

**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**

<b>Trustees</b>	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)
<b>Company registered number</b>	00395548
<b>Charity registered number</b>	Registered charity No. 313082 Charity registered in Scotland No. SC039472
<b>Registered office</b>	2 Victoria Square Victoria Street St Albans Hertfordshire AL1 3TF
<b>President</b>	Professor Dame Cathy Nutbrown
<b>Chief Executive &amp; Company Secretary</b>	Beatrice Merrick
<b>Independent Examiner</b>	Stephen Jones FCA Myrus Smith Chartered Accountants Norman House 8 Burnell Road Sutton, Surrey SM1 4BW
<b>Bankers</b>	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!

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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*

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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.

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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)

<b>Centenary</b>	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
<b>Local branches</b>	1,762 bookings for 50 events at 15 branches (3,110 bookings for 61 events at 16 branches)
<b>National events</b>	667 bookings for 36 webinars (1,186 bookings for 48 webinars) 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 (47/58) plus 90 for an in-person Maintained Nursery School headteachers conference
<b>Membership</b>	855 individual members (887) 431 organisational members (432)
<b>Associates</b>	160 bespoke training and consultancy bookings for 65 clients including training events reaching an estimated 4000+ participants (184 bookings for clients)
<b>Website</b>	410,000 page views ( <i>previous year's data not comparable due to change website</i> ) 17 new online articles
<b>Publications</b>	89,000 downloads of Birth to 5 Matters PDF (167,000) 620,000 unique page views of the Birth to 5 Matters website (765,000) 3,500 printed copies sold via Early Education (30,300) 4,000 copies of publications sold (31,000)

## 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.

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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.

	<b>2023</b>	<b>2022</b>
Individual full rate (annual/quarterly)	545	528
Individual reduced rate/concession	269	318
Life member	41	41
<b>Total individual members</b>	<b>855</b>	<b>887</b>
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
<b>Total group members</b>	<b>431</b>	<b>432</b>

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.

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**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)

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**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 £
<b>Income from:</b>					
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
<b>Total income</b>		<b>365,774</b>	<b>34,017</b>	<b>399,791</b>	<b>494,659</b>
<b>Expenditure on:</b>					
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
<b>Total expenditure</b>		<b>406,917</b>	<b>34,017</b>	<b>440,934</b>	<b>450,682</b>
<b>Net movement in funds</b>		<b>(41,143)</b>	<b>-</b>	<b>(41,143)</b>	<b>43,977</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		161,509	-	161,509	117,532
Net movement in funds		(41,143)	-	(41,143)	43,977
<b>Total funds carried forward</b>		<b>120,366</b>	<b>-</b>	<b>120,366</b>	<b>161,509</b>

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 £
<b>Fixed assets</b>			
Tangible assets	15	11,116	14,543
		<u>11,116</u>	<u>14,543</u>
<b>Current assets</b>			
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)
<b>Net current assets</b>		<u>109,250</u>	<u>146,966</u>
<b>Total assets less current liabilities</b>		<u>120,366</u>	<u>161,509</u>
<b>Total net assets</b>		<u><u>120,366</u></u>	<u><u>161,509</u></u>
<b>Charity funds</b>			
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>
<b>Total unrestricted funds</b>	20	<u>120,366</u>	<u>161,509</u>
<b>Total funds</b>		<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**

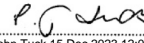
**BALANCE SHEET (CONTINUED)**  
**AS AT 31 MARCH 2023**



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 £
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	(65,917)	36,082
<b>Cash flows from investing activities</b>		
Investment income	1,023	85
Purchase of tangible fixed assets	-	(15,023)
<b>Net cash provided by/(used in) investing activities</b>	1,023	(14,938)
<b>Net cash (outflow)/inflow brought forward</b>	(64,894)	21,144
<b>Cash flows from financing activities</b>		
<b>Net cash provided by financing activities</b>	-	-
<b>Change in cash and cash equivalents in the year</b>	(64,894)	21,144
Cash and cash equivalents at the beginning of the year	215,202	194,058
<b>Cash and cash equivalents at the end of the year</b>	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
	364,319	34,017	398,336	493,666

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

**9. Analysis of expenditure by activities**

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

**10. Analysis of support costs**

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

**11. Net income/(expenditure)**

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

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

**16. Stocks**

	2023 £	2022 £
Finished goods and goods for resale	6,840	4,813

**17. Debtors**

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

**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**

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

**19. Deferred income**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Deferred income at 1 April 2022	<b>52,701</b>	80,604
Resources deferred during the year	<b>45,282</b>	52,701
Amounts released from previous periods	<b>(52,701)</b>	(80,604)
<b>Deferred income at 31 March 2023</b>	<b>45,282</b>	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 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
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>
<b>General funds</b>					
General fund	<u>119,289</u>	<u>354,648</u>	<u>(372,837)</u>	<u>(37,570)</u>	<u>63,530</u>
<b>Total Unrestricted funds</b>	<u>161,509</u>	<u>365,774</u>	<u>(406,917)</u>	<u>-</u>	<u>120,366</u>
<b>Restricted funds</b>					
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>
<b>Total of funds</b>	<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  
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**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 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
Designated funds for branch	36,044	8,169	(5,457)	3,464	42,220
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>General funds</b>					
General fund	81,488	450,508	(409,243)	(3,464)	119,289
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total Unrestricted funds</b>	117,532	458,677	(414,700)	-	161,509
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted funds</b>					
Froebel Trust	-	6,010	(6,010)	-	-
ERASMUS	-	1,654	(1,654)	-	-
EY Coalition Project	-	28,318	(28,318)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	-	35,982	(35,982)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	117,532	494,659	(450,682)	-	161,509
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**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>



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**NOTES TO THE FINANCIAL STATEMENTS**  
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**22. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

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

**Analysis of net assets between funds - prior year**

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

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**NOTES TO THE FINANCIAL STATEMENTS  
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**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
<b>Adjustments for:</b>		
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)
<b>Net cash provided by/(used in) operating activities</b>	<b>(65,917)</b>	<b>36,082</b>

**24. Analysis of cash and cash equivalents**

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

**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
	<b>215,202</b>	<b>(64,894)</b>	<b>150,308</b>

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**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>