b) Online learning

Develop online learning platform and initial set of modules

Pre-pandemic, our plan had been to develop an online learning site to offer asynchronous courses. When the pandemic struck, we substituted short paired webinars for our one-day face to face courses using a webinar platform for live delivery and access to recordings. We then set up our online learning platform in time for the autumn term, to offer our live and recorded webinars in an integrated system which gives delegates access also to handouts, evaluation forms and automated certification of attendance. It was also integrated with our booking database to streamline administration. The platform was initially used only for webinars and conference, followed by branch events from spring 2021.

c) Training and events

Develop reach and impact of training and events:

- *Continue shift from one-day courses to regional conferences*
- *Actively market follow-on activities eg follow on project to embed learning*
- *Greater use of online learning to offer blended approaches to enhance impact of one-day events*
- *Extended evaluation to measure reach and impact*
- *Ensure diversity is addressed in subject matter and that we seek diverse speakers and trainers to deliver our events*

The shift to online courses has increased our reach, with a more than 500% increase in registrations. The focus on the EYFS reforms for spring 2021 appears to have been a significant factor in the increased bookings, as well as the reduced cost and increased accessibility of the online programme, especially those who were not close to our delivery locations.

We continue to seek ways of increasing our reach, including negotiating a partnership with Cosy Group which we hope will boost marketing of our CPD programme from April 2021.

The move online has also enabled a change of format to split sessions, usually with gap task in between in line with our objective of more effectively embedding learning and impacting on practice.

Anti-racism and diversity webinars were added to the programme in autumn 2020 and spring 2021 and these proved popular.

6. Associates

Develop menu of Associate support for new EYFS including for Local Authorities (LAs) and schools/multi-academy trusts (MATs).

Seek to generate more work through follow-up support from Associates linked to conferences.

Seek to attract more Associates from BAME backgrounds.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT

for the year ended 31 March 2021

Bespoke consultancy was badly hit by the pandemic. Some LAs instead bulk-bought webinar access in summer 2020. Loss of individual days of training was partially offset by increase in the number of longer-term contracts eg consultancy projects for Greenwich (on Special Educational Needs and Disability), Oldham (support for childminders) and Nottingham (a developmental milestones resource). There was a gradual move to online training and consultancy, but many bookings were simply postponed.

The absence of regional conferences meant we were not able to follow up on the plan to link these to follow-up work.

Because of the reduced demand, recruiting new Associates was not prioritised, but one set of interviews took place and one new Associate was appointed, who was from a BAME background.

7. Publications and resources

Review reach and impact of podcasts, blogs, etc in connection and marketing and member engagement strategy and target resources accordingly.

Sutton Trust report published in summer 2020.

Further opportunities sought for thought leadership and advocacy.

Possible publication on new EYFS (to share content with online learning modules).

Several podcasts were posted during summer 2020, but there has been no capacity to produce more after the pedagogical lead post ended. In summer 2020 we focused on providing blogs to support sector with pandemic issues. These have been less frequent during the autumn and spring as the need for additional support decreased.

Our report for the Sutton Trust was published in June 2020.

We published *Birth to 5 Matters* in March 2021 on behalf of the EYC, to support the sector with the EYFS reforms.

8. Projects and funding applications

Priorities for funded activity:

- *Quality improvement work in areas of need (see PL above)*
- *Review of impact of new EYFS on children*

During the year we continued to participate in an Erasmus+ project on child-centred competences. There was limited activity over this period as planned face-to-face meetings could not take place, and our main input will be linked to hosting and disseminating the resources later in 2021.

We have worked with Associates on funding bids eg to support a project on early years music, with a focus on supporting practitioners and parents and diversifying content.

9. Marketing and promotion

Marketing sub-group to continue to identify areas for improved reach and impact within existing resources, and these to be implemented promptly.

The Marketing sub-group has begun work on a strategy. Agreement was reached with Cosy Group for a partnership to jointly badge and promote our training programme from April 2021.

10. Governance and compliance

New Chair of trustees to be identified and transition arrangement put in place. Transition support to new Treasurer to continue.

The new Chair and Treasurer were appointed by the Trustees, allowing for transition arrangements prior to the November start of their roles. Handover meetings took place for both roles.

11. Office administration

New website, database and online shop to be procured and in place prior to current system no longer being supported in 2021.

A specification was drafted and work was undertaken to review a range of possible "off the shelf" options against the specification, as well as exploring the options for commissioning a bespoke solution.

PERFORMANCE AND IMPACT

Our primary means of raising the quality of early childhood education in the UK are through our impact on policy as a campaigning organisation, and our influence on practitioners' professional learning.

These two aspects both feature in the *Birth to 5 Matters* guidance. The collective action of the Early Years Coalition (EYC) in working together to produce the guidance sent strong messages to government about the concerns of practitioners and the importance of listening to sector bodies. Our members and practitioners across the sector have welcomed the guidance as reflecting their values and principles and providing a valuable tool to support their practice.

Continued work with the APPG for Nursery Schools, Nursery and Reception Classes and joint working with the NAHT, NEU and Unison have ensured the issue of maintained nursery school funding remains in the spotlight, and has secured ongoing ministerial commitment to change.

The work of the More Than A Score campaign has had increased traction with headteachers and parents as the pandemic underlined the need to do things differently. The decision not to implement statutory baseline assessment in September 2020 was a positive, if temporary, victory.

In relation to supporting practitioners, we continue to offer a broad range of professional learning opportunities including local branch events and national training. The move to online learning has hugely increased our reach, with a five-fold rise in the number of registrations on our courses.

Our financial performance for the year was better than budgeted, thanks mainly to increased income from online training.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT for the year ended 31 March 2021

PLANS FOR THE FUTURE

Trustees reviewed the organisation's strategic direction in January 2020 and agreed the goals which should drive our work.

GOAL 1. Practitioners benefit from/participate in high quality professional learning experiences which enhance their:

- professionalism, confidence, and sense of belonging.
- knowledge and skills to offer high quality provision and work effectively with families.

GOAL 2: National and local policy-makers receive appropriate messages and information from the sector and engage in informed dialogue.

These goals were used to guide the workplan for 2021-22. Trustees have agreed the following priorities for next financial year.

Workplan 2021-22

1. Advocacy/Campaigns, policy and public awareness

Early years funding

Campaign for long-term viable funding formula for maintained nursery schools, a post-Covid sector recovery package and a comprehensive review of early years funding incl disadvantage funding, business rates, etc.

Early years workforce:

Continue to work with the Early Years Workforce Commission and other organisations to improve opportunities for raising qualification levels within the sector.

EYFS reforms and Birth to 5 Matters

Dissemination of Birth to 5 Matters guidance.

Deliver CPD to support implementation of the EYFS reforms through the coalition and/or directly.

Reception baseline assessment

Work with the More Than A Score campaign to raise awareness of the problematic impact of baseline assessment in Reception.

Diversity and anti-racism

Consider how to integrate in other activity eg as part of workforce, lobby for collection of better national data on how people from BAME communities are represented within all parts of the early years sector and action on the findings.

Professional learning

2. Membership and branches

Membership retention and recruitment

Maximise membership retention through improved renewal processes, increased use of direct debits, and attractive member benefits.

Improve recruitment of new members through marketing strategy, eg segmented/targeted offers.

Branches

Support branches with online meetings as needed, possibly as part of blended model in future. Support branches inactive in 2020-21 to revive.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT for the year ended 31 March 2021

Membership benefits

Expand membership benefits to include some free online learning and gauge impact on recruitment and retention. Revamp format of e-newsletters.

Centenary planning

Centenary Working Group to make proposals for possible activity in 2023.

3. CPD, Training and events

Online learning

Continue to run programme of webinars to increase reach and accessibility.

Face to face events

Reinstate programme of face-to-face or blended courses and conferences when possible. Explore best ways of using blended learning to maximise reach and impact.

Continued focus on developing diversity training, possibly linked to Birth to 5 Matters.

Systematically evaluate delegate experience of online, blended and face-to-face events to maximise satisfaction and impact.

Additional funded activity

Seek funding for supporting professional learning in areas of disadvantage.

4. Associates

Seek to re-build Associate activity through focus on supporting the EYFS reforms and other areas of identified client need. Continue to offer mix of online and in person activity.

5. Publications and resources

Continue production of Journal and e-news. Attempt to increase frequency and regularity of blogs. Dissemination of Birth to 5 Matters guidance online and in print.

6. Projects and funding applications

Explore options for joint projects with the Froebel Trust eg in relation to outdoor learning, reach to the FE sector, etc.

Seek other project funding, with a focus for supporting quality improvement in areas of need and reviewing the impact of the revised EYFS.

7. Marketing and promotion

Marketing sub-group to continue to identify areas for improved reach and impact within existing resources, and these to be implemented promptly.

8. Governance and compliance

Commission an external review of policies. Trustees to carry out an internal review of good governance.

9. COVID-19 recovery

Support sector and members with COVID-19 recovery, liaising as needed with government.

Work with the trustees to maintain Early Education's viability, including finding additional income sources, cutting costs and monitoring finances on a regular basis.

10. Office administration

New website, database and online shop to be procured and in place prior to the current system which is no longer being supported in 2021.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT for the year ended 31 March 2021

FINANCIAL REVIEW

The results for the year are set out on page 16 of these financial statements. Movements in tangible fixed assets are shown in Note 8.

Gross income for the year was £313,072 (2020: £608,967). The membership subscriptions remain the same £87,325, (2020, £87,071). Courses and conferences remain the same £79,533 (2020: £79,812), however, courses represent the majority of this due to the cancellation of many of the scheduled conferences. Our staff worked closely with our Associate trainers to move our programme online. This counteracted the potential financial impact of the pandemic on the organisation. Consultancy undertaken by Associates reduced to £88,387 (2020: £156,812) in the year, as no face-to-face delivery could take place and many local authorities cancelled planned training events for the majority of the year. Publication sales reduced to £12,379 (2020: £24,664).

Expenditure decreased to £322,523 (2020: £560,544). The direct costs of the various activities are in line with income levels. Support costs £195,882 (2020: £186,554) have increased in the year, due to an increase in rent and salaries. These are allocated to activities on the basis of time spent.

The organisation was unable to access any of the financial support offered by the Government during the pandemic (with the exception of delaying VAT due to HMRC). Our staff were able to work from home during the pandemic due to our investment in cloud based systems. This ensured our members were fully supported at all times.

Branch income of £7,322 (exclusive of branch rebates of £5,221) was marginally lower than expenditure of £8,902. Some branches used reserves to fund activities during the year.

Overall the charity made a loss in the year of £9,451 (2020: gain £48,423). The Trustees consider this a major achievement during an extremely difficult time for the organisation, sector and country.

Reserves and investments

Early Education's funding comes mainly from membership fees, sales of goods and services, donations and grants from public and private bodies. Sufficient funds are kept in Early Education's current account to meet immediate needs. Monies in excess of £20,000 in the current account are maintained in a deposit account held with Unity Bank.

Early Education reserves policy is to maintain three months operating expenses. The committee estimate this to be approximately £81,000 for the year ending 31 March 2021. Unrestricted general funds at this date amounted to £81,488. The purposes of the reserves are to ensure that sufficient funds are available to cover any temporary funding shortfall which results from cash flow timings and to cover its liabilities should the charity ever have to close.

Risk

The principal risk identified in relation to the 2020-21 financial year was the necessity to continue generating activities which provide a surplus. COVID-19 resulted in some of our activities being cancelled or curtailed. Staff worked closely with our Associate Trainers to move our professional development programme on-line and there was a significant uptake on webinars, the income from which counteracted the fall in income for Consultancy and Conferences. Bearing in mind the ongoing challenge for the charity of generating sufficient surplus to cover core costs, the trustees will continue to keep under review the need to maximise income from core activities and additionally seek out project funding that can support this. Procedures are in place to monitor the adequacy of working capital and trustees receive regular reports on the financial position. Having achieved a surplus in the two previous years, the current level of reserves provides some flexibility if COVID-19 impacts on the opportunities for income generation during 2021-22.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

TRUSTEES' REPORT for the year ended 31 March 2021

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also directors of The British Association For Early Childhood Education for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

Independent Examiner

Stephen Jones of Myrus Smith, Chartered Accountants was appointed as our independent examiner in April 2018 and reappointed by the Annual General Meeting in November 2020.

Small Company Exemptions

This report is prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approval

This report was approved by the Board of Trustees on 22 October 2021 and signed on its behalf by:



John Tuck, Treasurer

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF:
THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021 which are set out on pages 17 to 28.

Responsibilities and basis of report

As the charity 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 company's accounts as carried out under section 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 section 145(5)(b) of the 2011 Act.


Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in Section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW which is one of the listed bodies.

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 that in any material respect:

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.


Stephen Jones FCA
Myrus Smith
Chartered Accountants
Norman House
8 Burnell Road
Sutton
Surrey, SM1 4BW

22 October 2021

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME					
Donations and legacies		525	-	525	307
Charitable activities					
- Membership		87,325	-	87,325	87,071
- Courses & conferences		79,533	-	79,533	79,812
- Consultancy		88,387	-	88,387	156,812
- Branch income		7,322	-	7,322	18,153
- Project grants	3	-	37,485	37,485	241,701
- Publications & resources		12,379	-	12,379	24,664
Investment income		116	-	116	302
Other income		-	-	-	145
Total Income		275,587	37,485	313,072	608,967
EXPENDITURE					
Charitable activities					
- Membership		52,175	-	52,175	45,442
- Courses & conferences		74,826	-	74,826	79,027
- Consultancy		107,163	-	107,163	143,739
- Branch expenditure		8,902	-	8,902	18,735
- Projects		3,425	37,485	40,910	241,700
- Publications & resources		38,547	-	38,547	31,901
Total Expenditure	4 & 5	285,038	37,485	322,523	560,544
Net (expenditure)/income for the year before gains/(losses)	6	(9,451)	-	(9,451)	48,423
Net Movement in Funds		(9,451)	-	(9,451)	48,423
Reconciliation of funds:					
Funds brought forward	11	126,983	-	126,983	78,560
Funds carried forward	11	117,532	-	117,532	126,983

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

The notes for part of these financial statements

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

**BALANCE SHEET
at 31 March 2021**

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible fixed assets	8		1,784		3,370
			<u>1,784</u>		<u>3,370</u>
CURRENT ASSETS					
Stock		9,861		12,391	
Debtors	9	53,905		106,430	
Cash at bank and in hand:					
Current and savings		158,014		169,468	
Branches		36,044		32,403	
		<u>257,824</u>		<u>320,692</u>	
CREDITORS: amounts falling due within one year	10	(142,076)		(197,079)	
				<u>115,748</u>	<u>123,613</u>
NET CURRENT ASSETS					
			<u>117,532</u>		<u>126,983</u>
NET ASSETS TOTALS	12				
			<u>117,532</u>		<u>126,983</u>
THE FUNDS OF THE CHARITY					
INCOME FUNDS					
Restricted funds	11		-		-
Unrestricted funds:					
General fund			81,488		93,415
Designated: Branch funds	11		36,044		33,568
			<u>117,532</u>		<u>126,983</u>

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for:

- a) ensuring that the company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006; and
- b) preparing the financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its gain or loss for each financial year in accordance with the requirements of Section 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 company.

The notes form part of these financial statements

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

BALANCE SHEET at 31 March 2021

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006. The financial statements were approved and authorised for issue by the Board of Trustees on 22 October 2021 and were signed below on its behalf by:



Becky Cook
Chair



John Tuck
Treasurer

The notes form part of these financial statements

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

STATEMENT OF CASH FLOWS
for the year ended 31 March 2021

	Notes	2021 £	2020 £
Cash flow from operating activities			
Net cash provided by operating activities	A	(7,929)	51,343
Cash flow from investing activities			
Investment income		116	302
Purchase of fixed assets		-	(909)
Net cash provided by investing activities		116	(607)
Change in cash and cash equivalents in the year		(7,813)	50,736
Cash and cash equivalents at 1 April 2020		201,871	151,135
Cash and cash equivalents at 31 March 2021	B	194,058	201,871
Notes to the cash flow statement			
A – reconciliation of net movement in funds to net cash flow from operating activities		2021 £	2020 £
Net income/(expenditure) for the year (before investment gains & losses)		(9,451)	48,423
Depreciation charge		1,586	1,304
Investment Income		(116)	(302)
Decrease/(increase) in stock		2,530	4,054
Decrease/(increase) in debtors		52,525	(15,925)
(Decrease)/increase in creditors		(55,003)	13,789
Net cash provided by operating activities		(7,929)	51,343
B – Analysis of cash and cash equivalents			
Cash at bank and in hand			
Head office accounts		158,014	169,468
Branches		36,044	32,403
Total cash and cash equivalents		194,058	201,871

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts. The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice. The charity constitutes a public benefit entity as defined by FRS 102.

Company status: The charitable company is limited by guarantee and is registered in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the "Reference and administrative details" on page 1.

1.2 Preparation of the accounts on a going concern basis

The accounts have been prepared on a going concern basis and the trustees believe there to be no material uncertainties about the Charity's ability to continue as a going concern.

1.3 Income

Membership subscriptions have been accounted for over the period to which they relate. The unearned proportion is carried forward under deferred income for recognition in future years.

Grants and donations have been accounted for when receivable by the charity. Relevant gift aid taxation refunds received after the year have been included in the results. Legacies are accounted for when received or otherwise only if amounts are known with certainty. All other incoming resources are accounted for when receivable.

1.4 Expenditure

All expenditure is accounted for on an accruals basis, inclusive of irrecoverable VAT, and is allocated to the appropriate heading in the accounts.

Charitable expenditure comprises services supplied and activities undertaken which are identifiable as wholly or mainly in support of the charity's objectives.

Governance costs are those costs associated with the governance arrangements of the charity, and these include independent examination fees, legal advice for trustees, costs associated with trustee meetings and the cost of the preparation of the statutory accounts and management time associated with the support of the trustees.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Furniture and equipment	- 25-33% pa on cost
Short term leasehold property investments	- over the period of lease
Computer database and website costs	- 20% pa on cost

Minor additions of below £500 are written off in the year incurred.

1.6 Investments

Investments are valued at the mid-market price ruling at the balance sheet date which gives rise to unrealised gains/(losses) which are included in the Statement of Financial Activities. Realised gains and losses arising on the disposal of investments during the year are separately disclosed in the Statement of Financial Activities.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

1.7 Debtors

Debtors are recognised at the settlement amount due after any discount offered and provision for bad and doubtful debts. Prepayments are valued at the amount prepaid net of any discounts due.

1.8 Cash at bank and in hand

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

1.9 Creditors and provisions

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

1.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.11 Fund accounting

Restricted funds are those subject to specific conditions imposed by the donor. Unrestricted funds are the general funds of the charity which are available to further the objectives of the charity. Designated funds are general funds that have been set aside by the trustees at their discretion for a specific purpose.

1.12 Stock

Stock is valued at the lower of cost and net realisable value.

1.13 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities as they fall due.

1.14 Branches

Figures have been included for the charity's branches based on the submission of a branch return for the year ended 31 March 2021.

1.15 Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

2. INCOME AND EXPENDITURE ACCOUNT

A separate income and expenditure account has not been prepared as the figures comprising net income and expenditure for the year shown in the Statement of Financial Activities on page 16 give the information required under the Companies Act 2006 together with details of other recognised gains and losses.

3. PROJECT GRANT INCOME

	2021	2020
	£	£
Froebel Trust	5,096	92,350
Exploring the Wider World	-	137,878
EYFS Literature Review	-	10,875
Eramus project	4,095	598
EY Coalition Project	28,294	-
	37,485	241,701

All of the £241,701 project grant income received in 2020 was restricted funds.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

4 TOTAL EXPENDITURE

	Salaries £	Depreciation £	Governance £	Others £	2021 Total £	2020 Total £
Charitable Activities						
Membership	31,690	381	695	19,409	52,175	45,442
Publication and resources	25,482	238	435	12,393	38,547	31,901
Course & conferences	34,818	397	724	38,887	74,826	79,027
Consultancy	32,826	349	637	73,351	107,163	143,739
Branch expenditure	-	-	-	8,902	8,902	18,735
Projects	19,096	222	406	21,186	40,910	241,701
Total expenditure	143,912	1,586	2,897	174,128	322,523	560,545

5 TOTAL EXPENDITURE

	Direct cost £	Support costs £	2021 Total £	2020 Total £
Charitable Activities				
Membership	8,012	44,163	52,175	45,442
Publication and resources	5,270	33,277	38,547	31,901
Course & conferences	27,015	47,811	74,826	79,027
Consultancy	62,904	44,259	107,163	143,739
Branch expenditure	8,902	-	8,902	18,735
Project expenditure	14,538	26,372	40,910	241,701
Total expenditure	126,641	195,882	322,523	560,545

ANALYSIS OF SUPPORT COSTS

	2021 Total £	2020 Total £
Staff costs	143,912	130,801
Governance costs	2,897	8,044
Depreciation	1,586	1,304
Other costs	547	577
Establishment costs	16,474	14,125
Office running costs	30,466	31,703
	195,882	186,554

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2021

ANALYSIS OF DIRECT COSTS

	2021	2020
	Total	Total
	£	£
Membership	8,012	8,816
Publication and resources	5,270	11,228
Course & conferences	27,015	41,284
Consultancy	62,904	110,035
Branch expenditure	8,902	18,735
Project expenditure	14,538	183,892
	<u>126,641</u>	<u>373,990</u>

6 NET INCOME/(EXPENDITURE)

	2021	2020
Net income/(expenditure) is stated after charging:		
Rent – operating lease	£15,600	£15,600
Independent Examiner's fees	£1,600	£1,900
Depreciation	£1,586	£1,304

7 STAFF COSTS AND TRUSTEES

	2021	2020
	£	£
Salaries	126,100	111,351
Pension costs	9,405	8,637
Social security	8,307	7,939
Other Staff cost	100	2,874
	<u>143,912</u>	<u>130,801</u>

The average number of full time equivalent employees during the year was:

	No.	No.
Charitable	3	2
Governance	1	1
	<u>4</u>	<u>3</u>

The average number of employees during the year was:

<u>4</u>	<u>4</u>
----------	----------

There was one employee who received total employee benefits (excluding employer pension costs) amounting to more than £60,000 during the year (2020: one). The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the Trustees and the Chief Executive. The total Remuneration (including taxable benefits and employer's pension contributions) of the key management personnel for the year was £74,486 (2020 - £73,023).

Under FRS102, employee benefits include gross salary, benefits in kind, employer's national insurance and employee pension costs.

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

8 TANGIBLE FIXED ASSETS

	Computer Database & Website £	Improvement to Leasehold Property £	Furniture and equipment £	Total Fixed Assets £
Cost				
At 1 April 2020	81,218	95,650	55,115	231,983
Additions	-	-	-	-
At 31 March 2021	<u>81,218</u>	<u>95,650</u>	<u>55,115</u>	<u>231,983</u>
Depreciation				
At 1 April 2020	80,339	95,650	52,624	228,613
Provided during year	718	-	868	1,586
At 31 March 2021	<u>81,057</u>	<u>95,650</u>	<u>53,492</u>	<u>230,199</u>
Net book value				
At 31 March 2021	<u>161</u>	<u>-</u>	<u>1,623</u>	<u>1,784</u>
At 31 March 2020	<u>879</u>	<u>-</u>	<u>2,491</u>	<u>3,370</u>

9 DEBTORS

	2021 £	2020 £
Trade debtors	44,706	77,404
Other debtors	2,469	2,356
Prepayments and accrued income	6,730	26,670
	<u>53,905</u>	<u>106,430</u>

10 CREDITORS: amounts falling due within one year

	2021 £	2020 £
Trade creditors	41,418	60,853
Other creditors	9,308	5,095
Social security and other taxes	7,587	21,343
Accruals and deferred income	83,763	109,788
	<u>142,076</u>	<u>197,079</u>

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

DEFERRED INCOME ANALYSIS	2021	2020
	£	£
As at 1 st April 2020	100,228	109,538
Additions during the year	80,604	100,228
Amounts released to income	(100,228)	(109,538)
As at 31 st March 2021	80,604	100,228

Deferred income of £80,604 included above relates to income received during the year but relating to future accounting periods.

11 ANALYSIS OF FUNDS

	Balance 31 March 2020	Income	Expenditure	Funds transfer	Balance 31 March 2021
	£	£	£		£
Restricted Funds					
Froebel Trust	-	5,096	(5,096)	-	-
ERASMUS	-	4,095	(4,095)	-	-
EY Coalition Project	-	28,294	(28,294)	-	-
Sub-total Restricted Funds	-	37,485	(37,485)	-	-
Unrestricted Funds					
General Fund	93,415	268,265	(276,136)	(4,056)	81,488
Designated Funds for Branch	33,568	7,322	(8,902)	4,056	36,044
Sub-total Unrestricted Funds	126,983	275,587	(285,038)	-	117,532
Total funds	126,983	313,072	(322,523)	-	117,532

Prior year comparative	Balance 31 March 2019	Income	Expenditure	Funds transfer	Balance 31 March 2020
	£	£	£		£
Restricted Funds					
EYFS Literature Review	-	10,875	(10,875)	-	-
Froebel Trust	-	92,350	(92,350)	-	-
Exploring the Wider World	-	137,878	(137,878)	-	-
ERASMUS	-	598	(598)	-	-
Sub-total Restricted Funds	-	241,701	(241,701)	-	-
Unrestricted Funds					
General Fund	47,890	349,113	(300,108)	(3,480)	93,415
Designated Funds for Branch	30,670	18,153	(18,735)	3,480	33,568
Sub-total Unrestricted Funds	78,560	367,266	(318,843)	-	126,983
Total funds	78,560	608,967	(560,544)	-	126,983

THE BRITISH ASSOCIATION FOR EARLY CHILDHOOD EDUCATION

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12 ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted General £	Unrestricted Designated £	Restricted £	2021 Total £
Fixed assets	1,784	-	-	1,784
Current assets	221,780	36,044	-	257,824
Current liabilities	(142,076)	-	-	(142,076)
Net assets 2021	81,488	36,044	-	117,532

	Unrestricted General £	Unrestricted Designated £	Restricted £	2020 Total £
Fixed assets	3,370	-	-	3,370
Current assets	287,124	33,568	-	320,692
Current liabilities	(197,079)	-	-	(197,079)
Net assets 2020	93,415	33,568	-	126,983

13 OPERATING LEASE COMMITMENTS

At 31 March 2021 the charity had future minimum commitments in respect of non-cancellable operating leases as follows

	Office rent		Other	
	2021 £	2020 £	2021 £	2020 £
Not later than 1 year	7,800	15,600	299	1,196
Between 1 and 5 years	-	7,800	-	299
Total	7,800	23,400	299	1,495

14. RELATED PARTIES

Trustees meeting and travel expenses were £Nil (2020 : £3,732). A total of nil trustees were reimbursed expenses in 2021 (2020: 8).

No trustee received remuneration for their trusteeship in 2021 and 2020.

