



Patrons Christopher Khoo DL & Naomi Khoo and
Helene Raynsford

Company Registration Number: 07279320
Charity Number: 1137609

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

Financial Statements

Year ended 31 March 2020

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

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Year ended 31 March 2020**

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Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Legal and Administrative information Year ended 31 March 2020

The Trustee Board presents their report, together with the financial statements, for the period from 1 April 2019 to 31 March 2020.

Reference and administrative details of the charity, its directors and advisors

Dingley's Promise is a registered charity, number 1137609 and is a charitable company limited by guarantee, number 07279320.

The charity number, company number, present Trustees (being directors of the charitable company) and advisors are noted below:

Trustee Board

The members of the Trustee Board (who are also the directors of the charitable company) during the period were as follows:

Chair: Mr David Ormrod
Treasurer: Mr Ian Mackinder (resigned 6 November 2019)
Secretary: Vacant
Trustees: Mr Nick Richards
Mr Richard Cronin (resigned 22 October 2019)
Mrs Lorna Fairbairn
Mrs Helen Amner Munslow
Ms Jacqueline Ann Napier-Munn (resigned 25 June 2020)
Mr Jason Daniels (appointed 25 April 2019)
Mr Allan Gibson (resigned 25 April 2019)

Mr Giles Aquila Beattie and Mr Peter Brogden were appointed as trustees post year end on 23 April 2020 and 28 May 2020 respectively. Mr Peter Brogden has taken on the role of treasurer.

We currently have no parent representatives at any of our centres, but one of the Trustees listed above (Helen Amner Munslow) is a Parent Trustee.

Company registered number

07279320

Charity number

1137609

Bankers

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent, ME19 4JQ

Aldermore Bank
1st Floor, Block B
Western House Lynch Wood
Peterborough, PE2 6FZ

Shawbrook Bank
Lutea House The Drive
Warley Hill Business Park
Great Warley
Brentwood
Essex, CM13 3BE

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Legal and Administrative information
Year ended 31 March 2020**

Registered office

Kennet Walk Community Centre
Kenavon Drive
Reading
Berkshire
RG1 3GD

Outreach addresses

Poplar Place
Shaw
Newbury
Berkshire
RG14 1NA

All Saints School
Norrey's Avenue
Wokingham
Berkshire
RG40 1UX

Independent Examiner

BDO LLP
R+
2 Blagrove Street
Reading
Berkshire
RG1 1AZ

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Directors' annual report Year ended 31 March 2020

Structure, governance and management

Dingley Family and Specialist Early Years Centres is both a registered charity and a company limited by guarantee. It is governed by Articles of Association, which were approved and adopted in August 2010 (upon registration as a charitable company).

In May 2016, the company formally adopted Dingley's Promise as the new brand name, retaining Dingley Family and Specialist Early Years Centres as its registered company name. The term Dingley's Promise (or Dingley) will be used throughout the remaining narrative sections of this document where appropriate.

As we seek volunteers with new skills and experience and as, inevitably, we have to replace volunteers who can no longer work with us for various reasons, the charity will have to "induct" new Trustee Directors on a reasonably regular basis. To provide a consistency and thoroughness of introduction that will maximise the new Trustee Director contribution as quickly as possible, we follow an induction process which is both simple and yet sufficiently flexible to take account of individual's needs and availability. The process is described in the Trustee Induction document dated April 2017, and includes:-

- Attending at least one Board Meeting as an observer;
- Providing a CV and letter/email outlining the contribution that the potential Trustee feels they will make to Dingley's Promise;
- Providing two written references;
- Agreeing a written Trustee Role Specification specific to his/her role on the Board;
- Signing a Trustee Director Commitment document detailing his/her commitment to the organisation, including completion, within 3 months of appointment, of a Safeguarding Children Level 1 course (possibly on-line).

Upon appointment as a Trustee Director, the Chairperson will inform Companies House and The Charity Commission of that appointment and the new Trustee Director will complete the Ofsted EY2 on-line registration process.

When appointing key management, and when reviewing their remuneration packages, external benchmarking is undertaken against directly compatible roles, wherever possible. The Trustee Board is responsible for setting and agreeing the remuneration package of the CEO. The CEO reviews and recommends changes to the remuneration packages of his/her direct reports (see below), which must be agreed by the Trustee Board who will bear in mind the agreed expenditure budget for the relevant period. The Group Operations Manager follows the same process with the CEO when setting and reviewing the remuneration packages of the Centre Managers.

Organisational structure and decision making process

The Trustee Board delegates day to day management of the operations of the charity to the Chief Executive Officer (CEO), Catherine McLeod MBE, who was appointed in March 2015. Since a structural reorganisation in summer 2019, the CEO has six direct reports:-

- Fundraising & Communications Manager (FCM), Aoife McDonogh, appointed in February 2020 replacing Chris Cordrey;
- Training Manager (TM), Julia Cox, appointed in June 2019 when the Group Operations Manager role was removed as part of the restructure;
- Finance Manager (FM), Theresa Bowers (who was appointed in February 2017 and who, since August 2017, has operated as a contractor to Dingley);
- and the three Centre Managers:
 - Newbury: Ms Abi Preston-Rees
 - Wokingham: Ms Zora Morgan
 - Reading: Ms Louise Farmer

Directors meetings are held six times per year. In between meetings decisions are made in consultation with the Chair and other Directors as required. If necessary a special meeting of the Board is convened.

In 2016, we created an Advisory Board, and this currently comprises the following individuals:-

Chris Burnell (Buildings Compliance & Development)
Jacquie Hathaway (Early Years Foundation Stage & Ofsted compliance)
Laxmi Patel (SEND Law)
Adrian Walcott (Diversity)

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives.

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Directors' annual report (*continued*) Year ended 31 March 2020

Objectives and activities

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

As part of our five year strategy review in 2015 we updated our Vision and Mission statements:-

Dingley's Promise vision is '*The best start for every child*'.

Our Mission Statement is '*We deliver life changing support to under 5's with additional needs & disabilities and their families, by providing specialist learning through play, family support & training, and advice to mainstream settings*'.

Within this overall framework, our main objectives are:-

- Reach as many children as possible.
- Ensure every child transitions to the best educational option for them when they leave us.
- Offer year round provision to take the pressure off parents and give each child as much support as we can.
- Be active in networking and signposting to ensure all of the child's needs are met.
- Ensure parents are always given choices and their voices are heard.

We also took the opportunity as part of the strategy review to bring to the fore our core values:-

- We seek **excellence** in all we do through continuous learning and improvement.
- We **care** for each other, our children and their families.
- We promote **development** of children, families & our team in a stimulating environment.
- We work with **integrity**, sharing resources and expertise for best outcomes.
- We **empower** children and families to make their own choices.

The Newbury Centre operates from a building in Shaw, Newbury, which opened to families in mid-February 2015. We have a sub-lease for the building, large garden and 10 car parking spaces with Shaw Social Club which is co-terminus with their own lease with West Berkshire Council due for review and renewal in March 2024.

The Wokingham Centre operates from premises within the All Saints School in Wokingham. We have a licence to occupy this space (with 12 months notice by either party) and pay both fixed and variable (eg utilities costs) elements of rent based on the percentage of space that we occupy within the school.

The Reading Centre operates from a Reading Borough Council owned building for which we pay a peppercorn rent, but for which we must pay the buildings insurance, utilities costs and all associated building maintenance costs as part of the lease. In July 2019, in response to demands from grant providers, a new 15 year lease was put in place.

Volunteers play a very important role within the groups by assisting with fundraising, driving children to the groups, and helping in the playgroup. As a result, Dingley's Promise was nominated to receive the Queen's Award for Voluntary Service (the MBE for charities), and the formal announcement of the receipt of that award was made in June 2011. During 2018/19, our volunteer hours (including Trustee time) totalled almost 2,800 hours.

Risk Management Statement

A detailed risk analysis was undertaken in 2014 and a Risk Policy was implemented in February 2015, which remains valid. The policy states that :-

- The trustees and executive management of Dingley's Promise believe that sound risk management is integral to both good management and good governance practice.
 - Risk management considerations will form an integral part of our decision-making and be incorporated within strategic and operational planning.
 - Risk assessment will be conducted on all new activities and projects to ensure they are in line with the Dingley's Promise strategic plan and objectives.
 - Risks and opportunities will be identified, analysed and reported at an appropriate level and escalated as necessary.
 - A risk register covering key strategic risks will be maintained and updated *at least twice* a year and more frequently where risks are known to be volatile.
 - All staff will be provided with adequate training on risk management and their role and responsibilities in implementing this.
-

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Directors' annual report (*continued*) Year ended 31 March 2020

- Dingley's Promise will regularly review and monitor the effectiveness of its risk management framework and update it as considered appropriate.
- Reports will be made to the trustee board and CEO each quarter of continuing and emerging high concern risks and those where priority action is needed to effect better control.
- Individual error and incident reports will be required from individual staff where a reportable event is identified.
- This policy is a formal acknowledgement that the Trustee Board is committed to maintaining a strong risk management framework. The aim is to ensure that Dingley's Promise makes every effort to manage risk appropriately by maximising potential opportunities whilst minimising the adverse affects of risks.
- This policy will be used to support the internal control systems of Dingley's Promise, enabling us to respond to operational, strategic and financial risks regardless of whether they are internally or externally driven.

A "root & branch" risk review was held in August 2018 and further reviews were held in April 2019 and April 2020. The recent recruitment of a Trustee with specific oversight of Governance & Risk will undoubtedly lead to a review of our risk management policy and processes.

Prior to the COVID-19 situation, our key risk remained the same - difficulty in recruiting suitable staff. Other notable risks include serious failures in following policy or procedures, workplace stress for staff, failure to comply with data protection regulations and data breaches/loss from external sources. In addition, a further notable risk is around failure to secure sufficient core funding, due to local authority changes in funding levels.

The impact of COVID-19 on our operations and funding was the subject of a separate risk assessment workshop on April 15th 2020. This concluded that the rapid implementation of an amended Business Continuity Management Plan (BCMP), combined with vulnerability risk assessments on all staff and supported children, had successfully mitigated the risk of being unable to provide effective support services during lockdown. At the time of writing, reduced services, but vital ones, continue to be provided by home-working staff via telephone, videoconference and on-line resources. Clearly, the risk of reduced levels of funding was also high on the agenda, and this is covered in the following paragraphs on "Going concern"

Going concern

Our performance in recent years, even those years which resulted in an operating deficit, has always left us at the end of the year with a good cash base, a Reserves Fund to cover a managed wind-down in the event of collapse in funding (or other event resulting in forced closure), sufficient funding in all other restricted funds to cover asset values and liabilities (e.g. unspent grants) and additional unrestricted funds to develop the organisation and its services. In each of the last two years, we have operated for a time without a Fundraising Manager, yet have achieved income no worse than 9% short of budget and managed our operational expenditure to match. We are aware of, and adhere to, the Charity Commission's guidance on 'Managing a charity's finances: planning, managing difficulties and insolvency (CC12)'. Under normal circumstances we firmly believe that our strong governance and management make a compelling case for Dingley's Promise to be considered a Going Concern.

The potential impact of COVID-19 on our organisation will largely depend on the length of time that its impact is felt across the UK i.e. the length of time that lockdown measures are in place and the speed of recovery of the UK economy. Our scenario planning is based on our centres being closed until the beginning of the new school year in September 2020 and is based on our break-even 2019/20 budget referred to in the Financial Review section of this report. Best case and worst case scenarios have been modelled:-

- the worst case results in a deficit for 2020/21 of £47k, but we would retain a positive cash balance at the end of the year;
- the April to August period is not the main danger, that being a return to full operation but with a knock-on lower income effect until the end of the 2020/21 FY.

At the end of June 2020, the charity had approximately £291,000 of cash available. The trustees have carried out sensitivity analysis that confirms that should no further income, other than what has been confirmed, be received, the charity is able to meet liabilities as they fall due for at least another 12 months from the date of approval of the financial statements.

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that whilst there is some doubt relating to future income streams, this does not give rise to a material uncertainty regarding the charity's ability to continue as a going concern. The trustees therefore believe that it is appropriate to prepare the accounts on a going concern basis.

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Directors' annual report (*continued*) Year ended 31 March 2020

Achievements and performance

Our activities for the year to 31 March 2020 were curtailed a little by the outbreak and growth of the COVID-19 pandemic and, under advice from Public Health England, we had to close our 3 centres on 18th March 2020. The impact of the pandemic was felt beyond March in every part of our organisation and its operation, but also brought out the best in our staff and volunteers. We were able to provide a support service to our families via the telephone and videoconferencing, whilst at the same time using the government furlough scheme for 13 staff members who, for personal and/or other health reasons, volunteered to take that option. However, despite those obvious and disturbing setbacks, the period proved to be a very successful one, both operationally and financially.

Highlights of the year include:

- a) Our continued focus on "inclusion" has again proved to be very effective, with 65% of our transitions being to mainstream or shared provision. Within this figure, transitions to shared provision have decreased by 17% and transitions to mainstream have increased by 10% - a very pleasing trend. Our Learning Through Play (LTP) session hours delivered remained steady at just below 20,000. Through a combination of LTP sessions, outreach (via our Family Support Workers) and our online training (see below), we have reached a total of 323 children this year - more than double the numbers we have reached each year for the past several years.
 - b) Of course, many of our supported children have complex needs, and the number of children with Education & Healthcare Plans (EHCPs) almost quadrupled in the past year (12 to 48). The number of children we supported on a 1:1 basis also rose, but only slightly (21 to 23).
 - c) Our online Inclusion Training for mainstream nurseries (aimed at assisting other settings to provide more SEND provision) provides further focus on inclusion but continues to be a "slow burner". An additional 41 Early Years Practitioners completed the four module course in the last year, bringing the total who have now completed the course to 57. The pilot courses run with Action for Children were successful, and concluded in December 2019 with 100% of learners saying it had helped them work more inclusively. We also signed a Memorandum of Understanding with nasen (National Association for Special Educational Needs) who's portfolio of early years courses feature prominently on the recommended list for Local Authorities. The online training also generates introductions to new (to Dingley's Promise) Local Authorities as a simple, yet effective, route to enhance their own early years SEND provision whilst considering how the Dingley model could be adopted in their areas.
 - d) The COVID-19 lockdown provided an opportunity to enhance our reputation, and promote our Inclusion Training, by offering free, unaccredited training to a wider audience. This free training initiative has been taken up by over 400 people, who are sent training manuals then supported via a Facebook group and asked one question per unit on completion before being issued a certificate of completion (not qualification).
 - e) We have been given a grant by Hampshire County Council, facilitated by Councillor Robert Taylor in Basingstoke, to deliver inclusion training in the Basingstoke areas of Rooksdown, Winklebury and Buckskin. This is the organisation's first project in Hampshire and first grant for face to face training sessions, and is held over to next year due to COVID-19.
 - f) We continue to work with a range of external organisations and bodies, and this year saw a deepening of the relationship with the Disabled Children's Partnership and the signing of a formal MOU with nasen. We also collaborated with Ambitious about Autism in the creation of a new toolkit, and with the Early Years Alliance on research into children with SEND in the early years. We have spoken with a range of local authorities throughout the year about ways in which we can help them to make their early years offers more inclusive.
 - g) We confirmed a partnership with the University of Reading's Capstone Project that uses their post graduates to undertake research into targeted areas of our work. This year they analysed our training offer and found that it led to a 114% increase in the capacity of early years settings to work with children with SEND.
 - h) We have worked to refine our Entry/Exit Pathway with support from the Big Lottery, and have had interest from national consultants Mott McDonald in learning about the model, as well as local authorities and specialist nurseries that we have met throughout the year.
 - i) During the summer of 2019 we took the opportunity presented by the resignation of two people in key roles to slightly tweak our management structure. We removed the role of Group Operations Manager and our CEO took a more active role in operational management, whilst at the same time allocating more responsibility to Centre Managers (and increasing their salary accordingly) and providing them with specialist outsourced support in the areas of Human Resources and Facilities Management. We also boosted the support for the Fundraising and Communications role by adding an experienced contract Bid Writer (known to us) to the team, and were successful in recruiting an excellent candidate into the FR&CM role in February 2020.
 - j) Our parent and staff surveys both showed further improvement and a great deal to be positive about. Both were presented at our end of summer staff team day, where we also shared what we were doing to address any concerns raised. 100% of our staff teams this year reported they feel Dingley's Promise cares about them and 100% of our families feel that our sessions are good or excellent.
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Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Directors' annual report (*continued*) Year ended 31 March 2020

- k) We continue to champion staff wellbeing and this year have introduced an Employees Assistance programme that ensures our team can access counselling whenever they need to. In our latest staff survey the number of staff who said their stress was caused purely by work fell from 17% to 4%.
- l) This year we were fortunate to have our Reading garden made over so that the whole space can now be used effectively. This has greatly increased the opportunities for outside play. In addition, BNI Wokingham spearheaded a project to replace our worn out kitchen in Wokingham, and managed to get all materials and labour donated free of charge. The incredible transformation was completed in March 2019 and we would like to recognise particularly the leadership of Colin Tomkins who organised the project throughout, secured donations and even completed a large part of the installation himself.
- m) We were sad to lose the services of our Treasurer, Ian Mackinder, and two other Trustees (Richard Cronin and Jacqueline Ann Napier-Munn) this year, but were thrilled with the success of our first Trustee recruitment campaign run for us by inTRUSTed. The COVID-19 situation has slowed down the process of formally interviewing and inducting the candidates presented to us, but we envisage recruiting up to four new Trustees via this route (two having joined already).
- n) Details of our "break even" year end financial position are given below, and we are extremely pleased with this result in the current climate and considering the absence of a Fundraising & Communications Manager for much of the year.

Financial Review

Financially, our aim for the year was to break even, and our small surplus of £2,316 effectively achieved that, being a less than 0.3% variance on our budgeted income and expenditure. This surplus was achieved despite investing a total of £12,680 in our online Inclusion Training, which as outlined above, is increasingly likely to be a strong and widespread benefit to children with SEND. As reported elsewhere, the potential impact of the COVID-19 is detailed in the Risk Management Statement and Going Concern section, but at the end of the FY 2019/20 we were in a strong financial position.

Our total expenditure for 2019/20 was £645,199, which represented a 4 per cent decrease on the previous year. Increases in staff salary levels to reflect a great operational performance were offset by the absence of a Fundraising & Communications Manager for much of the year, and the subsequent organisational restructure.

Our total income for 2019/20 was £647,514, which represented a less than 1 per cent increase on the previous year. Just over 50 per cent of this income (10 per cent less than the previous year) comes in the form of grants. This year we slightly increased our income from local government grants to £132,987, but the grant funding we received from other bodies fell by over 20 per cent to £204,867. BBC Children in Need (slightly increased this year) and the Big Lottery Fund (slightly decreased), remain the two biggest of these other grants. We are truly grateful for all these grants, which are listed on page 17.

Our 'earned income' has grown to be almost one third of our total income, and accounted for £204,938, a 28 per cent increase on the previous year. The biggest element of earned income remains the Nursery Grant funding, which increased by 15 per cent to £119,229. In addition to this, we receive £54,092 as direct 1:1 payments from our local authorities in respect of individual children, an increase of £20,442 over the previous year. Also within this category, the amount we receive from families as a contribution towards their LTP sessions, or play schemes, decreased by almost forty per cent to £10,212, primarily due to the increase in bursaries we provide to families not in a good position to contribute. The final element of earned income is revenue of £7,809 from our training offer, which has yet to provide a return on our investment.

Our income from donations and fundraising has grown by 16 per cent this year to £103,948, in spite of a disappointingly gross return of £7,137 from our annual ball in March. As always, we are very grateful to The Good Exchange, who in addition to giving grants, has provided match-funding for many individual donations. Our fundraising income was also the result of generous donations from companies, community groups and individuals. We would like to give a special mention to Newbury & Crookham Golf Club who raised over £5,000 (matched by the Good Exchange) and to Wokingham United Charities who donated £7,000. Other contributions of over £1,000 came from the following companies, community groups:

- Ascot Racecourse
- AWE Aldermaston
- Castle Inn at Cold Ash
- Elstree School
- Plough on the Green
- Prudential plc
- Softtalk Consultancy
- Thames Water
- Thorngate School
- Woodpecker Pub

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Directors' annual report *(continued)* Year ended 31 March 2020

We are also tremendously grateful for all the individuals who fundraised for us by completing various challenges, raising £10,736. This support is vital in maintaining our core services.

Our balance sheet (see page 14) shows that we have net assets of £219,680. Part of these (£69,744) is invested in our buildings and equipment, and another major part (£88,751) is designated for our reserves policy. Our reserves policy requires us to set aside sufficient money to meet our financial liabilities and to continue our LTP sessions for a further four months were there to be any unforeseen collapse in our funding. Some of our remaining assets (£1,827) are unspent grants or are in restricted funds, which means they must be spent on specific activities. This leaves £59,018 of funds that are both unrestricted and undesignated and are available to fund any future deficit, or to support our business plan objectives.

In setting our income and expenditure budgets for 2020/21, we have again aimed to achieve a breakeven position. In spite of starting the year with more secured income than in previous years (£52,083), and prior to assessing the potential impact of the COVID-19 pandemic, we set our income and expenditure targets at approximately 7% higher than our 2019/20 achievement. The income target figure excludes any large project funding, and such projects will only be undertaken if that funding is forthcoming.

Plans for future periods

- a) We will continue to follow our five-year Business Strategy with stated intentions to:
 - maximise our current assets to expand the services at our existing centres, mainly focused on additional services to assist parent/carers and the extended family;
 - offer access to support sessions for families who have left us;
 - open additional centres where demand can be proven and local financial support can be secured;
 - further extend our outreach work with mainstream activities and groups where we can find children with SEND and give families information about their options;
 - ensure transition is effective and understood by parents.
- b) Using our experiences of delivering support services to our children and families during the COVID-19 lockdown, we will assess the opportunities and develop plans to add "remote services" to our portfolio of support offerings where appropriate.
- c) We will further develop and fully roll-out our on-line training offering to mainstream settings on how best to support SEND children.
- d) We will continue to seek out and work with other organisations that undertake work similar to ours, with a view to sharing experience and learning new methods.
- e) Although unsuccessful in the past three years, we still hope to secure funding to undertake reconfiguration work on the Reading building to maximise available space and build on the recent improvements to the lighting and heating systems and the full refurbishment of the kitchen.
- f) We will continue to seek to add suitably experienced and motivated people to both the Trustee Board and the Advisory Board.
- g) With the appointment of a new Trustee with oversight of Governance & Risk, we will review our risk management policy and process.

Statement of directors' responsibilities

The directors are responsible for preparing the directors' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice.)

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

- select suitable accounting policies and apply them consistently;
 - observe the method and principles in the Charities SORP;
 - make judgements and estimates that are reasonable and prudent;
 - prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.
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**Dingley Family and Specialist Early Years Centres
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**Directors' annual report (continued)
Year ended 31 March 2020**

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

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

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

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

Signed by order of the Trustee Director Board on ...23/7/2020



.....
Mr David Ormrod – Chair



.....
Mr Peter Brogden

Company registration number: 07279320

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Independent Examiner's report to the Directors of Dingley Family and Specialist Early Years Centre

I report on the accounts of the company for the year ended 31 March 2020, which are set out on pages 12 to 23.

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity's trustees as a body, for my work, for this report, or for the statement I have made.

Responsibilities and basis of report

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

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

Independent Examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies. I have completed my examination. I confirm that no matters have come to my attention in connection with my examination giving me cause to believe:

- (1) accounting records were not kept in respect of the Company as required by section 386 of the Act 2006; 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.

Heather Wheelhouse

Heather Wheelhouse FCA
ICAEW

BDO LLP
R+
2 Blagrove Street
Reading
RG1 1AZ

Date: 23 July 2020

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Statement of financial activities
for the year ended 31 March 2020**

	←				→					
	Unrestricted Funds	Training Offering	Reading	Reading Buildings	Restricted funds Wokingham	Wokingham Buildings	Newbury	Newbury Buildings	2020 Total	2019 Total
	£	£	£	£	£	£	£	£	£	£
Income and endowments from:										
Donations and legacies	84,418	1,320	3,352	-	1,600	-	13,258	-	103,948	89,499
Income from investments										
- Bank interest	775	-	-	-	-	-	-	-	775	1,107
Charitable activities										
- Earned income	582	7,809	49,726	-	82,346	-	64,475	-	204,938	159,816
- Grants (note 2)	44,850	-	119,505	-	81,175	-	92,324	-	337,854	390,834
Total income and endowments	130,625	9,129	172,583	-	165,121	-	170,057	-	647,515	641,256
Expenditure on:										
Raising funds (note 3a)	80,880	-	991	-	1,023	-	1,644	-	84,538	81,823
Charitable activities (note 3b)	2,940	21,809	178,036	8,640	168,466	-	168,443	12,327	560,661	590,473
Total expenditure	83,820	21,809	179,027	8,640	169,489	-	170,087	12,327	645,199	672,296
Net income/(expenditure)	46,805	(12,680)	(6,444)	(8,640)	(4,368)	-	(30)	(12,327)	2,316	(31,040)
Transfers between funds	(19,498)	7,688	2,326	-	9,484	-	-	-	-	-
Fund balances brought forward at 1 April 2019	114,315	4,992	13,422	8,640	2,899	-	11,729	61,367	217,364	248,404
Fund balances carried forward at 31 March 2020	141,622	-	9,302	-	8,015	-	11,699	49,040	219,680	217,364

Transfers from the Unrestricted Fund to the Training, Reading and Wokingham Restricted Funds are made to ensure that the balances carried forward into 2020/21 for each of these restricted funds are sufficient to cover any unspent grants and asset values

The charitable company's income and expenditure all relate to continuing activities. The charitable company has no recognised gains and losses other than the net movement in funds each year.

The notes on pages 15 to 23 form part of these financial statements

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Statement of financial activities
for the year ended 31 March 2019**

	←		Restricted funds				→			
	Unrestricted Funds	Training Offering	Reading	Reading Buildings	Wokingham	Wokingham Buildings	Newbury	Newbury Buildings	2019 Total	2018 Total
	£	£	£	£	£	£	£	£	£	£
Income and endowments from:										
Donations and legacies	80,989	-	461	-	-	-	8,049	-	89,499	93,006
Income from investments										
- Bank interest	1,107	-	-	-	-	-	-	-	1,107	1,531
Charitable activities										
- Earned income	1,397	4,653	46,246	-	65,319	-	42,201	-	159,816	141,028
- Grants (note 2)	56,722	20,098	124,277	5,184	78,455	-	106,098	-	390,834	345,744
Total income and endowments	140,215	24,751	170,984	5,184	143,774	-	156,348	-	641,256	581,309
Expenditure on:										
Raising funds (note 3a)	80,884	20	465	-	132	-	322	-	81,823	77,108
Charitable activities (note 3b)	7,101	28,958	210,244	15,062	161,412	-	154,487	13,209	590,473	506,528
Total expenditure	87,985	28,978	210,709	15,062	161,544	-	154,809	13,209	672,296	583,636
Net income/(expenditure)	52,230	(4,227)	(39,725)	(9,878)	(17,770)	-	1,539	(13,209)	(31,040)	(2,327)
Transfers between funds	(67,589)	8,784	46,213	1,809	10,783	-	-	-	-	-
Fund balances brought forward at 1 April 2018	129,674	435	6,934	16,709	9,886	-	10,190	74,576	248,404	250,731
Fund balances carried forward at 31 March 2019	114,315	4,992	13,422	8,640	2,899	-	11,729	61,367	217,364	248,404

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Balance sheet
As at 31 March 2020**

	Note	2020 £	2019 £
Fixed assets			
Tangible fixed assets	5	69,744	83,458
Current assets			
Other debtors and prepayments	6	9,228	15,452
Cash at bank and in hand		210,915	169,082
		220,143	184,534
Creditors: amounts falling due within one year			
Other creditors and accruals	7	(70,207)	(50,628)
Net current assets		149,936	133,906
Net assets		219,680	217,364
Represented by:			
Funds			
Unrestricted funds		141,623	114,315
Restricted funds		78,057	103,049
		219,680	217,364

The Directors are satisfied that the charitable company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The Directors acknowledge their responsibilities for:

- (i) ensuring that the charitable company keeps adequate accounting records which comply with section 386 of the Act, and
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its results for the financial year in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charitable company.

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

These financial statements were approved by the Trustee Director Board and authorised for issue on 23/7/2020 and were signed on their behalf by:



Mr David Ormrod – Chair



Mr Peter Brogden

Company registration number : 07279320

The notes on pages 15 to 23 form part of these financial statements

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Statement of cash flows
Year ended 31 March 2020**

	Note	2020 £	2019 £
Cash flows from operating activities			
Cash provided by operating activities	13	49,337	4,062
Cash flows from investing activities			
Interest income		774	1,107
Purchase of tangible fixed assets		(8,278)	(12,943)
Cash used in investing activities		<u>(7,504)</u>	<u>(11,836)</u>
Change in cash and cash equivalents in the year		41,833	(7,774)
Cash and cash equivalents at the beginning of the year		169,082	176,856
Total cash and cash equivalents at the end of the year		<u><u>210,915</u></u>	<u><u>169,082</u></u>
Analysis of cash and cash equivalents			
Cash in hand		<u><u>210,915</u></u>	<u><u>169,082</u></u>

The notes on pages 15 to 23 form part of these financial statements

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Notes to the financial statements Year ended 31 March 2020

1. Accounting policies

General information

Dingley Family and Specialist Early Years Centres is a registered charity, number 1137609, and a charitable company limited by guarantee, number 07279320, incorporated in England and Wales. The address of its registered office is Kennet Walk Community Centre, Kenavon Drive, Reading, Berkshire, RG1 3GD.

Basis of accounting

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) – (Charities SORP(FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

A separate income and expenditure account has not been prepared as the information required by the Companies Act 2006 is given in the Statement of Financial Activities and in the notes of the financial statements.

The financial statements are prepared in pound sterling (£) and the figures are rounded to the nearest £.

Going concern

Our performance in recent years, even those years which resulted in an operating deficit, has always left us at the end of the year with a good cash base, a Reserves Fund to cover a managed wind-down in the event of collapse in funding (or other event resulting in forced closure), sufficient funding in all other restricted funds to cover asset values and liabilities (e.g. unspent grants) and additional unrestricted funds to develop the organisation and its services. In each of the last two years, we have operated for a time without a Fundraising Manager, yet have achieved income no worse than 9% short of budget and managed our operational expenditure to match. We are aware of, and adhere to, the Charity Commission's guidance on 'Managing a charity's finances: planning, managing difficulties and insolvency (CC12)'. Under normal circumstances we firmly believe that our strong governance and management make a compelling case for Dingley's Promise to be considered a Going Concern.

The potential impact of COVID-19 on our organisation will largely depend on the length of time that its impact is felt across the UK i.e. the length of time that lockdown measures are in place and the speed of recovery of the UK economy. Our scenario planning is based on our centres being closed until the beginning of the new school year in September 2020 and is based on our break-even 2019/20 budget referred to in the Financial Review section of this report. Best case and worst case scenarios have been modelled:

- the worst case results in a deficit for 2019/20 of £47k, but we would retain a positive cash balance at the end of the year;
- the April to August period is not the main danger, that being a return to full operation but with a knock-on lower income effect until the end of the 2020/21 FY.

The Board has concluded that there is a material uncertainty as to the future of the charity but there are sufficient reserves to enable the charity to continue in the next 12 months with sufficient cash headroom, and are confident that they remain a going concern.

At the end of June 2020, the charity had approximately £291,000 of cash available. The trustees have carried out sensitivity analysis that confirms that should no further income, other than what has been confirmed, be received, the charity is able to meet liabilities as they fall due for at least another 12 months from the date of approval of the financial statements.

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Notes to the financial statements Year ended 31 March 2020

1. Accounting policies (*continued*)

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that whilst there is some doubt relating to future income streams, this does not give rise to a material uncertainty regarding the charity's ability to continue as a going concern. The trustees therefore believe that it is appropriate to prepare the accounts on a going concern basis.

Funds

Unrestricted funds represent funds of the charitable company that are not subject to any restrictions regarding their use.

Restricted funds represent funds available to meet specific expenditure as specified by the fund provider.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income subject to the specific wishes of the donors is treated as restricted funds.

Expenditure

Expenditure is included on an accruals basis, inclusive of any VAT, which cannot be recovered. Certain expenditure is apportioned to costs categories based on the estimated amount attributable to the activity during the year.

Depreciation

Depreciation is calculated to write off the cost less estimated residual value of fixed assets over their estimated useful lives.

Equipment – 4 years straight-line
Leasehold improvements – over the remaining term of the lease

Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activity over the period in which the cost is incurred.

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.

Pensions

The charity contributes to a defined contributions scheme.

Significant judgments and estimates

In the application of the charity's accounting policies, the directors are required to make judgments, estimates and assumptions about the carrying amounts 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There were no judgment or material estimation uncertainties affecting the reported financial performance in the current or prior year.

Dingley Family and Specialist Early Years Centres (Limited by guarantee)

Notes to the financial statements (continued) Year ended 31 March 2020

2. Grants	Unrestricted Funds	Restricted funds					2020 Total	2019 Total
		Training Offering	Reading	Reading Building	Wokingham	Newbury		
	£	£	£	£	£	£	£	
Barbara Ward Children's Foundation – LTP sessions	-	-	-	-	-	-	5,000	
Berkshire Community Foundation	20,000	-	-	-	-	-	14,000	
BBC Children in Need	-	-	-	-	-	-	33,627	
Big Lottery Fund	-	-	-	29,340	-	-	32,352	
Brighter Futures for Children	-	41,800	-	-	-	-	-	
Cardy Beaver Foundation	-	-	-	-	-	-	2,000	
Children in Need	-	22,383	-	-	21,123	-	-	
David Brownlow Charitable Foundation	-	-	-	-	-	-	10,000	
DM Thomas Foundation for Young People	-	-	-	-	-	-	2,500	
Edward Gostling Foundation	-	-	-	-	2,450	-	-	
Englefield Charitable Trust	-	-	-	-	-	-	9,906	
Garfield Weston Foundation	-	-	-	-	-	-	15,000	
Genetic Disorders UK – towards LTP sessions	-	-	-	-	-	-	1,000	
Gerald Palmer Eling Trust	-	-	-	-	-	-	9,000	
Greenham Common Trust- Find Me a Grant	-	-	-	-	-	-	5,902	
Greenham Common Trust- Pitch to the Panel	-	-	-	-	-	-	11,211	
Greenham Common Trust – Youth Distribution Fund	-	-	-	-	-	-	1,415	
Greenham Common Trust – Reactive Grant	-	-	-	-	6,717	-	10,242	
Green Hall Foundation – Ceiling hoist	-	-	-	-	-	-	3,000	
Henry Smith Charity – FSW and outreach work	-	8,742	-	8,742	8,742	-	6,099	
Involve – Wokingham Carers Project	-	-	-	-	-	-	-	
Leeds Building Society	-	-	-	-	-	-	1,000	
Masonic Charitable Foundation – EYP salary	-	-	-	-	6,793	-	5,558	
James Wise Charitable Trust	300	-	-	-	-	-	300	
Mobbs Memorial Trust - Reading Kitchen	-	-	-	-	-	-	4,892	
Morrisons Foundation – Reading garden	-	-	-	-	-	-	4,184	
Moto in the Community	-	-	-	-	-	-	972	
Newbury Town Council	-	-	-	-	-	-	708	
Oxford County Council	-	-	-	250	-	-	-	
Peter Baker Foundation	-	-	-	-	-	-	9,434	
RCVYS – grant for training	-	-	-	-	-	-	5,000	
Reading Borough Council - Short Breaks	-	-	-	-	-	-	-	
Reading Borough Council- Resource Unit	-	26,760	-	-	-	-	22,226	
Reading Borough Council- SLA Grant	-	-	-	-	-	-	41,800	
Reading Borough Council – Disability access funding and specialist chair adaptations	-	-	-	-	-	-	3,273	
Reading Dispensary Trust – Corner chair	-	-	-	-	-	-	685	
Reading St Laurence Church Lands	-	-	-	-	-	-	-	
R S Brownless Charitable Trust	-	-	-	-	-	-	200	
Screwfix Foundation – Reading facelift	-	-	-	-	-	-	5,000	
Sculler CIC	-	-	-	-	-	-	3,000	
Sobell Foundation – FSW for Reading & Wokingham	-	3,750	-	3,750	-	-	10,000	
Souter Charitable Trust	-	-	-	-	-	-	2,000	
St James's Place Foundation	-	9,000	-	-	-	-	9,000	
St Laurence Relief in Need Trust	2,000	-	-	-	-	-	2,000	
Tesco Bags for Help - Newbury Garden	-	-	-	-	-	-	1,551	
The Ammco Charitable Trust	-	-	-	-	-	-	500	
The Childwick Trust	-	-	-	-	-	-	-	
The David Brownlow Foundation	7,000	-	-	-	-	-	7,000	
The David Knight Charitable Trust	250	-	-	-	-	-	250	
The Earley Charity – Reading facelift	-	-	-	-	-	-	4,600	
The Foyle Foundation	-	5,000	-	-	5,000	-	10,000	
The FSP Foundation	-	1,620	-	-	-	-	1,620	
The Gordon Palmer Memorial Trust	-	450	-	-	-	-	450	
The Hedley Foundation - Hoist	-	-	-	-	-	-	2,454	
The Ironmongers' Company – Holiday playscheme	-	-	-	-	-	-	5,243	
The Peter Baker Foundation	-	-	-	-	11,500	-	11,500	
The Prince Phillip Trust Fund – 5 training places in Windsor & Maidenhead	-	-	-	-	-	-	2,000	
The Sackler Trust	-	-	-	-	-	-	-	
The Shanley Foundation - Boogie Mites Programme	-	-	-	-	-	-	2,000	
The Sir Jules Thorn Charitable Trust (Ann Rylands grant scheme)	-	-	-	-	-	-	750	
The Steven Bloch Image of Disability CT	-	-	-	-	-	-	300	
Thomas Curtis Charitable Trust	300	-	-	-	-	-	300	
University of Reading	-	-	-	4,666	-	-	4,666	
Wates Foundation	10,000	-	-	-	-	-	10,000	

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Notes to the financial statements (continued)
Year ended 31 March 2020**

2. Grants (continued)

	Unrestricted Funds	Restricted funds					2020 Total	2019 Total
		Training Offering	Reading	Reading Building	Wokingham	Newbury		
	£	£	£	£	£	£	£	
West Berkshire Council - Short Breaks Grant	-	-	-	-	-	30,000	30,000	-
West Berkshire Council - SLA	-	-	-	-	-	-	-	30,000
Wessex Youth Trust – EYP salaries	-	-	-	-	-	-	-	3,000
Wokingham Borough Council - Other	-	-	-	-	3,340	-	3,340	1,250
Wokingham Borough Council - SLA	-	-	-	-	30,000	-	30,000	30,000
Wokingham Town Council	-	-	-	-	1,088	-	1,088	-
Wokingham United Charities – EYP salary	5,000	-	-	-	-	-	5,000	5,000
	44,850		119,505		81,175	92,324	337,854	390,834

From 2017/18, income from the Nursery Education Grant and 1:1 funding has been re-categorised as Earned Income.

Reading received grants, both statutory and from other sources, primarily to deliver Learning Through Play (LTP) sessions, Monday through Friday during school term times. They also received funds to partly fund a Family Support Worker (FSW) and other outreach work. The FSW is, a role which forms the link between the work we do with children when they attend our sessions, and the equally important learning and development that takes place in the home environment. Reading also received a number of grants for equipment in the play rooms, a garden "make-over" and for a total refurbishment of the toilets.

Wokingham's non-equipment grants were of a similar profile and were used for exactly the same purpose as Reading's, with the addition of grants that also funded holiday play schemes.

This year, the profile of Newbury's grants was very similar to both Reading and Wokingham in that they largely funded our LTP sessions.

Grants received for the Training Offering were exclusively for awarding bursaries to course attendees in specified areas, making our online Inclusivity Training accessible to more mainstream Early Years Practitioners.

Other grants awarded to us with no particular use specified by the donor (i.e. unrestricted funding) were used to offset our core running costs, purchase fundraising and marketing materials and develop new services.

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Notes to the financial statements (continued)
Year ended 31 March 2020**

3. Expenditure

	Unrestricted Funds £	Restricted funds							2020 Total £	2019 Total £
		Reading Centre £	Reading Building £	Wokingham Centre £	Wokingham Building £	Newbury Centre £	Newbury Building £	Training Offering £		
a) Expenditure on raising funds										
Advertising/Marketing	2,994	984	-	1,016	-	1,637	-	-	6,631	2,187
Fundraising purchases	7,061	7	-	7	-	7	-	-	7,082	5,852
Salaries, national insurance & pensions	48,645	-	-	-	-	-	-	-	48,645	62,173
Contractors	14,251	-	-	-	-	-	-	-	14,251	1,996
Fundraising – Major event Costs	7,929	-	-	-	-	-	-	-	7,929	9,615
	<u>80,880</u>	<u>991</u>	<u>-</u>	<u>1,023</u>	<u>-</u>	<u>1,644</u>	<u>-</u>	<u>-</u>	<u>84,538</u>	<u>81,823</u>
b) Expenditure on charitable activities										
Salaries, national insurance & pensions	-	127,656	-	135,545	-	122,975	-	10,387	396,563	394,453
Contractor	-	4,750	-	4,750	-	4,750	-	10,804	25,055	26,282
Play equipment expenses	-	3,974	-	2,460	-	2,527	-	-	8,961	14,381
Transport costs	-	1,782	-	176	-	-	-	-	1,958	2,855
Stationery & consumables	189	199	-	608	-	222	-	65	1,283	2,487
Rent, rates & utilities	468	4,741	-	13,016	-	11,293	-	175	29,693	34,144
Building & garden work	-	12,808	5,184	148	-	8,700	-	-	26,840	27,202
Training & personal development	1,236	3,027	-	2,834	-	2,696	-	-	9,792	11,854
Insurance	-	2,663	-	1,086	-	1,087	-	-	4,835	4,768
Bank fees	-	20	-	20	-	20	-	-	60	64
Computer running costs	721	1,416	-	1,316	-	1,256	-	144	4,835	6,131
General purchases	-	4,641	-	3,440	-	3,830	-	234	12,145	10,937
Legal and professional fees	236	854	-	435	-	435	-	-	2,051	4,080
Special Events	-	4,808	-	225	-	5,586	-	-	10,619	16,866
Depreciation	-	3,376	3,456	1,087	-	1,746	12,327	-	21,992	30,069
Independent examiner's fee	-	1,320	-	1,320	-	1,320	-	-	3,960	3,900
	<u>2,940</u>	<u>176,716</u>	<u>8,640</u>	<u>167,146</u>	<u>-</u>	<u>167,123</u>	<u>12,327</u>	<u>21,809</u>	<u>556,701</u>	<u>590,473</u>

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Notes to the financial statements (continued)
Year ended 31 March 2020**

4. Staff costs	2020 £	2019 £
Salaries	414,756	427,918
Employers NI	19,923	21,934
Employer Pension Contributions	10,530	6,775
	<u>445,209</u>	<u>456,627</u>
	No.	No.
The average number of part-time employees was	31	31
The average number of full time employees was	<u>6</u>	<u>7</u>

No employees received employee benefits in excess of £60,000 (2018 – Nil).

No member of the Trustee Director Board received any remuneration or expenses during the year (2018 – Nil).

The key management personnel of the charity received employee benefits totalling £201,939 (2018 - £178,359).

5. Tangible fixed assets

	Leasehold Improvements £	Equipment £	Total £
Cost			
At 31 March 2019	141,567	51,886	193,453
Additions	2,450	5,828	8,278
Disposals	-	-	-
At 31 March 2020	<u>144,017</u>	<u>57,714</u>	<u>201,731</u>
Depreciation			
At 31 March 2019	76,929	33,066	109,995
Charge for the year	16,035	5,957	21,992
Elimination of disposal	-	-	-
At 31 March 2020	<u>92,964</u>	<u>39,023</u>	<u>131,987</u>
Net book value			
At 31 March 2020	<u>51,053</u>	<u>18,691</u>	<u>69,744</u>
Net book value			
At 31 March 2019	<u>64,638</u>	<u>18,820</u>	<u>83,458</u>

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Notes to the financial statements (continued)
Year ended 31 March 2020**

6.	Debtors		2020	2019
			£	£
	Other debtors		3,842	10,250
	Prepayment		5,386	5,202
			<u>9,228</u>	<u>15,452</u>
7.	Creditors		2020	2019
	Amounts falling due within one year		£	£
	Other taxes, social security & pensions		8,983	6,068
	Accruals & other creditors		9,141	17,260
	Deferred income		52,083	27,300
			<u>70,207</u>	<u>50,628</u>

Income received during the year that has been deferred as it does not meet the recognition criteria as set out in the accounting policies is as follows:

	Unrestricted Funds	Restricted Funds			2020 Total
		Training Offering	Reading	Wokingham Newbury	
			£	£	£
Balance of 1:1 funding for Dominic Podolene	-	-	-	15,741	15,741
Big Lottery Fund	-	-	-	2,667	2,667
Children in Need	-	-	3,667	-	7,334
D'Oyly Carte Charitable Trust	-	-	-	1,365	1,365
Englefield Charitable Trust	-	-	-	3,000	3,000
Greenham Common Trust	-	-	-	-	3,000
Hampshire County Council	1,000	-	-	-	1,000
Hampshire County Council	-	650	-	-	650
Henry Smith Charity	-	-	2,108	2,108	6,324
Masonic Charitable Foundation	-	-	-	-	1,137
Morrison's Foundation	-	-	-	1,365	1,365
The Peter Baker Foundation	-	-	-	-	3,000
Wokingham United	-	5,500	-	-	5,500
	<u>1,000</u>	<u>6,150</u>	<u>5,775</u>	<u>26,246</u>	<u>12,912</u>
				<u>26,246</u>	<u>52,083</u>

8. Analysis of net assets between funds

	Unrestricted £	Restricted £	Total 2020 £
Tangible fixed assets	-	69,744	69,744
Net current assets	141,623	8,313	149,936
	<u>141,623</u>	<u>78,057</u>	<u>219,680</u>

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Notes to the financial statements (continued)
Year ended 31 March 2020**

8. Analysis of net assets between funds (continued)

	Unrestricted £	Restricted £	Total 2019 £
Tangible fixed assets	-	83,458	83,458
Net current assets	114,315	19,591	133,906
	<u>114,315</u>	<u>103,049</u>	<u>217,364</u>

9. Reserves policy

As described in the Directors Report on page 7, the directors have reviewed and renewed the reserves policy. The new total requirement for 4 months of net operating costs, redundancy and other costs would be £88,751 (2018 - £88,799). This would be covered by:

Unrestricted funds
Newbury Restricted Funds

10. Commitments under operating leases

At 31 March 2020 the company had future minimum lease payments under non-cancellable operating leases as set out below:

	2020		2019	
	Land and buildings £	Other £	Land and buildings £	Other £
Within 1 year	15,952	-	15,952	-
Later than 1 year and not later than 5 years	23,400	-	31,200	-
Later than 5 years	-	-	-	-
	<u>39,352</u>	<u>-</u>	<u>47,152</u>	<u>-</u>

11. Pensions

The charitable company runs a defined contribution scheme. The costs for the year represents the charitable company's contributions to the scheme of £10,530 (2019 - £6,775). At the year end £2,516 (2019 - £1,420) was accrued in respect of contributions to this scheme.

12. Taxation

The charitable company is exempt from Corporation Tax on its charitable activities. The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**Dingley Family and Specialist Early Years Centres
(Limited by guarantee)**

**Notes to the financial statements *(continued)*
Year ended 31 March 2020**

13. Reconciliation of income/(expenditure) in funds to net cash flow from operating activities

	2020	2019
	£	£
Income/(expenditure) in funds	2,315	(31,040)
Add back depreciation charge	21,993	30,069
Deduct investment income shown in investing activities	(774)	(1,107)
Decrease in debtors	6,224	1,572
Increase in creditors	19,579	4,568
	<hr/>	<hr/>
Net cash provided by operating activities	<u>49,337</u>	<u>4,062</u>

14. Related party transactions

There have been no related party transactions in the reporting period that require disclosure.