

The Nurture Group Network Limited

(Limited by Guarantee)

Report and Financial Statements

For the year ended 30 September 2018

Charity Commission registration number 1115972

OSCR registration number SC042703

Company registration number 05562426

Trustees Annual Report
For the Year Ended 30 September 2018

Trustees' Report	2
Independent Auditors' Report	16
Statement of Financial Activities.....	20
Balance Sheet	21
Statement of Cash Flows	22
Notes to the Financial Statements.....	23
Reference and Administrative Information	32

The trustees present their report and the audited financial statements for the year ended 30th September 2018.

The financial statements have been prepared in accordance with the accounting policies set out on pages 23 to 25 and comply with the Charities Act 2011, the charity's Memorandum and Articles of Association, applicable laws, United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice) and Accounting and Reporting by Charities: Statement of Recommended Practice (FRS 102).

Why nurtureuk exists

Our vision

A world where no child fails through a lack of nurture and educational opportunity.

Our charitable object

To advance the education of children with special educational needs by such methods as the directors see fit.

Our aims

- Access to nurture provision for each person who needs it
- Ensure that the connections between learning and early development are understood throughout education
- To raise the profile of nurture and to push the nurture agenda right to the heart of government

Our strategic objectives for 2017-18

- To engage schools and teachers to set up nurture groups to benefit vulnerable children
- To promote nurture culture and nurture groups for all schools
- To develop nurtureuk

Review of the year

The 2017/18 year was a vital one for nurture where new, longer-term aspirations for the Charity were set and the Charity continued to grow significantly and have the demonstrable impact needed on the wellbeing of young people. In a challenging and uncertain economic context our members, teachers, schools, MAT's and wider stakeholders continued to recognise the important, high-quality role the Charity plays in improving, evidencing and advocating childhood social, mental and emotional wellbeing.

The approval of a new strategy during the 2017/18 year threads a whole-school nurturing approach and the six principles of nurture into the future direction of the Charity, setting our ambitious sights higher to reach more

children than ever before. In 2018/19 a detailed and robust business plan will be in motion that underpins this new strategy, providing the key financing, operational and market activities needed to successfully execute this new strategy. Six strategic pillars are reflected in our new nurtureuk strategy:

1. Actively supporting all schools to adapt a nurturing ethos
2. Promoting quality teaching and learning through nurturing experiences
3. Advocating for mental health and wellbeing to be a priority in education policy
4. Providing quality resources on and off-line
5. Growing, supporting and working with our membership
6. Resourcing nurtureuk to deliver and measure effective impact and outcomes

During the year the Charity also rebranded from The Nurture Group Network to nurtureuk providing a new, stronger platform for the Charity to capture the zeitgeist in the children's mental health agenda. The time is undoubtedly now for the Charity to grow and have the greatest impact on the lives of young people, and the launch event held at the House of Lords reiterated the support within government of nurtureuk objectives. This was amplified by the Department for Education white paper in November announcing the Boxall Profile Online as a recommended assessment tool for children's social, mental and emotional wellbeing. The tool was once again a major success for the Charity in 2017/18 and plays a fundamental role in our holistic whole-school approach going forward.

The Charity is diversifying in the range of tools and activities it uses to positively enhance wellbeing, 2017/18 showed increased uptake of consulting support, Boxall Profile and the creation of the Norfolk Nurture Hub – a new model of nurture provision. The development of these activities reflect both the drive and expertise of nurtureuk staff and practitioners across the UK, united in their determination to place nurture at the very heart of the school agenda.

From a financial perspective, the 2017/18 year provided income of £1.37m, growth of 18% and a small operating surplus (£11k), the first surplus for three years. The efforts of all the nurtureuk staff in driving this strong financial performance cannot be understated; to achieve and exceed financial targets during a period of austerity with schools looking harder than ever at each budgetary line is a significant achievement. Importantly, our wide customer base tells us the provision remains of high quality and impact, arming them with the tools needed to enhance wellbeing where it matters.

Growth in 2017/18 came in many guises; we are honoured Sir John Timpson CBE has agreed to become the first patron of the Charity bringing expertise, passion and profile to the Charity's vision. During the year we invested in permanent fundraising expertise to recognise the diversifying range of income opportunities that exist. The Charity also welcomed several new Trustees to the Board who bring a diverse set of skills to drive the Charity forward.

At this juncture we should thank the significant contribution made by those Trustees who are leaving us, without whom the Charity would not be in its current, flourishing state. Particular thanks should go to Dr Mark Turner who has acted as Chair of the Board for six years, demonstrating critical leadership skills, energy and belief in the Charity's mission over this crucial period. This has been recognised by awarding the Honorary Life President to Mark, whom we hope will continue to promote and support nurtureuk well into the future.

Trustees are incredibly grateful for the excellent, capable and committed nurture staff, volunteers and members. The efforts, diligence and commitment they show on a daily basis is the fundamental driver in the Charity's efforts to improve the lives of young people.

Engage schools and teachers to set up nurture groups to benefit vulnerable children:

Training

The Charity continues to successfully run a range of high-quality courses that enhance theory and practice of nurture and associated wellbeing in schools. These courses equip teachers with the capability, knowledge and confidence to set up nurture groups across early years, primary and secondary schools alongside the necessary skills for understanding and optimising the use of the Boxall Profile. Total demand for our courses remained high, during the 2017/18 year we trained a total of 1,553 delegates* on 125 courses (2,101 on 148 courses in 2016/17 - *the number appear smaller as many courses were absorbed into the consultancy practice during the year – overall the growth remained high).

The course offer was expanded in 2017/18 to include the Wellbeing Toolkit 2 for professionals which was delivered 4 times and attended by 35 delegates.

Due to LEGO® Education withdrawing their BuildToExpress kit, we also had to transition to Nurture ABC™ in 2018. We had successfully delivered 23 courses to 293 delegates by the end of September 2018.

The Boxall Profile Online (BPO)

BPO continued to demonstrate its importance to the nurturing agenda, and during the year the Department for Education recommended the tool as the solution to assess Children's learning experiences in schools. Utilisation of BPO increased significantly, utilised to assess 120,000 children across 2017/18, an increase of 50% on the prior year.

Following the Department for Education recommendation in November 2018, the Charity anticipates further growth in 2018/19 and this will be a key area for investment given much of the access is online.

Conferences

Conferences play a significant role for teachers, practitioners and nurtureuk members to share practices, research and help maintain and disseminate standards. Conference income dipped in 2017/18 compared to the resurgent demand seen in 2016/17 where income on conferences had doubled.

Quality Mark Award (QMA)

The QMA award remains a sought after certification for schools, which also allows us to spread our important nurtureuk message with local stakeholders and political representatives who often present schools with the awards. In particular schools in the devolved regions were recognised this year, with schools in Northern Ireland, Wales and Scotland all awarded the QMA.

Consultancy

Consultancy sales outperformed target, and remain a key tool in our offer to schools and local authorities. Linked to the Hub provision, which we expect to play significant role in the Charity's growth over the coming years, a number of new associate consultants were appointed to support us to scale in the future.

Promote nurture culture and nurture groups for all schools:

Policy and communications

Our policy and communications function for promoting nurture culture and groups has had an impressive year increasing the profile of nurture across the political spectrum in England, Scotland and Wales in particular. The data gained from the Boxall Childhood Project (BCP) was utilised to publish the *Nurture Portrait 2016/2017*, an analysis of the findings of the first year of the BCP online. The report was launched at an event well represented by policy stakeholders, including the Department for Education.

Annual Summer School

Summer school has now cemented itself as the flagship event for nurtureuk with 2018 consolidating on the 2017 event despite moving to a new venue. There is a clear demand for nurtureuk to deliver more in-depth nurturing experiences to practitioners around the UK. Some firsts at Summer school 2018 included holding our Annual General Meeting and Trustee away day events. We have found that increasingly, Summer School is the first point of contact some delegates have with the organisation and they often go on to receive further training and consultancy from us as a direct result of attending. There is also an increase in delegates self-funding attendance at these events, which is indicative of the current financial climate in education and we have launched a bursary fund for lower-paid teaching staff in memory of our former Life President and founder Marion Bennathan OBE.

Research

The fourth edition of the *International Journal of Nurture in Education* was issued online in the summer, providing a keynote view on the evolving field of nurture research.

In September we made available the Boxall Profile 2017 through both paper and online channels, with updated norms based on data from children currently in schools. Throughout the year, several updates were made to BPO to make the website more effective and user-friendly. These improvements positively impacted on both the Nurture Portrait 2016/17 and BCP. All trainers and consultants were trained to use BPO before or just after the end of the financial year and are now comfortable using the website.

Towards the end of the year research was also disseminated to practitioners through online media as well as practical workshops and conferences, focusing on measuring the impact of nurture or promoting the use of the Boxall Profile in schools.

Partnerships

During this year the first of our strategic partnerships was signed with Viscount Nelson Education Trust (VNET) from Norfolk. This partnership is aimed at gaining access to the 240 schools in the VNET network promoting nurture and BPO and subsequent training. Inclusion support is also being offered as a joint project with the Inclusion Team at VNET. An additional partnership was signed with Peterborough Learning Partnership offering a similar arrangement to 36 local schools.

Publications and resources

Publications sales are reducing in light of the availability of other sources for nurture information, primarily online. During the year nurtureuk still launched several new publications including The Wellbeing Toolkit for Teens and The Bereavement Box. The Charity still foresees publications playing a key role in the nurture toolkit, however other income sources are being diversified as practitioners and customers move to digital.

Marketing

A series of marketing initiatives were held across the year including Nurture Week which was closely linked to broader plans for Mental Health Week. Other key marketing campaigns in 2017/18 included #AspireNotToExclude our first multi-channel campaign aimed at raising awareness of the plight of children and young people being excluded from school and the damage caused.

Develop the Nurture Group Network:

During the year nurtureuk began an important new venture in Norwich - the Norfolk Nurture Hub. The hub will provide nurture services to a range of schools within the area. It has taken longer than the Charity expected to raise the necessary funds to carry out the works needed on the premises, however it is anticipated provision at the location will accelerate in 2018/19 and the hub model remains an important part of the future strategy.

The Board recruited three new trustees during the year, adding a range of fundraising, marketing and teaching experience to the Board. Alongside our strong Board governance processes and structure a number of the sub-committees formed in 2017/18 undertook various duties during the year, strengthening the quality of the Board's outputs and drawing on the contributions of staff and Trustees to the benefit of the Charity. Current sub-committees are:

- Finance, Audit & Risk Committee (FAR)
- Fundraising, Marketing & Public Affairs
- Research, Evidence & Ethics
- Remuneration

A robust approach is taken to identifying, monitoring and mitigating risks. Responsibility primarily lies with management to identify risks and mitigations, and proactively update the risk register on a monthly basis. This is followed by FAR committee review, and all key risks are reviewed and discussed at Board meetings.

The Charity has an extensive list of policies which are updated cyclically. We continue to build on, and update, these policies as new and risks emerge, for example GDPR. A GDPR champion was appointed internally, and a number of new policies and approaches were designed and ratified by the Board during the year to insure compliancy with such rules.

Our focus in 2018-19 will be to fully operationalise the new strategy. A business plan will detail and develop an operating model for the Charity that can deliver more effectively on the renewed strategy. This will require a sustained period of internal and inward investment if the Charity is to achieve its vision of a world where no child fails through lack of nurture and educational opportunity.

Financial review

The Charity continues to grow remarkably year to year, despite a difficult trading environment. A third year of double digit growth has set an impressive new high for income of £1.37m, growth on prior year of 18%. Underlying this is an increase on prior year of Training sales of £115k (21%), and Boxall

Trustees Annual Report

For the Year Ended 30 September 2018

Profile Online up 64% at £227,053. A small surplus has been made in 2017/18 of £11k. At less than 1% of turnover, this surplus demonstrates the Charity's continued commitment to spend on its charitable objectives, ensuring high-quality delivery in line with the nurturing ethos and principles, rather than stockpiling reserves.

As noted, expenditure has increased significantly rising £119k to £1.36m (9% increase on prior year). This was primarily driven by the increased number of courses held by the Charity, and growth in Policy and Public Affairs of £15k to £90k which is a 20% increase on 2016/17. Trustees support increased spending commensurate with our income growth, and given our reserve position are not driving a strategy of increasing reserves.

Courses and training remains the dominant stream of income for the Charity, representing half of its income. Importantly however, the profile across revenue generating streams is changing with Publications (representing 18% of total income), Boxall Profile Online (13%) and Nurturing Schools Programme (10%) Consultancy (4%) and Conferences (4%) all contributing to the growth story in 2017/18.

The Charity requires a number of strong performing income streams to support non-income generating activities that give us a key voice and credibility in the education sector such as the vital work performed by research staff or our policy and public affairs remit.

Expenditure in Staff Costs was broadly flat in 2017/18, reflecting only small changes to recruitment. However it was an increase in other direct costs, as a result of increased courses being held and nurturing schools accreditations that drove up expenditure across the year.

The Balance Sheet remains strong for a Charity of nurtureuk's size. The Charity is holding net assets totalling £505k as at the 30th September 2018. Importantly the cash position has strengthened £29k across the course of the year, and there has been a measurable fall in the debtors held at year-end of £16k to £270k. This is offset slightly by an increase in deferred income which stands at £166k as at the end of 2017/18.

The operating surplus and relevant expenditure being funded by designated funds has led to an increase in the General Fund reserves of £82k fulfilling a commitment made in 2016/17 to bring reserves back within policy, as detailed below.

As the Charity continues to grow, a number of processes and activities are in place to promote Trustees taking an active role in monitoring the financials of the Charity, as well as in planning and monitoring spend, and approving expenditure in line with delegated authority limits.

Reserves policy

Trustees review the reserves level at Board meetings throughout the year, as well as annually as part of the year end process. Reserves are also discussed during FAR Committee meetings.

Nurtureuk holds all its reserves as unrestricted funds, split between designated funds and general funds (free reserves). It is the policy of the Charity that free reserves should be maintained at a level equivalent to between three and six months' expenditure, which for 2017/18 would be £342k - £684k. This policy is intended to protect the Charity against a significant drop in income. As at 30th September 2018 the Charity's reserves total £361k, a positive difference of £19k. In 2016/17 the Charity had dipped below this level, so it is positive that the Charity's impressive trading performance has ensured this target is now being met. As the Charity continues to grow, the appropriateness of this policy will be reviewed.

Of the £210k opening designated reserve balance, £144k remains at the close of 2017/18 financial year. £69k has been spent in 2017/18 primarily within the 'Promoting Nurture' Fund, this expenditure relates to the creation and running costs of the Norfolk Nurture Hub project, a key initiative in demonstrating the efficacy of nurture principles.

In 2018/19 the designated funds will be reviewed by Trustees, with the expectation that these will be allocated to investment plans across the next five-year business plan cycle.

In addition to these funds, the Fixed Asset Fund, equivalent to the net book value of the tangible and intangible fixed assets, operates as these funds are not available for working capital. Further details of the designated funds, including movements during the year, can be found in the notes to the accounts.

Risk management

Trustees fully recognise their responsibility for the management of risk and determine this duty at two levels, FAR Committee, and at Board level.

The FAR Committee is charged with identifying, assessing and minimising the major risks (based on likelihood of occurrence and potential impact) to which the Charity is exposed. This group consists of a minimum of two trustees and the Chief Executive. The risk policy is also reviewed by this group annually. In line with the existing Risk Policy, the FAR Committee review the full Risk Register at each meeting with a short discussion held on each risk and evaluation of the existing risk score. Timeframes for mitigating actions are discussed and recorded to provide a residual risk score. Through this process new and emerging risks are also considered for addition to the risk register.

At each Board meeting the highest scoring risks are discussed (amber and red), alongside the mitigations, providing risk management and reporting at the highest governance level. This promotes transparency and accountability for mitigating actions, and all trustees are invited to add and discuss new and emerging risks during the meeting, or at any point in the year directly with the Chief Executive.

The Board considers the system of internal controls that govern its finances and operations to be well-established and provide reasonable assurance against the major risks that were identified as at September year-end including:

- Risk of not meeting financial targets; mitigated by a significant push toward year-end on the trading income, and the unplanned but necessary utilisation of some of the free reserves to fund the financial deficit.
- Risk of not integrating performance information in a clear and consistent manner; this will be reviewed in the 2018-19 year to identify how the Charity can track performance and quickly identify operating opportunities and variances.
- An important risk in relation to the Office lease which existed at year-end was mitigated shortly after with the confirmation of lease renewal.

Events since 30 September 2018 and plans for future periods

There have been no significant events since 30 September 2018, other than the recommendation of whole-school approaches and the Boxall Profile Online by the Department for Education in their guidance to *Mental Health and Behaviour in Schools* in November 2018.

Structure, governance and management

Structure

The Nurture Group Network Limited (also known as nurtureuk) is a registered charity and a company limited by guarantee, governed by its Memorandum and Articles of Association, updated in 2016.

The Board of Trustees are the directors of the company for the purposes of the Companies Act 2006. The trustees set the strategy, policy and financial framework for the Charity, have the responsibility for its overall direction and control, and ensuring it acts in the best interests of its beneficiaries. Authority

Trustees Annual Report

For the Year Ended 30 September 2018

for the day-to-day management of operations is delegated to the Chief Executive Officer.

The Board of Trustees meets as a body four times a year. There are four standing subcommittees of the Board:

- Remuneration Committee
- Finance, Audit & Risk
- Fundraising, Marketing & Public Affairs
- Research, Evidence & Ethics

These committees facilitate the overall governance of the organisation by both allowing Trustees to better use their skills and experience in more targeted ways, as well as allowing more time at meetings of the full Board to discuss the overall strategy and direction of the charity. The Board will establish a 'task and finish group' when a specific project requires one, at present there is one such group - Membership Review. The names of the Trustees and the subcommittees they sit on as at the end of the year are shown below.

Susan Henderson (Chair)	Remuneration
Nicola Hannam (Vice Chair)	Remuneration; Finance, Audit & Risk
Jacqueline Brooks (Hon. Secretary)	Remuneration
Michael Clifford (Hon. Treasurer)	Finance, Audit & Risk; Remuneration
Alison Betts	Fundraising, Marketing & Public Affairs
Marianne Coleman	Research, Evidence & Ethics
Caley Eldred	Fundraising, Marketing & Public Affairs
Alan Leaman	Membership Review; Fundraising, Marketing & Public Affairs
Kate Fallon	To be assigned after induction
Bridget Robson	To be assigned after induction
Arti Sharma	To be assigned after induction

We welcome the inclusion of volunteers (other than Trustees) to add their expertise to the committees and are actively seeking volunteers for these roles which we feel could bring a wealth of knowledge and experience to the committee structure.

Governance and management

Under the requirements of the Memorandum and Articles of Association, trustees are elected initially for a three-year term and are able to be re-elected for up to two further periods of three years by the Board, with ratification at the next Annual General Meeting following re-election. As such, nine years is the maximum a Trustee can serve on the Board.

Trustees are required to register their interests with the Chief Executive Officer. Any new interest and interests relevant to agenda items must be

declared at the start of every Board meeting. An annual declaration of interests is completed in order to keep the register up to date.

Trustee recruitment

New Trustees are recruited and co-opted by the existing trustees, in accordance with the governing documents. Trustee vacancies are advertised externally, including directly to members, with the desired areas of expertise explicitly stated. Applications are reviewed and interviews are conducted by a panel of Board members along with the CEO, the make-up of which is dependent upon the expertise being sought. An induction programme has been implemented, alongside a Trustee Handbook. New trustees are given a 'buddy' in the first few months to assist with integrating into the Board and the organisation. Relevant papers and guidance are provided in order that Trustees are able to fulfil their duties.

As part of the induction programme, newly appointed trustees are encouraged to visit the head office, meet the staff and wherever possible, visit a nurture group in their area to gain an in-depth appreciation of the work that the Charity supports and promotes.

Trustee training

Training opportunities are circulated to all Board members, who are encouraged to attend any relevant courses as appropriate. A budget is provided for this purpose within the annual budget-setting process.

nurtureuk is a member of CFG and NCVO and utilises both organisation's resources and networks to maintain current sector finance and governance knowledge.

Key management personnel

The key management personnel are the Trustees, who are not paid for their work, the CEO and the senior management team (SMT). The SMT consists of the Head of Quality & Standards, Head of Consultancy, Marketing Manager, Operations Manager and Senior Policy & Public Affairs Consultants.

The trustees delegate responsibility for the day to day running of the Charity to the CEO.

Remuneration policy

The annual pay review of the CEO is performed by the Remuneration Committee, comprising of a minimum of the Chair of Trustees, Treasurer and

Secretary. Other trustees may be invited by the Chair to attend, as required. The committee review the annual appraisal of the CEO, which is performed by the Chair. Nutureuk remuneration policy states that “we aim to pay competitively in order to attract and retain high quality employees. The reward package for the Chief Executive is regularly benchmarked against other comparable organisations, aims to reflect the knowledge skills, responsibility and competencies and is based upon affordability, performance and other internal and external factors”. The policy also contains a pay ratio cap for the CEO of five times the lowest paid FTE salary.

The annual appraisals and salary review for the rest of the staff is carried out by the CEO and line managers, and any pay increase awarded must be approved by the Board.

Public benefit

The Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in setting the aims and objectives of the charity and its future plans. nurtureuk is fully committed to providing public benefit across its full range of research data, in developing quality publications, providing quality training and in seeking to influence education policy.

The Quality Mark Award for schools endorsing effective practice in nurture groups is widely sought. It is operated at a deficit, funded by surpluses in other activities, but made worthwhile by helping to set, encourage and maintain quality standards within establishments with nurture groups. Volunteer Regional Co-ordinators are based in many regions throughout the UK and they provide a fantastic local resource and are bringing together nurture practitioners to allow them to share experiences and best practice. Publications such as our International Journal of Nurture, newsletters and leaflets are freely available to read online.

Nurture groups have been in operation for over 45 years, with numerous evaluations evidencing their success. Pupils, parents, teachers and support assistants refer to nurture groups as an effective intervention strategy. Several government papers and reports have endorsed nurture group provision, including the Mental Health and Behaviour in Schools Report in 2014 and Estyn’s Attendance in Secondary Schools report, also published in 2014. In addition, Queen’s University Belfast in a study funded by the Department for Education for Northern Ireland in 2016 found nurture groups highly successful in improving outcomes for children and as having the potential to result in significant savings to the education system and even greater to society.

Related parties

During the year the services provided by Penny Stephens (a freelance copy editor and proof reader), the spouse of the CEO, cost £2,060. Payments to Ms

Stephens as a special measure are approved by the Treasurer to avoid any conflict of interest.

Thanks

Nurtureuk has enjoyed another important year of growth in pursuing its objectives and the Trustees wish to express their thanks to the volunteers and staff for their continued hard work and commitment. The Trustees also wish to extend their gratitude to all our members and supporters for their continued loyalty to nurtureuk.

Auditors

Kingston Smith LLP were reappointed in the year and have indicated their willingness to continue in office. They are deemed to be reappointed in accordance with section 487(2) of the Companies Act 2006.

Statement of trustee's responsibilities

The Trustees (who are also directors of The Nurture Group Network Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with the Companies Act 2006 and United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and applicable law (UK 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 the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. Under Company Law the trustees must not approve the financial statements unless they are satisfied that the requirement is met. 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;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, Charities and Trustee Investment

Trustees Annual Report
For the Year Ended 30 September 2018

(Scotland) Act 2005 and Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

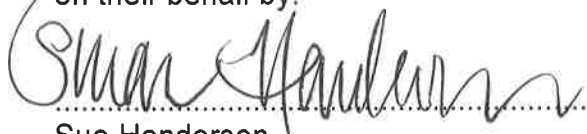
In so far as the trustees are aware:

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

The Trustees 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 legislation in other jurisdictions.

This report and financial statements have been prepared in accordance with the special provisions available to small companies under Part 15 of the Companies Act 2006.

These accounts were approved by the Trustees on 31 May 2019 and signed on their behalf by:



Sue Henderson
Chair

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF NURTURE GROUP NETWORK LIMITED

Opinion

We have audited the financial statements of Nurture Group Network Limited for the year ended 30 September 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 'The Financial Reporting Standard Applicable in the UK and Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2018 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011.

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 financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011 require us to report to you if, in our opinion:

- the charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 14 and 15, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, the Companies Act 2006 and Section 151^[1] of the Charities Act 2011 and report to you in accordance with regulations made under those Acts.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but for the purposes of expressing an opinion on the effectiveness of the group and parent
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006; and to the charity's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, and in respect of the consolidated financial statements, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body for our audit work, for this report, or for the opinion we have formed.

Kingston Smith LLP

James Cross (Senior Statutory Auditor)
for and on behalf of Kingston Smith LLP, Statutory Auditor

7 June 2019

Devonshire House
60 Goswell Road

London
EC1M 7AD

Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act

The Nurture Group Network Ltd
Statement of Financial Activities (incorporating an income and expenditure account)
For the year ended 30 September 2018

	Notes	Unrestricted funds		Total funds 2018	Total funds 2017
		General fund £	Designated funds £		
Income from:					
Donations and legacies	2	46,990	3,857	50,847	48,724
Charitable activities	3	1,313,345	-	1,313,345	1,109,015
Grant Income		2,800	-	2,800	600
		<u>1,363,135</u>	<u>3,857</u>	<u>1,366,992</u>	<u>1,158,339</u>
Income from investments		799	-	799	1,881
Other income		-	-	-	-
Total income		<u>1,363,934</u>	<u>3,857</u>	<u>1,367,791</u>	<u>1,160,220</u>
Expenditure on:					
Raising funds	4	66,723	2,305	69,029	37,951
Charitable activities	5				
Training and standards		954,743	82,306	1,037,049	958,129
Policy and public affairs		86,957	2,901	89,858	75,963
Research		42,203	1,449	43,652	42,449
Other		113,095	3,738	116,833	122,591
		<u>1,196,999</u>	<u>90,393</u>	<u>1,287,392</u>	<u>1,199,132</u>
Total expenditure		<u>1,263,722</u>	<u>92,698</u>	<u>1,356,420</u>	<u>1,237,083</u>
Net income/(expenditure)		<u>100,211</u>	<u>(88,841)</u>	<u>11,370</u>	<u>(76,863)</u>
Transfers between funds	14	(17,486)	17,486	-	-
Net movements in funds		<u>82,725</u>	<u>(71,355)</u>	<u>11,370</u>	<u>(76,863)</u>
Funds brought forward at 1 October 2017		277,865	284,839	562,704	639,567
Funds carried forward at 30 September 2018		<u>360,590</u>	<u>213,484</u>	<u>574,074</u>	<u>562,704</u>

All amounts derive from continuing operations.

No other gains/losses occurred during the year other than those included above.

The notes on pages 23 to 31 form part of these financial statements.

The Nurture Group Network Ltd
Balance Sheet
As at 30 September 2018

	Notes	2018 £	2018 £	2017 £	2017 £
Fixed assets					
Intangible fixed assets	10	57,027		59,100	
Tangible fixed assets	11	11,703		15,371	
			68,730		74,471
Current assets					
Stock		53,750		35,668	
Debtors	12	270,395		286,790	
Cash at bank and in hand		451,855		422,303	
			776,000		744,761
Creditors: amounts falling due within one year	13		(270,656)		(256,528)
Net current assets			505,344		488,233
Total net assets			574,074		562,704
Funds					
General fund		360,590		277,865	
Designated funds	14	213,484		284,839	
Total funds			574,074		562,704

The notes on pages 23 to 31 form part of these financial statements.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime with part 15 of the Companies Act 2006.

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



Susan Henderson
Chair



Michael Clifford
Treasurer

The Nurture Group Network Ltd
Company registration number 05562426

The Nurture Group Network Ltd
Cash Flow Statement
As at 30 September 2018

	Notes	2018 £	2017 £
Cash flows from operating activities			
Net cash provided by operating activities	A	47,838	(22,575)
Cash flows from investing activities			
Interest from investments		(799)	(1,881)
Purchase of tangible fixed assets		(843)	(599)
Purchase of intangible fixed assets		(18,053)	(28,712)
Proceeds from the disposal of tangible fixed assets		1,409	-
Net cash provided by/(used in) investing activities		(18,286)	(31,192)
Change in cash and cash equivalents in the year		29,552	(53,767)
Cash and cash equivalents at 1 October 2017	B	422,303	476,070
Cash and cash equivalents at 30 September 2018	B	451,855	422,303

Notes to the statement of cash flows for the year to 30 September 2018:

A: Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2018 £	2017 £
Net income/(expenditure) for the year	11,370	(76,863)
Adjustments for:		
Depreciation and amortisation	23,227	19,197
Interest from investments	799	1,881
(Increase)/decrease in stock	(18,082)	(101)
(Increase)/decrease in debtors	16,395	(30,937)
Increase/(decrease) in creditors	14,129	64,248
Net cash provided/(used) in operating activities	47,838	(22,575)

B: Analysis of cash and cash equivalents

	2018 £	2017 £
Cash at bank and in hand	451,855	422,303
Total cash and cash equivalents	451,855	422,303

1 Accounting policies

1.1 Accounting conventions

The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006, the Charities Act 2011 and the charity's governing document.

The financial statements have been prepared in accordance with the principles set out in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (Charities SORP FRS 102) issued on 16 July 2014, the financial reporting standard applicable in the UK and Republic of Ireland (FRS 102).

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling are rounded to the nearest pound.

1.2 Assessment of Going Concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have concluded that there are no material uncertainties related to events or conditions that would cast significant doubt on the ability of the charity to continue as a going concern. Following due consideration, the trustees have concluded that there is a reasonable expectation that the charity has adequate reserves to continue to operate for the foreseeable future. The charity has continued to prepare its accounts as a going concern.

1.3 Fund Accounting

The general fund comprises accumulated surpluses and deficits on unrestricted and non-designated funds that are available for use at the discretion of the trustees in furtherance of the charity's mission and objectives.

Designated funds are unrestricted funds that the trustees have set aside for specific purposes, although the funds may ultimately be used for other purposes.

1.4 Critical accounting estimates and areas of judgement

In preparing the financial statements the trustees are required to make estimates and judgements. The matters shown below are considered the most important in understanding the judgements that are involved in preparing the financial statements.

Cost allocation: Support costs not attributable to a single charitable activity are apportioned on a staff time basis, as staff time is the main cost to the charity.

Depreciation and amortisation: When arriving at the useful lives of the tangible and intangible fixed assets, the trustees have used their judgement to decide the length of time over which the fixed asset will be depreciated or amortised over.

1.5 Income recognition

Income is recognised when the charity is entitled to the funds, it is probable the income will be received, the amount can be measured reliably and any performance conditions have been met.

Donations are included in full in the statement of financial activities. At the end of the financial year the charity may have issued invoices to customers which cover a period beyond the balance sheet date. This income is carried forward and disclosed as "income received in advance". This includes invoices for membership subscriptions as well as customers receiving goods or services.

1.6 Expenditure

Expenditure, including irrecoverable VAT, is accounted for on the accruals basis. Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount can be reliably measured.

1.7 Charitable activities

Charitable activities are grouped under headings representing the three main activities of the charity, namely Training and Standards, Policy & Public Affairs and Research, and Other charitable activities. The expenditure is made up of that spent directly on the activity plus the allocation of support costs.

Training and Standards reflects the costs to the charity in putting on training courses and conferences, in producing publications, administering the Marion Bennathan Quality Mark Awards, delivering nurture consultancy to customers and setting up the national nurturing schools programme.

1.8 Support costs, including governance

Support costs are those costs that cannot be directly attributed to a charitable activity or raising funds. These costs are allocated on the basis of staff time, as staff costs is the main area of expenditure for the charity and is the most appropriate basis. Support costs include expenditure relating to the governance arrangements of the charity, such as external audit fees.

1.9 Tangible fixed assets

Tangible fixed assets are recorded at cost less accumulated depreciation. All assets costing more than £1,000 and with an expected useful life of more than one year are capitalised. Depreciation is calculated and charged to the SoFA using the straight line method.

Depreciation is calculated at the following rates:

Leasehold improvements:	over the lease term
Fixtures & equipment:	20% reducing balance

1.10 Intangible fixed assets

Intangible fixed assets are recorded at cost less accumulated amortisation. Amortisation is calculated and charged to the SoFA using the straight line method. Intangible assets such as software will be reviewed periodically, so that any technological advancement which may give rise to impairment can be judged. Costs associated with maintenance of the software or website are recognised in the SoFA as costs are incurred.

Amortisation is calculated at the following rate:

IT/software:	25% straight line
--------------	-------------------

1.11 Stock

Stock is recognised at the lower of cost or net realisable value.

1.12 Cash and cash equivalents

Cash and cash equivalents, for the purpose of the statement of cash flows, comprise cash in hand and instant access cash. The charity does not hold deposits or fixed term bonds.

1.13 Debtors

Debtors are recognised initially at fair value. A provision for impairment of trade debtors is established where there is objective evidence that the charity will not be able to collect all amounts due. Any losses arising from impairment will be recognised in the SoFA.

1.14 Creditors

Short term creditors are measured at the transaction price and are recognised where there is a present obligation resulting from a past event that will probably result in the transfer of funds to a third party.

1.15 Defined contribution pensions

From 1 February 2017 the charity implemented a new workplace pension scheme and continues to comply with all auto-enrolment regulations.

1.16 Leases

Payments made under operating leases are charged to the SoFA as incurred.

1.17 Taxation

The charity is entitled to exemptions from income tax as its income is applied for charitable purposes.

The Nurture Group Network Ltd
Notes to the financial statements
For the year ended 30 September 2018

2 Income from donations and legacies	2018	2017
	£	£
Membership subscriptions	34,821	46,651
Other donations	16,027	2,073
Total	50,847	48,724

All donations in 2018 and 2017 are unrestricted.

3 Income from charitable activities	2018	2017
	£	£
Charitable activity		
Training courses	655,344	539,572
Conferences	55,140	79,118
Publications	407,521	344,836
Nurture consultancy	55,110	51,155
MB quality mark awards	5,250	11,900
Nurturing schools programme	134,980	82,434
Total	1,313,345	1,109,015

All income from charitable activities in 2018 and 2017 was unrestricted.

4 Raising funds	Direct staff costs	Other direct costs	Total direct costs	Support costs	2018 Total	2017 Total
	£	£	£	£	£	£
Raising funds	42,598	3,113	45,712	23,317	69,029	37,950

5 Expenditure on charitable activities	Direct staff costs	Other direct costs	Total direct costs	Support costs	2018 Total	2017 Total
	£	£	£	£	£	£
Charitable activity						
Training and standards						
Training courses	182,957	139,368	322,324	104,149	426,473	389,572
Conferences	52,937	56,453	109,390	25,748	135,139	140,462
Publications	31,389	68,751	100,141	15,824	115,964	126,249
Nurture consultancy	61,797	52,736	114,533	21,651	136,183	122,369
MB quality mark awards	61,791	5,831	67,622	19,560	87,182	100,361
Nurturing schools programme	28,498	50,286	78,784	11,865	90,649	76,126
Boxall Childhood Projected	-	3,171	3,171	-	3,171	1,423
Norwich Nurture Hub Costs	-	42,287	42,287	-	42,287	1,567
	419,369	418,883	838,253	198,796	1,037,049	958,129
Policy and public affairs	47,673	19,644	67,317	22,541	89,858	75,963
Research	27,810	1,066	28,875	14,776	43,652	42,449
Other charitable activities	69,951	9,911	79,862	36,971	116,833	122,591
Total	564,804	449,503	1,014,307	273,085	1,287,392	1,199,132

2017	Staff costs	Other direct costs	Total direct costs	Support costs	2017 Total
	£	£	£	£	£
Charitable activity					
Training and standards					
Training courses	173,193	133,133	306,326	83,246	389,572
Conferences	51,014	62,515	113,529	26,933	140,462
Publications	32,333	76,306	108,639	17,610	126,249
Nurture consultancy	59,513	39,832	99,345	23,024	122,369
MB quality mark awards	67,120	9,781	76,901	23,460	100,361
Nurturing schools programme	27,385	39,296	66,681	9,444	76,126
Boxall Childhood Projected	0	1,423	1,423	-	1,423
Norwich Nurture Hub Costs	0	1,567	1,567	-	1,567
	410,559	363,853	774,412	183,719	958,129
Policy and public affairs	49,144	3,417	52,561	23,402	75,963
Research	24,678	2,457	27,135	15,313	42,449
Other charitable activities	72,525	13,052	85,577	37,014	122,591
Total	556,906	382,779	939,685	259,449	1,199,132

The Nurture Group Network Ltd
Notes to the financial statements
For the year ended 30 September 2018

6 Net Income

	2018	2017
	£	£
Net income for the year is stated after charging:		
Depreciation of tangible fixed assets	3,101	3,760
Amortisation of intangible fixed assets	20,126	15,439
Operating lease commitments	7,251	7,211
Trustee expenses	2,302	1,541
Trustee recruitment	6,000	104
Auditor's remuneration:		
Current year audit	5,000	6,542
In respect of previous year	600	-
Fees for other services	-	549

Expenses were paid to trustees for their travel and other meeting costs. The number of trustees who claimed expenses in the year was 5 (2017: 5).

7 Staff costs

	2018	2017
	£	£
Staff costs were as follows:		
Salaries and wages	567,965	552,596
Social security costs	57,187	54,608
Pension contributions	27,767	21,870
	652,919	629,074
Temporary and other staff costs	15,654	104
Total staff costs	668,573	629,178

	2018	2017
	£	£
Staff costs have been charged as follows:		
Cost of raising funds	42,598	25,616
Charitable activities	580,458	556,906
Support costs	45,517	46,656
	668,573	629,178

In 2018 the charity employed 1 (2017: 1) person who earned between £60,000 - £70,000 and paid pension contributions on their behalf of £3,249 (2017: £3,305).

	2018	2017
	Number	Number
The average monthly number of employees analysed by activity:		
Raising funds	1.2	0.5
Training and standards	9.3	9.1
Policy and public affairs	1.1	1.2
Research	0.7	0.8
Support	1.4	0.6
Governance	0.6	0.7
Other Charitable Activities	3.3	2.0
	17.5	15.0

Key management personnel

The Chief Executive Officer (CEO) has delegated responsibility from the trustees to run the charity day-to-day.

The CEO, along with the other four SMT members (Head of Training, Marketing Manager, Head of Consultancy and Senior Policy Officer) are considered to be the Key Management Personnel.

The total employee benefits, including pension contributions, of this group amounted to £243,951 (2017: £242,068).

The Nurture Group Network Ltd
Notes to the financial statements
For the year ended 30 September 2018

8 Support costs

	Governance £	Other £	Total 2018 £	Total 2017 £
Staff costs	23,686	23,677	47,363	46,656
Professional fees	5,600	63,047	68,647	66,556
Premises costs	1,408	26,745	28,153	25,982
IT costs	894	17,517	18,410	17,499
Other administrative costs	15,149	95,453	110,602	112,963
Total 2018	46,737	226,439	273,176	269,656
Total 2017	43,056	226,600		269,656

	2018 £	2017 £
Support costs have been charged as follows:		
Cost of raising funds	23,317	9,819
Charitable activities	273,085	249,116
	296,402	258,935

9 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied from charitable purposes.

10 Intangible fixed assets

	IT Software £
Cost	
At 1 October 2017 (restated)	87,244
Additions in the year	18,053
At 30 September 2018	105,297
Accumulated amortisation	
At 1 October 2017 (restated)	28,144
Charge for the year	20,126
At 30 September 2018	48,270
Net book value	
At 30 September 2018	57,027
At 1 October 2017 (restated)	59,100

Amortisation of intangible fixed assets is allocated across support costs in the SOFA.

The Nurture Group Network Ltd
Notes to the financial statements
For the year ended 30 September 2018

11 Tangible fixed assets

	Short leasehold £	Fixtures & fittings £	Total £
Cost			
At 1 October 2017 (restated)	12,889	56,234	69,123
Additions in the year	-	843	843
Disposals in the year	(12,889)	-	(12,889)
At 30 September 2018	-	57,077	57,077
Accumulated depreciation			
At 1 October 2017 (restated)	11,159	42,593	53,752
Charge for the year	320	2,781	3,101
On disposals in the year	(11,479)	-	(11,479)
At 30 September 2018	0	45,374	45,374
Net book value			
At 30 September 2018	(0)	11,703	11,703
At 1 October 2017 (restated)	1,730	13,641	15,371

12 Debtors

	2018 £	2017 £
Trade debtors	263,906	272,064
Prepayments	6,489	14,726
	270,395	286,790

13 Creditors: amounts falling due within one year

	2018 £	2017 £
Trade creditors	33,974	27,180
Accruals	35,837	38,460
Deferred income	166,824	156,398
Other creditors	34,021	34,490
	270,656	256,528

	2018 £	2017 £
Deferred income		
Deferred income brought forward	156,398	98,663
Released to income	(156,398)	(98,603)
Additional in the year	166,824	156,338
Total (as per above)	166,824	156,398

The Nurture Group Network Ltd
Notes to the financial statements
For the year ended 30 September 2018

14 Movements in funds

	At 1 October 2017	Income	Expenditure	Transfers in/(out)	At 30 September 2018
	£	£	£	£	£
Designated funds					
Setting up nurture groups fund	30,000	-	-	20,000	50,000
Promoting nurture fund	128,875	-	(69,436)	(20,000)	39,439
NGN development fund	51,493	-	-	-	51,493
Marion Bennathan memorial fund	-	3,857	(35)	-	3,822
	210,368	3,857	(69,471)	-	144,754
Fixed assets fund	74,471	-	(23,227)	17,486	68,730
Total designated funds	284,839	3,857	(92,698)	17,486	213,484
General fund	277,865	1,363,934	(1,263,722)	(17,486)	360,590
Total unrestricted funds	562,704	1,367,791	(1,356,420)	-	574,074

The transfer from General to Fixed Asset fund represent that once the fixed assets are purchased, they are for general use within the charity and as such are undesignated from the fixed asset fund.

Each designated fund, apart from the fixed asset fund, has been created in order to resource the three core aims of the current business plan.

Setting up nurture fund

This fund has been created to underwrite the work of engaging schools and teachers to set up nurture groups through creating greater awareness of nurture principles and providing resources or support to nurture groups. The fund aims to provide this at no or a subsidised cost to those wishing to set up a nurture group.

Promoting nurture fund

This fund has been created to set aside funds in order to promote nurture culture and nurture groups for all schools. This will be done through increased advocacy with governments and other relevant authorities, through targeted media work and by demonstrating nurture principles' impact and successes.

Expenditure on this fund in the financial year to September 2018 primarily relates to the creation and running costs of the Norfolk Nurture Hub project, a key initiative in demonstrating the efficacy of Nurture principles.

NGN development fund

This fund has been created to underwrite the development of NGN; by funding research, improving the infrastructure of the organisation and by resourcing evaluation and quality monitoring of nurture groups and principles.

Marian Bennathan Memorial Fund

A new fund was created this year in memory of Nurture Honourary Life President Marian Bannathan. Drawn from donations and fundraising activities the fund will provide grants to teachers to support the continuing professional development of low income teaching staff to learn about the nurturing approach and support children with social, emotional and mental health difficulties throughout the UK

Fixed asset fund

To identify net funds held as fixed assets used in the organisation's operations, which are not therefore available for working capital. During the year new software, upgrades to the website and computer equipment required a transfer to the fixed asset fund, from general funds.

The Nurture Group Network Ltd
Notes to the financial statements
For the year ended 30 September 2018

15 Analysis of total net assets between funds

	General fund	Fixed asset fund	Other designated funds	Total funds
	£	£	£	£
Tangible fixed assets	-	68,730	-	68,730
Current assets	631,247	-	144,754	776,000
Current liabilities	(270,656)	-	-	(270,656)
Total net assets	360,590	68,730	144,754	574,074

16 Operating leases

The charity has the following annual commitments under operating leases for office premises:

	2018	2017
	£	£
Amounts payable within less than one year	17,139	19,136
	17,139	19,136

The above figure includes the rent for the office in Scotland which is on a 12 month rolling basis and the rent for the office in London, where the lease expires on 31 March 2019.

The value of the lease remaining after 30 September 2018 is £9,888.

17 Related party transactions

During the year the charity paid £2,060 (2017: £2,693) to Penny Stephens, the wife of the CEO, for proof reading, editing and office admin work. The principle of using Penny Stephens was approved by the trustees and her invoices are separately approved for payment by the Treasurer. There were no payments to trustees for goods or services (2017: £0).

Trustees are encouraged to be members of NGN. During the year the aggregate of membership fees paid was £120 by four trustees.

The Nurture Group Network Limited

Reference and Administrative Information

Charity Registrations:

The Nurture Group Network (NGN)

Company Registration No. (England & Wales): 05562426

Registered Charity No. (England & Wales): 1115972

Registered Charity No. (Scotland): SC042703

Registered Office:

Insight House

Riverside Business Park

Stansted Mountfitchet

CM24 8PL

Principal Office:

18a Victoria Park Square

Bethnal Green

London

E2 9PF

Board of Trustees:

Susan Henderson (Chair)

Nicola Hannam (Vice Chair)

Alison Betts

Kathryn Bevan (resigned 13th October 2017)

Louise Boothby (resigned 13th October 2017)

Jacqueline Brooks (Hon. Secretary)

Michael Clifford (Hon. Treasurer)

Marianne Coleman

Caley Eldred

Kelly Freeman (resigned 28th September 2018)

Alan Leaman

Mark Turner (resigned 31st July 2018)

Catherine Pope (appointed 1st August 2018)

Bridget Robson (appointed 1st August 2018)

Arti Sharma (appointed 1st August 2018)

Life President:

Marion Bennathan OBE (deceased January 2018)

Mark Turner (Appointed August 2018)

Chief Executive Officer:

Kevin Kibble

The Nurture Group Network Limited

Reference and Administrative Information

Auditors:

Kingston Smith LLP
Devonshire House
60 Goswell Road
London
EC1M 7AD

Principal Bankers:

Barclays Bank Plc
128 Moorgate
London
EC2M 6SX