

**CHARITY NUMBER 1182575**

**CHILDMINDING UK**  
**TRUSTEES REPORT AND FINANCIAL INFORMATION FOR**  
**THE YEAR ENDED 31<sup>st</sup> MARCH 2025**

## LIST OF OFFICERS AND TRUSTEES

Year ended 31<sup>st</sup> March 2025

Charity number: 1182575

Trustees:

Hayley Mackay rejoined 10/23  
Theresa Anderson rejoined 10/23  
Matthew Burton resigned 01/2025  
Jackie Edgar joined 11/2022  
Lisa Wallace resigned 02/2025  
Anita Baxter joined 11/2022  
Alison Cobb joined 12/2023  
Ivy Rose Owusu-Baah rejoined 10/2023  
Jenny Welling joined 10/2023  
Julie Coombes re-joined 10/2023

Chair: Anita Sharp appointed 04/12/2023

Vice Chair: Hayley Mackay appointed 04/12/2023

Treasurer: Vacant

Secretary: Vacant

Principal Address: PO Box 7114  
Kettering  
Northants  
NN16 6BG

Accountant: Dean Middleton  
DM Accounting Services  
5 Bush Hill  
Northampton

Independent Examiner: Peter Strong  
16 Sapphire Close  
Kettering  
Northants

Bankers: Santander

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The Trustees present their report and the financial statements of the Charity for the year ended 31st March 2025.

## STRUCTURE, GOVERNANCE AND MAINTENANCE

The charity is constituted by trust deed.

The trustees delegate the day-to-day responsibility for organising the advice and advocacy to the Childminding UK Executive Director.

Appointment of trustees is governed by the trust deed of the charity. The Board of Trustees is authorised to appoint new trustees to fill vacancies arising through resignation or death of an existing trustee. The trustees named on page 1 have served throughout the year.

## THE CHILDMINDING UK OVERALL OBJECTIVES

The trustees have taken into consideration the Charity Commission's guidance on public benefit when reviewing our aims and objectives and planning our activities throughout the year. CMUK policies are regularly reviewed and adopted, in accordance with the objectives and legal requirements.

## INVESTMENT POWERS

The Trust Deed authorises the trustees to make and hold investments using the general funds of the charity, but no such investments are presently held.

## CHARITABLE STATUS

Childminding UK became a Charitable Incorporated Organisation at the end of March 2019.

## ACHIEVEMENTS AND PERFORMANCE

### Staff

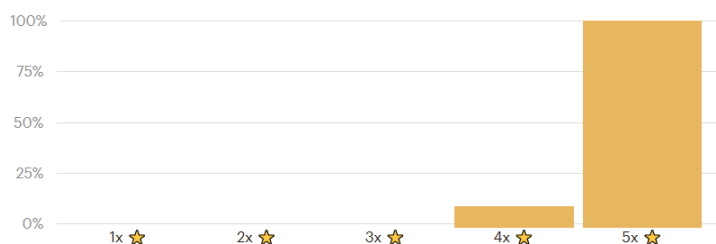
No changes to staff or staffing hours this year. Tina Maltman is the current Executive Director and Catherine Wakerley the Operations Manager.

### Enquiry Line and email support

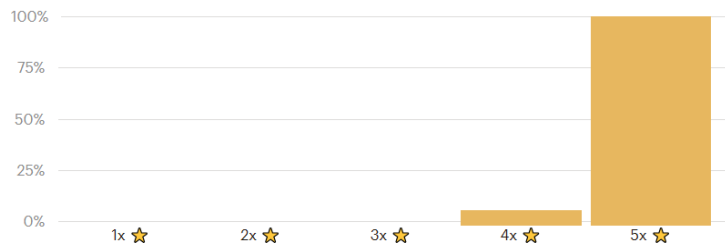
Support is offered during the hours of 9-3 weekdays to offer support to members and deal with enquiries from prospective childminders and parents. Our [info@childmindinguk.com](mailto:info@childmindinguk.com) email address is available during all hours staff work (increased hours to the phone line).

Feedback from Members who have contacted us for support.

"If yes, how do you rate the response time from Childminding UK?"



"If yes, how do you rate the quality of the support you received?"



## Website

We launched a FREE advertising platform for all childminders to use. Members have an additional feature of being able to upload photographs of their setting.

Morton Michel Childminder Insurance discount is now much more visible, contains more information and is more user friendly via website banners.

The Becoming A Childminder Webpage has been updated with a new look and includes our new Introductory Courses. It includes our new 'Training Tool' where people can choose options and it gives them the relevant course to complete. This has resulted in less calls from potential childminders who aren't sure which is the best course for them.

The Parent webpage has been updated with revised information, a new look and link to the Advertising Service

## Member Discounts

New member discounts have been negotiated. We stopped selling Tigerlily First Aid training directly and now members buy directly from Tigerlily for a 10% discount

## Newsletters

We email a Members Newsletter monthly with articles remaining in members Dashboards for easy access at any time. We send out quarterly non-members newsletter.

## Online Training

All online training is CPD Accredited

New modules:

- Maths
- Positive Well-being and Mental Health for Children

New Courses:

- Level 3 Award in Preparing to Work in Home Based Childcare
- Introductory Training Course for Childminders without Domestic Premises
- Introductory Course for Qualified and Experienced Early Years Practitioners- childminders without domestic premises

## **Face to Face Events**

- Annual Conference – 19<sup>th</sup> October 2024

## **Virtual Training**

We achieved CPD Accreditation for our Virtual Safeguarding and Food Hygiene courses.

We developed new virtual taught sessions:

- Safer Sleeping
- Safer Eating
- Funding Sustainability – Consumable Charges

## **Virtual Training Events Delivered:**

- Safeguarding Children and Designated Lead
- Understanding your Ofsted Inspection
- Optimising Early Childhood Development
- Food Hygiene
- Enhancing Practice with Hygge
- The Value of Schemas
- Completing the progress check at age two
- Managing Funding- consumable charges
- Childminding Accounts

## **Members Evenings**

These are free member exclusive evenings held termly. Sometimes delivered within the team, others with external trainers

- The Power of Reading for Pleasure
- Working Memory- one of the Key Routes to enjoying Independent Play
- Baby Music and Sensory Play

## **Member Focus Meetings**

Free termly member exclusive events that have an information element and then time for questions.

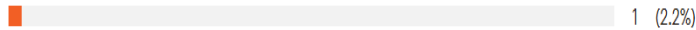
- BBC Tiny Happy People
  - Safer Sleeping
  - Safer Eating
-

"Do you feel that being a Childminding UK member, with the training and support offered, enables you to remain as a childminder?"

Yes



No



### Tea and Talk Sessions

Monthly free sessions that give an overview of the Ofsted registration process and give attendees the opportunity to ask questions.

### Agency Tea and Talk Sessions

Free sessions are specifically for childminders who are currently registered with a Childminding Agency but want to instead register with Ofsted. Provided as needed but at least three times per year

### Downloadable Resources

We created new packs for:

- Safer Eating
- Safer Sleeping

Packs include policies and editable forms.

We revised the Assistants pack to include contracts for both employed and self-employed assistants.

Due to new guidance from the DfE, we adapted our free Funding Sustainability pack with the latest consumables restrictions.

### Online Consultations

Online 1.1 consultations held over Zoom where childminders or prospective childminders can tailor a support session with a Childminding Consultant.

### Marketing

We exhibited at the Childcare Expo in London. We write monthly blogs which are sent to other organisations and many of them publish them for us. We continue to be approached by national magazines for our view on childcare issues.

Our Childminding UK Ambassadors are volunteers and are promoting Childminding UK in their interactions with other childminders and prospective childminders. They are also sharing our Social Media posts to their audiences to market Childminding UK to a wider audience.

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## FINANCIAL REVIEW

2024-25 saw another strong financial performance as the demand for our services continued to be strong, reflected in the higher income levels of membership and online training.

Childminding UK continues to be completely reliant on generating its own income, mainly from online training, membership fees and physical resources. It is pleasing to report yet again that income has increased. Income for 2024-25 was £255,669 compared to £247,658 in the previous year showing an increase of 3.2%. This was a good achievement considering first aid training courses were discontinued halfway during the financial year, reducing income. The main contributors to the increase were membership fees with a 9.2% increase and online training/resources with a 2.3% increase on the previous year.

As expected, spending in 2024-25 increased, mainly because of pay rises given to staff due to earnings inflationary pressures and more investment in the website. However, savings were made as less was spent on first aid training, equipment, room hire and storage. The net result was that expenditure in 2024-25 was £253,846 compared to £247,201 in the previous year, slightly up by 2.7%.

This performance resulted in the charity having a surplus of £1,823 for the year, increasing funds from £134,457 to £136,280. The Charity's finances continue to be robust with over 6 months' costs covered by unrestricted 'free' reserves. The Charity remains confident that income from online training, membership and resources will hold up well in the new financial year. Inflation and the cost of living crisis has eased somewhat, which we hope will have a positive impact on the demand for our services/products and put less pressure on our costs.

## FUTURE DEVELOPMENTS

Staff and trustees met in March to agree the business plan and budget for 2025–2026. The business plan takes into account the likely income from membership, sales and training.

This year we have started looking into providing training and resources to the devolved nations and researching the different regulations. We have started changing our current products to make them more generic where possible. The current geographical spread of our members



Consultants have been recording voice overs for all our online training modules, but we have now moved to planning to use high quality AI tools which will be more time efficient moving forward. We are planning that these will be added to all online training by the end of the next financial year.

We are working with our external webteam to provide a Setting Manager Feature that will be included in membership free of charge and enable some electronic completion of documentation such as registers.

We will continue working on a new Mini Mastery Series of bite sized training modules.

We have started creating Safer Recruitment Training and resource pack to reflect the increase in the number of assistants childminders can work with and the addition of safer recruitment being introduced into regulation in September 25 `

We have reapplied for the Princess Royal Training Award to try to achieve this for the second time. Results announced on August 15<sup>th</sup> which is the Princess Royals Birthday.

## **RISK MANAGEMENT**

The Risk Register is finalised each year along with the Business Plan. The trustees have considered the major business and operational risks which the charity faces and confirm that systems have been established so that the necessary steps can be taken to reduce these risks. The trustees do not believe that the association is subject to any substantial risk beyond the liabilities disclosed in the annual report and financial statements. The association holds public and employer liability insurance and professional indemnity insurance to protect it in case of a claim. The association maintains a risk register which is reviewed and updated regularly at trustee meetings.

## **ACCOUNTING POLICIES**

### **Reserves**

It is policy to keep a minimum of 3 months running costs in reserve. This policy gives due regard to the risks associated with our current funding arrangements.

### **Accounting Convention**

The accounts have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities", preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and with the Charities Act 2011. The following specific accounting policies have been adopted:

### **Incoming Resources**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably. Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

### **Interest Receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

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**Fixed Assets**

Any tangible fixed assets are shown at cost less depreciation. Any depreciation is provided to write off the costs of fixed assets less their estimated residual value over their expected useful lives as follows: Equipment over 4 years - straight line method.

**Volunteers and Donated Services and Facilities**

The value of donated facilities and voluntary help etc. is not included in the statements since it is considered impracticable to quantify such income.

**Resources Expended**

Expenditure is recognised when a liability is incurred. Costs of charitable activities comprise all costs incurred in the pursuit of the objectives of the charity. These include both costs that can be allocated directly to activities and costs necessary to support those activities. Governance costs include those incurred in the governance of the charity.

**Contributions to Pension Funds**

The Pension cost charged represents the amount of contributions payable in respect of the accounting period.

**Fund Accounting**

Funds held by the Charity are either:

- Unrestricted general funds - these are funds that can be used in accordance with the charitable objects at the discretion of the Trustees.
- Designated Funds - these are funds set aside by the Trustees out of unrestricted funds for specific future projects.
- Restricted Funds - these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Signed on behalf of the Trustees .....

Dated .....

## Independent Examiner's Report 2024-25

To: **The members of Childminding UK** Registered Charity Number: **1182575**

I have examined the accounts of the Charity set out on pages 11 to 15, which have been prepared on the accruals concept for the financial year ending 31<sup>st</sup> March 2025.

### Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

### Basis of the independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

### Independent examiner's statement

In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act
- have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Date: 10<sup>th</sup> July 2025

.....  
Mr P Strong – Independent Examiner  
16 Sapphire Close  
Kettering  
Northants

**CHILDMINDING UK**

**STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING THE INCOME & EXPENDITURE ACCOUNT)  
FOR YEAR ENDED 31ST MARCH 2025**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024/25 £	Total 2023/24 £
<b>INCOME</b>					
<b><u>Income and Endowments</u></b>					
Donations and Legacies	2	-	-	-	18.41
Charitable Activities	3	254,381.58	-	254,381.58	246,956.76
Investments	4	1,287.84	-	1,287.84	682.85
<b>TOTAL INCOME</b>		<b>255,669.42</b>	<b>-</b>	<b>255,669.42</b>	<b>247,658.02</b>
<b>EXPENDITURE</b>					
<b><u>Expenditure On:</u></b>					
Charitable Activities	5	234,431.81	-	234,431.81	225,979.59
Governance Costs	6	19,414.95	-	19,414.95	21,221.36
<b>TOTAL EXPENDITURE</b>		<b>253,846.76</b>	<b>-</b>	<b>253,846.76</b>	<b>247,200.95</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>1,822.66</b>	<b>-</b>	<b>1,822.66</b>	<b>457.07</b>
<b>TRANSFER BETWEEN FUNDS</b>	11 & 12	-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>1,822.66</b>	<b>-</b>	<b>1,822.66</b>	<b>457.07</b>
<b><u>RECONCILIATION OF FUNDS</u></b>					
<b>TOTAL FUNDS BROUGHT FORWARD</b>	11 & 12	<b>134,457.25</b>	<b>-</b>	<b>134,457.25</b>	<b>134,000.18</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>136,279.91</b>	<b>-</b>	<b>136,279.91</b>	<b>134,457.25</b>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 13 to 15 form part of these financial statements.

**CHILDMINDING UK  
BALANCE SHEET  
AS AT 31 MARCH 2025**

		31/03/2025	31/03/2024
<b>ASSETS</b>	<b>Notes</b>		£
<b>Fixed Assets</b>			
Intangible Assets	<b>8</b>	-	-
<b>Total Fixed Assets</b>		-	-
<b>Current Assets</b>			
Debtors & Prepayments	<b>9</b>	3,820.52	8,732.04
Cash at Bank and in Hand	<b>10</b>	135,925.74	126,124.66
<b>Total Current Assets</b>		139,746.26	134,856.70
<b>Current Liabilities</b>			
Creditors Due Within One Year	<b>11</b>	3,466.35	399.45
<b>Total Current Liabilities</b>		3,466.35	399.45
<b>NET CURRENT ASSETS</b>		136,279.91	134,457.25
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>136,279.91</u>	<u>134,457.25</u>
<b>NET ASSETS</b>		<u><b>136,279.91</b></u>	<u><b>134,457.25</b></u>
<b>FUNDS OF THE CHARITY</b>			
Unrestricted Funds:			
Designated Funds	<b>12</b>	128,549.16	120,461.07
General Charitable Funds	<b>12</b>	7,730.75	13,996.18
Restricted Funds	<b>13</b>	-	-
<b>TOTAL FUNDS</b>		<u><b>136,279.91</b></u>	<u><b>134,457.25</b></u>

These accounts were approved by the board on the 29th September 2025  
and are signed on their behalf by:

Signed .....

Name (Printed).....

Charity Registration Number: 1182575

**CHILDMINDING UK**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**ACCOUNTING POLICIES**

**1. Basis of Accounting**

The accounts have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities", preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and with the Charities Act 2011.

Going Concern - There are no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern.

a) Voluntary income is received by way of donation and gifts and is included in full in the Statement of Financial Activities when received.

b) Grants, including grants for the purchase of equipment, are recognised in full in the Statement of Financial Activities in the year in which they are received.

c) Resources expended that can be wholly attributed to a fund are allocated as such. Other resources expended are divided between each fund depending on activity of the fund at the time of expenditure.

d) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

e) Unrestricted funds are donations and other income received or generated for the objects of the Charity without further specified purpose and are available as general funds.

f) Designated funds are funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

g) The charity operates a non-capitalisation policy for items purchased under £1,000.

**2. Donations & Legacies**

	Unrestricted Funds	Restricted Funds	Total 2024/25	Total 2023/24
	£	£	£	£
Donations	-	-	-	<b>18.41</b>

**3. Charitable Activities**

	Unrestricted Funds	Restricted Funds	Total 2024/25	Total 2023/24
	£	£	£	£
AGM, Stall Holder & Raffle	830.45	-	830.45	4,729.09
Membership	117,405.92	-	117,405.92	107,529.53
Training	-	-	-	-
Online Training & Resources	134,545.78	-	134,545.78	131,564.06
Miscellaneous	300.00	-	300.00	500.00
Resources & EYFS Books	1,299.43	-	1,299.43	2,634.08
<b>Total</b>	<b>254,381.58</b>	<b>-</b>	<b>254,381.58</b>	<b>246,956.76</b>

**4. Investments**

	Unrestricted Funds	Restricted Funds	Total 2024/25	Total 2023/24
	£	£	£	£
Interest Income	<b>1,287.84</b>	-	<b>1,287.84</b>	<b>682.85</b>

**CHILDMINDING UK**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	Unrestricted Funds	Restricted Funds	Total 2024/25	Total 2023/24
	£	£	£	£
<b>5. Charitable Activities</b>				
AGM & Conference	3,287.78	-	3,287.78	3,643.80
Bad Debts - Written off	1,398.00	-	1,398.00	-
Charges Snip Cart	-	-	-	2,330.77
Equipment	57.98	-	57.98	2,013.88
HR Services	3,368.51	-	3,368.51	2,942.69
Insurance & Management Quality Systems	2,723.05	-	2,723.05	2,420.41
Office Support & Hospitality	1,316.51	-	1,316.51	1,486.82
Website Costs & Online Advertising	40,919.28	-	40,919.28	24,675.80
Marketing, Advertising and Promotion	1,774.75	-	1,774.75	3,119.95
Management Consultancy	200.00	-	200.00	1,425.00
Payroll Costs (see note 9)	161,832.24	-	161,832.24	155,390.98
Resources & Programme Expenses	499.20	-	499.20	1,824.63
Staff/Volunteer Training & First Aid Training Units	13,092.74	-	13,092.74	22,302.50
Travel & Subsistence	3,961.77	-	3,961.77	2,402.36
<b>Total</b>	<b>234,431.81</b>	<b>-</b>	<b>234,431.81</b>	<b>225,979.59</b>

	Unrestricted Funds	Restricted Funds	Total 2024/25	Total 2023/24
	£	£	£	£
<b>6. Governance Costs</b>				
Accountancy & Independent Examination	5,640.00	-	5,640.00	4,800.00
Home Based Office Costs	5,126.29	-	5,126.29	4,872.79
Legal Fees	2,988.00	-	2,988.00	2,460.00
Payroll & Pension	650.80	-	650.80	737.00
Room Hire & Storage	5,009.86	-	5,009.86	8,351.57
<b>Total</b>	<b>19,414.95</b>	<b>-</b>	<b>19,414.95</b>	<b>21,221.36</b>

	Total 2024/25	Total 2023/24
	£	£
<b>7. Staff Costs and Emoluments</b>		
Gross Salaries & Wages	150,245.61	144,873.19
Employer's National Insurance	8,202.44	7,356.78
Pension Costs (defined contribution scheme)	3,384.19	3,161.01
<b>Total</b>	<b>161,832.24</b>	<b>155,390.98</b>

The average number of staff employed during the period:

**6.00**      **6.00**

No employees received emoluments of more than £60,000 per annum.

Trustees claimed expenses of £458.19 in 2024/25 and expenses of £248.68 in 2023-24.

	Total 2024/25	Total 2023/24
	£	£
<b>8. Fixed Assets</b>		
Intangible Assets - Mobile App Nursery Story	-	-

This mobile app valuation was written off during 2023/24, no further value is attached to this piece of software.

**CHILDMINDING UK**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

<b>9. Debtors &amp; Prepayments</b>	Total 2024/25 £	Total 2023/24 £
Prepayments	2,258.02	3,855.05
Other Debtors	1,562.50	4,876.99
	<b>3,820.52</b>	<b>8,732.04</b>

<b>10. Cash at Bank and In Hand</b>	Total 2024/25 £	Total 2023/24 £
Deposit Account	131,687.01	122,344.18
Current Account	2,138.73	1,680.48
Floats and Petty Cash	2,100.00	2,100.00
	<b>135,925.74</b>	<b>126,124.66</b>

<b>11. Creditors - Amounts Falling Due Within One Year</b>	Total 2024/25 £	Total 2023/24 £
Sundry Creditors	3,466.35	399.45
Accrued Expenses	-	-
<b>Total</b>	<b>3,466.35</b>	<b>399.45</b>

<b>12. Unrestricted Funds</b>	Opening Balance £	Income £	Expense £	Transfer £	Closing Balance £
<b>Designated Funds:</b>					
Membership	63,599.26	117,495.92	106,980.71	0.00	74,114.47
Online Resources	56,861.81	125,119.84	127,546.96	0.00	54,434.69
Resources	0.00	1,299.43	1,461.11	161.68	0.00
Tigerlilly	0.00	9,635.94	10,320.71	684.77	0.00
<b>Total Designated Funds</b>	120,461.07	253,551.13	246,309.49	846.45	128,549.16
<b>General Unrestricted Funds</b>	13,996.18	2,118.29	7,537.27	-846.45	7,730.75
<b>Total</b>	<b>134,457.25</b>	<b>255,669.42</b>	<b>253,846.76</b>	-	<b>136,279.91</b>

<b>13. Restricted Funds</b>	Opening Balance £	Income £	Expense £	Transfer £	Closing Balance £
<b>Total</b>	-	-	-	-	-

There were no restricted funds at the beginning during or at the end of the financial year.

**14. Ultimate Controlling Party**

The Trustees hold control of the Charity, whose names are shown at the front of the financial statements.