

Charity registration number 1083895

Company registration number 04060959 (England and Wales)

**CHILDCARE AND BUSINESS CONSULTANCY SERVICES
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms C Thurgood Mr C Hanks Mr H R Jenkins Mr R J Parker Mr G Stephen
Secretary	Mrs R Khalid
Charity number	1083895
Company number	04060959
Registered office	Katherine Low Settlement 108 Battersea High Street Battersea London SW11 3HP
Auditor	Kirk Rice LLP Zeeta House 200 Upper Richmond Road Putney London SW15 2SH

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2022

During this financial year we have kept within the budgets by closely monitoring these throughout the year. Finances are monitored at full Executive Committee meetings regularly. This means the full Board is in receipt of a detailed report and enables any discussions and decisions are made in an informed and structured way.

With the size of the overall funds we work with, as mentioned previously the charity is using finance package called XERO. During this year we have transferred all the fee management in all the settings to Xero software as we felt that it will support the recording or reporting of the finances more effectively. This has given us a better control of the finances and a more streamlined way of reporting and monitoring these.

The majority of centrally managed Groups have worked well and some have been financially more successful than others. Overall we monitor each site separately to be sure that we can take action when it is necessary e.g. one group seized its operations in February 2022 in result of the low occupancy which has adverse impact on the finances.

These central developments and the success of the centrally managed groups overall have led us not to increase any charges to our member groups for our work last year, however because of an unprecedented rise in the inflation rate and other commodities we have no other choice but to give a small percentage rise to our consultancy charges this year. This means that the Charity can continue to support them.

Fees and fundraising income within the groups are mainly on target overall and this illustrates the extent of the work which goes on in the groups. Groups that operate in areas of high deprivation and are still able to continue to be financial viable are a testament to the quality of service they provide. A special resources grant was allocated to all the centrally managed settings and we are hoping to continue this in the coming years.

We continue to respond to the needs of the member groups and the communities which they serve. We are in a process to take over the management of two member groups. We continue to ensure that decisions are made on the basis of sound finances that will not prove to be a burden for the Association.

We hope that the Childcare Answered will made a reasonable financial contribution to the work of the charity in forth coming years as done in past. It is our intention to ensure that we aim to look at ways to generate more income from this source to help to ensure that we do not limit this excellent source of good income into the Charity.



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Chairman

31/03/2023

Date:

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

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CHILDCARE AND BUSINESS CONSULTANCY SERVICES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The primary aims of Childcare and Business Consultancy Services ("CBCS") as defined in its Constitution are "to advance the education and development of children up to the age of 11 years by encouraging parents to understand and provide for the needs of their children through community groups by:

- Encouraging the formation of groups offering appropriate play facilities, together with the opportunity for parents to take responsibility for and to become involved in the activities of such groups.
- Offering continuing support, encouragement and help to such groups, and in particular to ensure that such groups offer opportunity for all children regardless of race, culture, religion, disability or means.
- Holding courses, discussions, conferences and meetings and publishing magazines, books, pamphlets and papers relating to the aforesaid aims.
- Developing or encouraging appropriate training for the achievement of the aforesaid aims.
- Encouraging the study of the needs of such children and their families and advancing the education of the general public in recognition of such needs.
- Co-operating with other charitable organisations having similar aims anywhere in the world.
- Co-operating with statutory and other services.
- Doing all such other lawful things that are necessary or desirable for the attainment of the aforesaid aim."

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

Financial Controls

The Association operates full internal financial controls in accordance with the guidance outlined by the Charity Commissioners in March 1996 in their publication "Internal Financial Controls for Charities" (Publication CC8).

Investment Powers and Restrictions

The Association has no special investment powers and no restrictions apply other than those contained within the Trustee Investment Act 1961.

Achievements and performance

During this year we have provided consultancy and payroll services to 5 member settings. We have provided full management service to the 8 centrally managed throughout the year apart from one setting which was closed in February 2022. This was because of the low occupancy at the setting which resulted in the setting getting into financial difficulties. The level of support varies dependant on the needs of individual Groups at any one time. Our advisory team are experienced in being able to determine the greatest need and directing their energies to support where it is most needed.

We have achieved our objectives overall throughout the year by serving the member groups and the centrally managed groups.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

As part of our charitable work, we have offered reduced cost places for children attending several of our centrally managed Groups via our trading arm Childcare Answered Limited which is used where there is a need, in order to ensure quality places are available where parents may not be able to cover the full costs themselves run on.

A more formal procedure is now in place for our settings to make an application for full or part funding for a child's place. This allows CBCS to provide greater details when reporting on this.

We continue to ensure a high level of commitment to safe recruitment of staff both in our centrally managed Groups and also in the advice and support given to member Groups in relation to this issue. We do not compromise on the safety of the children in our care, which means we apply stringent recruitment procedures to support this both in our centrally managed Groups and in the member Groups that we work with.

Our recruitment procedures require vetting and checking of candidates to ensure that those people recruited are suitable and appropriate to work with children and young people. A review of the Employment Policy takes place regularly. We aim to ensure that member groups and centrally managed groups have at least the right percentage of qualified staff as laid down in EYFS and by the OFSTED and where possible that the requirements are exceeded. We also aim to ensure a good balance in Groups of mature staff teams against younger members in order to ensure stability in the individual teams.

Recruitment of quality staff continues to be a difficult issue during the year both nationally but more so in the London area. We are constantly looking at refreshing our advertising of vacancies in order to try to tackle this ongoing issue. We have started the redevelopment of our website and the use of social media to counter this critical issue. However this is still an area which gives us cause for concern.

During the year we have registered many settings with the online training portal in order to support the staff's CPD issues and in addition to this used outside training providers on the statutory subjects e.g First Aid, and Safeguarding training for the leaders etc.

CBCS currently has 4 out of School Care schemes. We have resumed 1 holiday scheme provision on a small scale and hoping that it will be extended from the new educational year.

CBCS and our member groups work hard with parents in all our settings, to encourage them to take an active part in their children's education and development as we believe this will enable parents to realise the positive contribution they make to their children's well-being. We also promote the value to affordable childcare as a beneficial service for parents, where children are in quality settings with their care and development being nurtured whatever the circumstances of their family.

We continue to provide top quality services whilst keeping the costs at an affordable level. Groups are registered with the FNEP programme. We also offer 15 hours free childcare for targeted 2 year olds, and 15 and 30 hours universal for 3 and 4 years old.

CBC Services works closely with the member groups management and the staff teams to help ensure high quality care is provided through carefully planned activities. The Childcare & Education Advisor (CEA) offer support through both visits and telephone support to groups. CEA also provide advice and support around the OFSTED processes and how to meet the requirements of EYFS.

With the changing focus of OFSTED and EYFS requirements, this has meant that a greater attention is given by our CEA in order for Groups to be up to date with OFSTED developments as they are created.

Effective Policies and appropriate procedures are a key factor in meeting the OFSTED requirements and this continues to be a key focus for our Childcare and Education Advisor, who work with Groups and also with new staff to ensure these are reviewed and discussed at team meetings and underpin all the work that Groups do. The process to review all the policies has been started.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

We continue to support the ideal of working towards integrated services for children across the Borough of Wandsworth and surrounded areas through both member groups and centrally managed groups. Our Early Years groups make use of the universal 3 and 4-year-old funding towards the full unit cost. We also received funding for 15 hours for some eligible 2-year-olds children.

We are always looking at ways of generating income from other sources. The work of Childcare Answered which is the trading arm of the Charity has supported the work of the Charity in past years but in this year the true impact of Covid was felt as there was very minimal level of financial contribution was made by childcare answered to the charity. However as we are returning to some normality we can see the slow but steady uprising trend in the agency staff demand which can benefit the charity again. The pandemic has also affected the time and resources to expend specifically for this development work. We hope to address this issue as developing new customers is essential to the ongoing success of Childcare Answered. We have looked into different ways to update our publicity and marketing and staff strategies. In result we are in a process to update the childcare answered website. We also have plans to hire a recruitment consultant, once the finances will allow us to extend our services to a wider areas.

Childcare Answered was originally formed in June 2008 and aims to continue to develop its reputation as a provider of quality temporary staff. We regularly provide agency staff cover in most member groups and also at Children's Centre crèche provisions in Wandsworth. We also service other local authority groups when crèche services are required. Our thanks to those Member Groups who have supported the work of Childcare Answered during these difficult times. The trading arm has contributed £18,104 towards the cost of operating the charity this year.

Financial review

The results for the year and the charity's financial position at the end of the year are shown in the attached financial statements. These comply with current statutory requirements and the charity's constitution.

Reserves Policy

The Directors have examined the Charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets (the free reserves) held by the charity should be 3 months of the resources expended within the central running costs of the organisation and in addition the full redundancy costs of the association central staff and staff in the centrally managed groups.

The Directors recognise that once again financial reserves are low and that this is continues to be a critical time for the association.

Risk Review

The Directors have conducted their own review of the major risks to which the charity is exposed, and systems have been established to mitigate those risks. External risks to funding have led to the development of a strategic plan, which will allow for the development of our Reserves Policy.

Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity. A case of misappropriation of the charity's funds was identified and dealt promptly. All the relevant bodies and authorities, internally and externally were involved and informed including the charity commission. The money has been recovered through the insurance. The charity has put in place more effective strategies to minimise the risk of any further misappropriation of charity funds. This also includes the discussions with the auditors to work more closely in-order to safeguard the charity's funds further.

Structure, governance and management

Introduction

This has been another varied year of successful operation. We have continued to provide services to Groups who pay Consultancy charges, although the number of Groups has fallen during the year. In addition we operate a number of directly managed Groups who fall within the scope of CBC Services operation.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Ms C Thurgood
Mr C Hanks
Mr H R Jenkins
Mr R J Parker
Mr G Stephen

Recruitment and Appointment of Directors

The Directors of the company are also charity trustees for the purposes of charity law. People interested in becoming Directors of CBC Services are nominated and seconded at the Trustees Meetings.

The structure of the Board is stable and lays down processes for the operation of the Charity. We believe that the wide range of experience of individuals on the Board lends itself to the effective operation of the Charity.

Legal Status

The Charity is a company limited by guarantee, incorporated on 29th August 2000 and re-registered as a charity on 30th November 2000. The Company operates under a revised Memorandum of Association, which established the objects and powers of the charitable company and is governed by its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Organisational Structure

Childcare & Business Consultancy Services operated with a Management Committee consisting of 6 members. The Management Committee has met regularly during school term times and are responsible for the strategic direction and policy of the charity.

All the current Directors are experienced in the work of the charity. All the current Directors have been subject to an enhanced Disclosure & Barring check to ensure their continued suitability.

Robina Khalid was appointed the Company's CEO from March 2021. One Childcare and Education advisor has resigned and left the company. A new CEA was employed from March 2021.

Organisation

CBCS has now 7 directly managed groups. The attached accounts do not include the financial results of the member groups, as they separately constituted. There were 8 Groups this year that are centrally managed by CBC Services however because of the growing financial stress in result of the low occupancy one setting was closed in February 2022. The staff team of that setting were adjusted in other CBCS directly managed group.

The staff team have worked with the Executive Committee to find ways of generating income that will assist with the long term sustainability of the work of the Charity overall. The financial performance of the centrally managed Groups varies but overall they make a healthy contribution to the overall income of the Charity and in the long term will support its work with member Groups.

Related Parties

In so far as it is complimentary to the charity's objects, the charity is guided by both local and national policy.

Auditor

In accordance with the company's articles, a resolution proposing that Kirk Rice LLP be reappointed as auditor of the company will be put at a General Meeting.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Please note (CM) denotes centrally managed Groups.

PUTNEY

Ashburton Playgroup
Fledglings Playgroup at St. Pauls (CM)

CENTRAL WANDSWORTH

Jumping Beans Playgroup
Playhouse Playgroup

BATTERSEA

Ethelburga Early Years
Fledglings Kindergarten (carers toddler group)(CM)

BALHAM & TOOTING

Fledglings Early Years & Out of School Care (CM)

HAMMERSMITH & FULHAM

Fledglings at the Palace Nursery (CM)

OUT OF SCHOOL CARE only

Penwortham Out of School Care (CM)
Allfarthing Out of School Care (CM)
St Annes Out of School Care (CM - opened September 2019)

The trustees' report was approved by the Board of Trustees.



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Mr G Stephen

Trustee

Dated: 31/03/2023

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors of Childcare and Business Consultancy Services for the purpose 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 which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity 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 Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each trustee is aware, there is no relevant audit information of which the company's auditors are unaware. Each trustee has taken all the steps he ought to have taken as a trustee in order to make himself aware of any relevant audit information, and to establish that the company's auditors are unaware of that information.

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

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF CHILDCARE AND BUSINESS CONSULTANCY SERVICES

Opinion

We have audited the financial statements of Childcare and Business Consultancy Services (the 'Charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

The impact of uncertainties due to the coronavirus crises on our audit

Uncertainties related to the effects of the coronavirus crisis and the impact this is having on the UK and worldwide economy are relevant to understanding our audit of the financial statements. All audits assess and challenge the reasonableness of estimates made by the directors and the appropriateness of the going concern basis of preparation of the financial statements. All of these depend on assessments of the future economic environment and the company's future prospects and performance.

The coronavirus pandemic is a highly unusual event in UK history and it has had a significant impact on both our own and the worldwide economy and at the date of this report its effects are subject to unprecedented levels of uncertainty of outcomes, with the full range of possible effects unknown. We applied a standardised firm-wide approach in response to that uncertainty when assessing the company's future prospects and performance. However, no audit should be expected to predict the unknowable factors or all possible future implications for a company and this is particularly the case in relation to the coronavirus outbreak.

Conclusions relating to going concern

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

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

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

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CHILDCARE AND BUSINESS CONSULTANCY SERVICES

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the Charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Our audit approach was developed by obtaining an understanding of the charity's activities, the key functions undertaken on behalf of the Board by management and by service organisations, and the overall control environment. Based on this understanding we assessed those aspects of the charity's transactions and balances which were most likely to give rise to a material misstatement and were most susceptible to irregularities including fraud or error. Specifically, we identified what we considered to be key audit risks and planned our audit approach accordingly.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CHILDCARE AND BUSINESS CONSULTANCY SERVICES

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company which were contrary to applicable laws and regulations, including fraud. These included but were not limited to compliance with Companies Act 2006, Charities act 2022, IFRS, and regulations which affect the company's products.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

We focused on laws and regulations that could give rise to a material misstatement in the charity financial statements. Our tests included, but were not limited to:

- Agreement of the financial statements disclosures to underlying supporting documentation;
- Enquiries of management;
- Considering the effectiveness of control environment in monitoring compliance with laws and regulations.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. As in all of our audits we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

James Moody

James Moody (Senior Statutory Auditor)
for and on behalf of Kirk Rice LLP

31/03/2023

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Statutory Auditor

Zeeta House
200 Upper Richmond Road
Putney
London
SW15 2SH

Kirk Rice LLP is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	72,545	20,119	92,664	185,190	-	185,190
Charitable activities							
Other trading activities	4	1,722,178	-	1,722,178	1,214,387	-	1,214,387
Investments	5	74	-	74	115	-	115
HMRC SSP		1,923	-	1,923	2,703	-	2,703
HMRC JRS		5,806	-	5,806	257,687	-	257,687
Total income		1,802,526	20,119	1,822,645	1,660,082	-	1,660,082
Expenditure on:							
Charitable activities	6	1,802,000	14,162	1,816,162	1,634,648	-	1,634,648
Other	10	2,423	-	2,423	463	-	463
Total resources expended		1,804,423	14,162	1,818,585	1,635,111	-	1,635,111
Net (expenditure)/income for the year/ Net movement in funds							
		(1,897)	5,957	4,060	24,971	-	24,971
Fund balances at 1 April 2021		478,078	22,075	500,153	453,107	22,075	475,182
Fund balances at 31 March 2022		476,181	28,032	504,213	478,078	22,075	500,153

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	11		941		4,906
Investments	12		4		4
			<u>945</u>		<u>4,910</u>
Current assets					
Debtors	13	44,972		42,753	
Cash at bank and in hand		481,952		512,035	
		<u>526,924</u>		<u>554,788</u>	
Creditors: amounts falling due within one year	14	(23,656)		(59,545)	
Net current assets			503,268		495,243
Total assets less current liabilities			<u>504,213</u>		<u>500,153</u>
Income funds					
Restricted funds - general			28,032		22,075
Unrestricted funds			476,181		478,078
			<u>504,213</u>		<u>500,153</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charity.

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

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

31/03/2023

The financial statements were approved by the Trustees on



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Mr G Stephen
Trustee

Company registration number 04060959

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	19		(30,157)		108,377
Investing activities					
Investment income received		74		115	
Net cash generated from investing activities			74		115
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(30,083)		108,492
Cash and cash equivalents at beginning of year			512,035		403,543
Cash and cash equivalents at end of year			<u>481,952</u>		<u>512,035</u>

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Childcare and Business Consultancy Services is a private company limited by guarantee incorporated in England and Wales. The registered office is Katherine Low Settlement, 108 Battersea High Street, Battersea, London, SW11 3HP.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 Charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

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

Equipment	25% on cost
Website	33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

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

A subsidiary is an entity controlled by the Charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1.8 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.11 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and legacies

	Unrestricted funds	Restricted funds general	Total	Unrestricted funds
	2022	2022	2022	2021
	£	£	£	£
Donations and gifts	67,135	-	67,135	137,489
Other grants received	5,410	20,119	25,529	47,700
	<u>72,545</u>	<u>20,119</u>	<u>92,664</u>	<u>185,189</u>

4 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
FNEP	242,537	413,889
PM Sessions	2,921	1,365
Parental fees	787,559	504,071
Community centre hire	1,609	225
Party income	595	-
Cara office hire	14,996	18,405
Cara community centre	3,366	-
Consultancy charges	1,750	-
BC/ASOC fees	429,091	179,643
Management fees	189,399	17,493
Wages reimbursed	14,314	18,255
Sundry income	26,832	59,336
Registration fees	4,569	1,705
Training income	2,640	-
Other trading activities	<u>1,722,178</u>	<u>1,214,387</u>

5 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	<u>74</u>	<u>115</u>

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

6 Charitable activities

	Central	St Pauls	Penwortham	Fledglings on the Common	Fledglings at the Palace	St Annes OSC	Fledgling Tooting	Allfarthing OSC	Fledglings Kindergarten	Fledglings at Rookstone Road	Total 2022	Total 2021
	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	£	£
	£	£	£	£	£	£	£	£	£	£	£	£
Staff costs	-	34,529	134,128	60,687	222,255	32,149	230,205	90,037	-	23,811	827,801	923,388
Depreciation and impairment	694	194	-	728	835	-	1,390	42	82	-	3,965	6,842
Running costs	17,715	1,894	10,117	21,009	75,930	7,405	79,616	9,400	1,389	444	224,919	202,151
Insurance	2,413	567	750	1,069	1,390	263	2,121	379	856	-	9,808	9,661
Telephone	3,104	409	1,809	1,399	1,294	405	3,480	406	563	272	13,141	11,309
Postage and stationery	2,511	-	-	-	91	-	-	-	-	-	2,602	5,408
Advertising	2,362	-	-	-	-	-	-	-	43	-	2,405	735
Sundry	2,005	23	164	70	-	127	147	222	-	-	2,758	15,282
Training	693	-	1,838	240	80	40	320	125	-	-	3,336	3,039
Committee expenses	-	-	-	-	-	-	-	-	-	-	-	110
SENIF funding	-	-	-	-	529	-	13,633	-	-	-	14,162	7,612
Agency staff	65	1,790	6,810	616	87,858	2,071	19,905	-	12,186	485	131,786	57,148
Rent	22,938	5,826	6,047	6,018	113,570	-	26,665	-	3,950	-	185,014	132,619
	54,500	45,232	161,663	91,836	503,832	42,460	377,482	100,611	19,069	25,012	1,421,697	1,375,304
Share of support costs (see note 7)	207,726	5,645	22,085	11,795	65,348	3,451	50,088	-	16,627	-	382,765	248,141
Share of governance costs (see note 7)	11,700	-	-	-	-	-	-	-	-	-	11,700	11,203
	273,926	50,877	183,748	103,631	569,180	45,911	427,570	100,611	35,696	25,012	1,816,162	1,634,648

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

6 Charitable activities

(Continued)

Analysis by fund

Unrestricted funds	273,926	50,877	183,748	103,631	568,651	45,911	413,937	100,611	35,696	25,012	1,802,000	1,634,648
Restricted funds - general	-	-	-	-	529	-	13,633	-	-	-	14,162	-
	<u>273,926</u>	<u>50,877</u>	<u>183,748</u>	<u>103,631</u>	<u>569,180</u>	<u>45,911</u>	<u>427,570</u>	<u>100,611</u>	<u>35,696</u>	<u>25,012</u>	<u>1,816,162</u>	<u>1,634,648</u>

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

7 Support costs

	Support costs £	Governance costs £	2022 Support costs £	Governance costs £	2021 £
Staff costs	207,726	-	207,726	239,919	239,919
Management fees	175,039	-	175,039	8,222	8,222
Audit fees	-	4,902	4,902	-	4,694
Accountancy	-	6,798	6,798	-	6,509
	<u>382,765</u>	<u>11,700</u>	<u>394,465</u>	<u>248,141</u>	<u>259,344</u>
Analysed between Charitable activities	<u>382,765</u>	<u>11,700</u>	<u>394,465</u>	<u>248,141</u>	<u>259,344</u>

Governance costs includes payments to the auditors of £4,902 (2021 - £4,694) for audit fees.

8 Trustees

None of the trustees (or any persons connected with them) incurred any expenses, or received any remuneration or benefits from the Charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	58	65
	<u>58</u>	<u>65</u>
Employment costs	2022 £	2021 £
Wages and salaries	942,529	1,054,886
Social security costs	63,082	71,902
Other pension costs	29,916	36,519
	<u>1,035,527</u>	<u>1,163,307</u>

There were no employees whose annual remuneration was £60,000 or more.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

10 Other

Unrestricted funds	Unrestricted funds
2022	2021

Financing costs	2,423	463
	<u>2,423</u>	<u>463</u>

11 Tangible fixed assets

Equipment £	Website £	Total £
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Cost

At 1 April 2021	101,050	2,150	103,200
	<u>101,050</u>	<u>2,150</u>	<u>103,200</u>
At 31 March 2022	101,050	2,150	103,200
	<u>101,050</u>	<u>2,150</u>	<u>103,200</u>

Depreciation and impairment

At 1 April 2021	96,144	2,150	98,294
Depreciation charged in the year	3,965	-	3,965
	<u>100,109</u>	<u>2,150</u>	<u>102,259</u>
At 31 March 2022	100,109	2,150	102,259
	<u>100,109</u>	<u>2,150</u>	<u>102,259</u>

Carrying amount

At 31 March 2022	941	-	941
	<u>941</u>	<u>-</u>	<u>941</u>
At 31 March 2021	4,906	-	4,906
	<u>4,906</u>	<u>-</u>	<u>4,906</u>

12 Fixed asset investments

Other investments

Cost or valuation

At 1 April 2021 & 31 March 2022		4
		<u>4</u>

Carrying amount

At 31 March 2022		4
		<u>4</u>
At 31 March 2021		4
		<u>4</u>

	Notes	2022 £	2021 £
Other investments comprise:			
Investments in subsidiaries	18	<u>4</u>	<u>4</u>

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

13 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	10,998	160
Other debtors	17,910	1,625
Prepayments and accrued income	16,064	40,968
	<u>44,972</u>	<u>42,753</u>

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	344	12,084
Other creditors	-	46,562
Accruals and deferred income	23,312	899
	<u>23,656</u>	<u>59,545</u>

15 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Tangible assets	941	-	941	4,906	-	4,906
Investments	4	-	4	4	-	4
Current assets/(liabilities)	475,236	28,032	503,268	473,168	22,075	495,243
	<u>476,181</u>	<u>28,032</u>	<u>504,213</u>	<u>478,078</u>	<u>22,075</u>	<u>500,153</u>

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

16 Movement in Funds

	At 1.4.21	Net movement in fund	Transfers between funds	At 31.3.22
	£	£	£	£
Unrestricted funds				
Central fund	29,534	(4,915)	201,522	226,141
Penwortham	53,851	15,750	(21,542)	48,059
St Pauls	54,647	(3,774)	(1,501)	49,372
Fledglings on the Common	(176,616)	(51,083)	(8,135)	(235,834)
Fledglings at the palace	324,475	54,405	(66,400)	312,480
Derinton Community centre	9,534	3,013	-	12,547
Fledglings Tooting	191,969	(90,065)	(69,335)	32,569
Fledglings Tooting & OSC	(43,956)	47,992	(12,671)	(8,635)
Fledglings Kindergarten	6,646	(35,696)	-	(29,050)
Allfarthing OSC	39,637	68,487	(22,652)	85,472
St Annes ASC.	(11,643)	(3,485)	(3,856)	(18,984)
Fledglings at Rookstone Road	-	(2,526)	4,571	2,045
	<u>478,078</u>	<u>(1,897)</u>	<u>-</u>	<u>476,181</u>
Restricted				
Central fund	22,075	9,785	-	31,860
Fledglings Tooting	-	(5,459)	-	(5,459)
Fledglings at the palace	:	1,631	-	1,631
	<u>22,075</u>	<u>(5,459)</u>	<u>-</u>	<u>16,616</u>
TOTAL FUNDS	<u><u>500,153</u></u>	<u><u>4,060</u></u>	<u><u>-</u></u>	<u><u>504,213</u></u>

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

16 Movement in Funds

(Continued)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Central fund	270,219	(275,134)	(4,915)
Penwortham	199,720	(183,970)	15,750
St Pauls	47,103	(50,877)	(3,774)
Fledglings on the Common	52,770	(103,853)	(51,083)
Fledglings at the palace	623,219	(568,814)	54,405
Derinton Community centre	3,013	-	3,013
Fledglings Tooting	324,028	(414,093)	(90,065)
Fledglings Tooting & OSC	47,998	(6)	47,992
Fledglings Kindergarten	-	(35,696)	(35,696)
Allfarthing OSC	169,321	(100,834)	68,487
St Annes ASC.	42,649	(46,134)	(3,485)
Fledglings at Rookstone Road	22,486	(25,012)	(2,526)
	<u>1,802,526</u>	<u>(1,804,423)</u>	<u>(1,897)</u>
Restricted			
Central fund	9,785	-	9,785
Fledglings Tooting	8,174	(13,633)	(5,459)
Fledglings at the palace	2,160	(529)	1,631
	<u>1,822,645</u>	<u>(1,818,585)</u>	<u>4,060</u>

17 Related party transactions

Agency fees of £131,787 (2021 - £57,148) were paid to Childcare Answered Ltd for the provision of childcare services.

Childcare Answered Ltd is a 100% owned subsidiary of Childcare & Business Consultancy Services Ltd.

Childcare Answered Ltd has the registered office address of: 108 Battersea High Street, Battersea, London, SW11 3HP.

CHILDCARE AND BUSINESS CONSULTANCY SERVICES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

18 Subsidiaries

These financial statements are separate Charity financial statements for CBCS.

Details of the Charity's subsidiaries at 31 March 2022 are as follows:

Name of undertaking	Registered office	Nature of business	Class of shares held	% Held	
				Direct	Indirect
Childcare Answered Ltd	England	Provision of childcare	Ordinary	100.00	

The aggregate capital and reserves and the result for the year of subsidiaries excluded from consolidation was as follows:

Name of undertaking	Profit/(Loss)	Capital and Reserves
	£	£
Childcare Answered Ltd	(16,824)	2,290

The parent, Childcare and Business Consultancy Services, is exempt from presenting consolidated financial statements under FRS 102 exemptions due to the subsidiary being 100% owned by the parent.

19 Cash generated from operations

	2022	2021
	£	£
Surplus for the year	4,060	24,971
Adjustments for:		
Investment income recognised in statement of financial activities	(74)	(115)
Depreciation and impairment of tangible fixed assets	3,965	6,842
Movements in working capital:		
(Increase)/decrease in debtors	(2,219)	23,134
(Decrease)/increase in creditors	(35,889)	53,545
Cash (absorbed by)/generated from operations	(30,157)	108,377

20 Analysis of changes in net funds

The Charity had no debt during the year.