

# ***BAND Annual Report 2018-19***

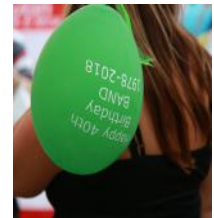


**Bristol Association for  
Neighbourhood Daycare Ltd**

***40 Years of Making Childcare Count***

# ***BAND 40th Birthday Bash***

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The photos in this year's Annual Report have been taken from setting's and children celebrating BAND's 40th Birthday and at Bristol Playday.

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# About Us

*Bristol Association for Neighbourhood Daycare Ltd (BAND) is a registered charity that promotes, supports and develops childcare in and around the Bristol area.*

BAND was established in 1978 in response to the Finer Joint Action Committee Report, which recognised the need for working and training parents to have access to care for school aged children. Such facilities help families to become independent; support the local economy; and offer children a safe and stimulating environment in which to learn and play.



**A breakdown of membership groups show that 32% of member groups come from disadvantaged areas of Bristol.**

BAND provides services to 192 autonomous member groups that in turn provide childcare facilities to around 10,000 families. Monitoring of memberships show that: 69% were Affiliated groups; 18% were Full members; 10% were Individuals; and 2% were Associate members. These groups share BAND's overall aims and have an interest in the field of play, childcare and related services to children, young people and their families. Full members are managed by voluntary management committees that include representation from parents/carers who use the service. A breakdown of member groups show that 32% come from disadvantaged areas of Bristol.

BAND has undergone a period of sustained growth over the last few years, resulting in an increased demand for the services that BAND offers. This demonstrates that high quality, accessible childcare remains a basic need for many parents/carers, particularly lone parents and low-income families. Recent figures show that a large proportion of mothers now continue to work after childbirth, thus increasing the

demand for high quality childcare.

Previously, Government support has stimulated the growth in childcare and related services to children and young people. This, and the need to sustain these services, has increased demand for the support that BAND offers. Consequently we have seen a steady growth in requests for support from play and childcare providers and those offering related services to children and young people in the 0-16 age range.

BAND services aim to promote and advocate change, educate people about the importance of good childcare, knit communities together, encourage service-user involvement, address social needs, encourage inclusion, mobilise volunteers and most importantly, to help providers achieve sustainability and delivery of high quality services. BAND is a locally rooted charity that is dedicated to sharing interests and networking and working collaboratively and co-operatively with other organisations.

# The Importance of Childcare

*Childcare benefits all of us: parents, carers, employers, communities and most importantly, children. Improving local childcare services provides real advantages for everyone in the community. It comes in many forms – day nurseries, childminders, pre-schools, playgroups, nursery classes, holiday playschemes, afterschool and breakfast clubs.*

High-quality care improves the life chances of all children – especially disadvantaged children, e.g. those from poorer homes with fewer opportunities. It boosts children's learning and gives them the chance to mix with others from a wide variety of backgrounds. Childcare can help to tackle issues of social, geographic and economic isolation, allowing parents to work/train, reducing state benefit dependency, raising

families out of poverty and contributing to local economies.

Research shows that it gives young children the best start in life by improving their emotional and social development and have a positive impact on educational attainment. Findings published by the Institute of Education show that children's achievements in language, reading and numeracy increased in proportion to the number of months they spent in pre-school. At age 5, children who had attended pre-school were between 4-6 months ahead of those who did not attend pre-school. This is particularly relevant for children from disadvantaged areas. Similarly, extended schools for school-aged children offer activities for children to attend before and after school, as well as in the holidays. These have been successful in improving GCSE results and also have wider benefits, including engagement with learning, family stability and enhanced life chances.

Families use childcare for many reasons – to help parents work, look for jobs, train or study,

to meet other parents or just take time out and, of course, to help their child's development. Better childcare has significant effects on the local and national economy allowing more parents/carers, and in particular mothers, to work. It increases their earnings and in the long-term, their contribution to the country. Investing in quality childcare benefits children, their parents and the wider community. It brings improvements in children's learning and behaviour, leading to a happier family life – and even a healthier national economy.

BAND ensures that childcare in Bristol is of the highest quality by supporting and developing clubs and childcare staff. Every day we assist groups by: meeting and exceeding quality standards such as those requested by Ofsted; offering information, advice and guidance on a range of subjects from financial management to fundraising and policy-making; supporting voluntary management committees; acting as a networking tool; offering free training courses and workshops; and running a free resource library of toys, books and equipment.



# BAND Services

## Getting Started

A comprehensive package of practical advice and support is offered to new groups. This includes market research; forming a management group; locating premises; meeting statutory regulations; accessing government grants and funding from various trusts and grant giving bodies.

## Delivering a Quality Service

BAND support members through the drafting and implementation of policies and procedures on a range of topics including; equal opportunities; health and safety; child

protection; and confidentiality issues. BAND continues to monitor full members to ensure that they continue to meet high quality standards.

## Being an Employer

BAND offers support with recruitment and selection procedures; drafting job specifications and job descriptions; staff induction programmes, support and supervision sessions; and meeting legislative requirements. BAND's Policy Guidance Pack offers over 250 model policies and procedures for childcare providers to adapt and use, ensuring their service offers the highest standards.



## Training Programme

BAND's annual training programme is extremely popular and has subsequently undergone extensive growth and development, offering more courses than ever before. All courses are certificated. Courses vary from Child Protection and First Aid to Makaton, Fire Safety and Promoting Self Esteem in Children. BAND also run a selection of free workshops for children and staff. Current themes range from Inclusive Aerial workshops to Music Beatbox and Dance.

The team at BAND were amazing at the time of opening my nursery and have continued to be amazing with their ongoing support. Their knowledge base is extensive and their free training's are really good. (Member Group)



## Briefing Sessions

BAND offers regular, free briefing sessions to new and existing childcare providers on the registration and inspection process for childcare, together with updates on any relevant legislative changes.

## Insurance

BAND offers a discounted rate for employer's liability, public liability and contents insurance with additional cover available on request.



## DBS Checks

BAND is contracted as an umbrella organisation to the Disclosure and Barring Service and can offer checks to members, who wish to check paid or voluntary staff.

## Resource Library

BAND stock a selection of nearly 600 books on a wide range of subjects relevant to play, childcare and community based groups. BAND also lends out a wide choice of equipment including; musical instruments, sporting equipment, games and toys, sensory equipment, laminators and educational tools. These are all available on free loan to our member groups.

## Mediation and Crisis Support

Even with 'the best laid plans' things can still wrong. Should this happen BAND are able to support and advise members, through personal visits or over the telephone.

## Networking

BAND aims to have a pivotal role to monitor, feedback and network information to/from our member groups and relevant agencies at a local, regional, national and international level. BAND publishes a bi-monthly newsletter and mails regular information to members. The BAND website contains details of the services we offer including the Training Programme, forthcoming events and other relevant information.

## Feedback from Member monitoring:

"A few years ago I set up a Mobile Creche Service, I had 1-2-1 support, which to be honest I couldn't have done without. I owe the success of the Mobile Creche Service to BAND. Thank you for all your help!"



## Telephone Support

This service offers support for group childcare providers for out of school schemes for children aged 0-16 to help them achieve sustainability through advice, copies of good practice guidance, draft policies and referrals.

## BAND Website

This includes details of all the services BAND offers and regularly updated news and information to support providers in developing their childcare services. It also lists playwork and childcare vacancies, news of forthcoming events and links to our other social media platforms such as Twitter, Facebook, Twitter and Pinterest. The training pages give information on courses, provides downloadable forms, and links to other training agencies.

# Chair's Report

It's been a busy year for BAND which saw us celebrate our 40th birthday. It was in 1978 that BAND was formed by 6 groups coming together, 40 years on we have around 200 members and are still going strong including 15 new BAND members whom we were delighted to welcome during the course of the year.

To mark the occasion we held a 40 prize draw during the year, which saw a huge range of donations from corporate donors given away as prizes to our members. To help members join in the fun we also held 20 birthday picnics at our member groups with BAND supplying cake, ice creams, balloons, wristbands and lots more.



Our AGM in November was combined with a celebration and we were delighted to welcome colleagues and ex-staff members who we have worked with over the last 4 decades.

In August BAND participated in the annual Playday event at College Green where we gave out yet more BAND birthday cake and balloons, as well as running the Early Years area for the 3,000 people who attended.

After a tendering process lasting almost 12 months we learned in October that we were successful in bidding for the Bristol City Council Childcare Development and CPD Training contract, securing funding until 2020/1. This was fantastic news and enables BAND to continue their work and services to childcare groups in the area.

BAND's Management have been busy during the year reviewing and revising BAND's Health and Safety, Equalities and Unpaid Leave Policies, ensuring we have robust policies in place to maintain the integrity of the organisation.

In addition to this, we have reviewed and revised our charges to generate sufficient income for our services whilst charging at affordable rates for our members.



I would like to take this opportunity to thank all BAND's Management Committee members for their support during the year and the BAND staff team for their enthusiastic hard work, here's to the next 40 years!

Wendy Weston  
Chair BAND



# Chief Executive Officer's Report

Although it's been 'business as usual' at the BAND office we have also seen a number of changes during the year. Our Training Officer Annie Softe left us in the summer to move closer to her family in Yorkshire. After nearly 21 years in post Annie will be a tough act to follow, the impact she had on the development and delivery of BAND's training programme was immense, benefitting thousands of play and childcare workers and hundreds of settings over more than 2 decades.

Around the same time that Annie left, Ellie Hookham one of our Development & Support team took a 1 year maternity break, and we were delighted to welcome young Master Alfred to our office a few months later! Ellie's maternity leave was covered by Elizabeth Male who brought a wealth of hands-on Early Years experience to our staff team.

We were fortunate that our fundraiser generated a record amount of donations from charities, trusts and corporate donors to fund sensory equipment and sensory truck visits, training courses, PAWS workshops and equipment for our loan bank.

Our staff team were kept busy with the 'normal' daily requests for support and advice from providers across the city, as well as taking active roles to work in partnership with the local authority and other agencies supporting the rollout of the Holiday Hunger/Breakfast Club initiative, the Childcare Sufficiency Audit and finance training for Childminders. We also worked hard to ensure we'd be GDPR compliant when this legislation was introduced. Combined with this we continued to offer mentor support to those undertaking the Bristol Standard for Play and worked with colleagues in the Early Years Service to develop the 4th

edition due to be launched in 2019.

And finally, we were fortunate that 3 of our staff were able to attend an EU funded Erasmus Project seminar in Bordeaux, exploring issues around the challenges of training those working in preschool and afterschool settings. Working with representatives from 4 other EU countries they were able to explore a huge range of ideas, learnt a massive amount which will impact on our work and made some valuable contacts.

We also managed to find time to celebrate BAND's 40th birthday!

Paul Dielhenn  
Chief Executive Officer



# Development & Support

## Overview

BAND aim to offer advice and guidance to enable new and existing providers to have a quality and sustainable setting.

We continue to work with providers across the private, voluntary, independent and maintained sectors supporting staff and their management groups with a range of issues including: recruitment and selection, policy review, support around safeguarding and welfare requirements, budgeting, finance and business planning.

In addition to this, BAND has continued to be involved in a number of other major pieces of work, we continued to work with providers around embedding the 30 hours free childcare being offered to working parents introduced in September 2017. We have also worked with the Local Authority and Foodbanks around an initiative to enable breakfast club providers to receive free food to ensure that all children have access to food before school. This has been well received by all participants.

The project around supporting play professionals in developing inclusive services continued throughout the year.

Alongside this, BAND continue to build the equipment loan bank and to be enthusiastically supported by Bristol City Council's Inclusive Play Team, to whom we are indebted, to ensure parents have access to financial support to allow children to access mainstream provision. This project is supported financially by the Early Years and Childcare Service and we thank them for the continued support. We have also developed a relationship with Bristol Playbus Project to enable a sensory bus to visit settings and share the wide range of resources with a wide audience of children, these continue to be enthusiastically received by all children in the settings.

The Playworkers Forum continues to run 4 times per year and playworkers have continued to meet and network with other colleagues, the agenda is very informal but it enables playworkers/leaders to share a range of ideas, share concerns and network.

This network continues to grow and it continues to be a very useful forum for the exchange of information, and sharing of good practice. This includes sharing current issues concerning



Ofsted trends which in turn, enables groups to have knowledge of the current themes around inspections etc. A good camaraderie has grown amongst the settings and enables them to have contacts outside of the forum.

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## **Childcare Sufficiency / New Providers**

BAND supported providers to develop 626 new early years places and out of school places across the city. All providers have to initially fund any new projects and we spend a lot of time looking at full cost recovery and contingency planning. Good financial planning and monitoring has enabled the majority of them to remain sustainable throughout this year. BAND has continued to meet with potential

new providers to discuss the need for and viability of proposed new developments in an ever changing climate for childcare, we have supported providers from the initial enquiry through to opening of new provision. We support potential new providers with meeting the Ofsted registration requirements along with health and safety requirements, recruitment and selection, financial planning etc.

Our ongoing support for settings aims to ensure that all provision is of the highest quality whilst being affordable for parents and accessible and enjoyable for children.

**Just under 1,000 participants attended our training courses last year - of these, 16% were of BME background, 3% were disabled, 90% were women and 5% were volunteers. Most worked in ASC, Pre-school and Day Nurseries.**

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## **Registration & Inspection Support**

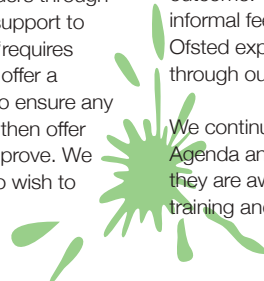
Safeguarding and Welfare requirements continue to be at the forefront of the inspection process and we have worked with providers to ensure that they are aware of the focus of inspections which does change and focus on specific issues. We continue to be involved with the Designated Safeguarding Lead networks and have seen a variety of topics covered, attendance figures grow and the feedback received is very positive. These continue to ensure that the PVI sector receives as much information as the maintained sector. We have also delivered specific EYFS

briefings in localities working closely with the lead teacher, this has also been very well received.

We continue to support new providers through the registration process and offer support to providers awarded Ofsted grades 'requires improvement' or 'inadequate'. We offer a comprehensive support package to ensure any actions are addressed initially, and then offer continued support to help them improve. We have also supported providers who wish to contest an Ofsted outcome.

As part of our responsibility we monitor all of Bristol's inspection outcomes for childcare, in this year 97% of providers inspected achieved a good or outstanding outcome. Close monitoring of reports combined with informal feedback has helped BAND understand what Ofsted expects. This is then disseminated to groups through our social media channels.

We continue to support providers with the Prevent Agenda and Promoting British Values and ensure that they are aware of these initiatives, involving terms of staff training and updated policy and procedures.



## Quality and Compliance



**“All the children enjoyed the Ariel workshop. It was appropriate for SEND children as they were well supported and time was taken to ensure the child was happy and safe. A very positive experience!”**

Settings are continuously encouraged to monitor and evaluate the quality of their provision through the different services that BAND have offered.

All Bristol childcare providers were given support and advice from a dedicated BAND Development and Support worker, the support worker contacts all providers on a regular basis and will visit and offer support. They are also able to access our other support services such

as our library, loan equipment, newsletter, DBS checks, website and social media platforms. All of these can be used to maintain and improve quality of care and play across the city.

Full BAND members access the added benefit of an annual monitoring visit, which looks at all aspects of a setting as well as concentrating on current issues and trends that have been identified. We continuously update this monitoring process on an annual basis to ensure that the settings are getting up to date support and guidance, the feedback is sent both to the staff of the setting and also to the Governing Body to ensure that all parties are included in the process.

We continue to develop and update our Policy Guidance Pack, an invaluable resource for our members enabling them to respond to changes in legislation that impact on their practice by adapting model policies we provide to be applicable and appropriate to their setting. As a team we continued to build and develop an extensive network of organisations and individuals involved in play and childcare. We attended relevant local and national meetings and events to ensure that we were aware of changes to the sector that could impact on settings, ensuring information disseminated was

current and relevant. On a local level we have worked closely with the City Council's Early Years and Childcare Service, the Early Years Consultants and Inclusion team to offer holistic and complementary support in partnership to groups where this was needed, and also sharing information where relevant.

A large percentage of childcare places continue to be offered by school run settings and we continue to work closely with our colleagues in the maintained sector across the 0-11 year old age range. This ensures that particularly with the over 5's we are helping to achieve high quality play environments.



# Sustainability Support



We constantly look at the factors that affect sustainability and ways in which providers can be supported in achieving financial sustainability. We work intensively with providers to ensure that they understand full cost recovery in terms of the service they provide to enable them to achieve long term viability. BAND's funding database continued to be updated and proved to be an invaluable tool for identifying potential funders. With the introduction of the 30 hours childcare, some of our settings only able to offer 15 hours have seen a decline in take up, we are working closely with them to look at marketing strategies to increase numbers.

We continue to offer Finance training, helping to support and develop the on-going sustainability of provision. We have also offered finance training to our Childminder colleagues to ensure that they have a sustainable business this was developed in conjunction with our childminding support team, part of the early years and childcare service.

We continue to offer an annual financial health check and post AGM check to our full members, which help committees to identify and address problems, as well as offering support around induction of new management committee members. Feedback from providers has been very positive this year, despite this we are constantly looking at the content of our training courses to ensure that they meet the needs of the sector and changing legislation. In addition, we have also had to tender for the contract to continue delivery of this service, and have now secured funding for two years.

We have been pleased to welcome to our team this year Elizabeth Male who has been maternity cover for Ellie Hookham who has brought a wealth of experience to the team.



## Arial Workshop Feedback from Children

“Sitting on the bar. I got to go upside down, to climb on it & I learned angel, mermaid, candlestick and pike. When it was really high I got scared but it was fine when it was lowered.” (9 year old)

“It was good because we had loads of things to do. It was awesome – the leaders helped us have a good time and they made us be superheroes!”

# Training

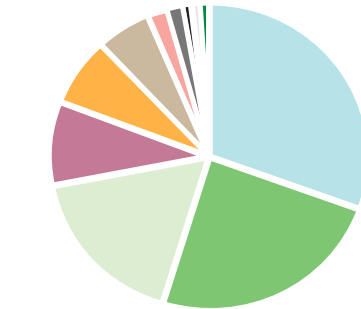
BAND's programme of training courses for play and childcare workers proved more popular than ever during this year, with just under 1,000 participants attending 75 courses.

Thanks to funding from Bristol City Council's Early Years and Childcare Service we were able to deliver 25 Paediatric First Aid and 14 Child Protection courses, in addition to courses including: Domestic Abuse Awareness, Safer Recruitment, Supervision and The Role of the Designated Safeguarding Lead.

Funding that BAND generated together with the generous support of numerous trusts and charities allowed us to deliver 26 courses covering a wide range of topics including: Makaton, Finance Management, Fire Safety, Body Image and Managing Medication.

Due to the national awarding body CACHE's decision to end their level 2 Playwork qualification which we had delivered for several years, we were pleased to be able to introduce our own 10 session level 2 Play & Playwork course in the Autumn. Covering subjects including Play Theory, Children's Rights, Child Protection and Health & Safety.

Most trainees worked in:



- Pre-school: 27%
- Day Nurseries: 27%
- After School Clubs: 22%
- Holiday Play Schemes: 9%
- Others / Unknown: 8% \*
- Primary School: 6%
- Childrens Centre: 5%
- Nursery School: 3%
- Childminders / Nanny: 2%
- Charity: 1%
- Special School: 1%

\* over 100% due to trainees working more than one job

Monitoring of the training programme showed that 74% of trainees felt their expectations were fully met; 81% felt the handouts and course content were clear and useful; 80% rated the tutor as excellent; and 84% felt it would have a big impact on their work

“Brilliant practical advice both for professionals & home life with children. Would love for parents in settings to learn skills sooner rather than later. The guidelines of websites, where to access for information/controls etc were brilliant! (E-Safety Course)

“The training that BAND offers is always fantastic! They are constantly providing the training that we need to meet the statutory framework but also with training around specific ‘hot topics’ at the time which is invaluable.”  
(Full Member Group)



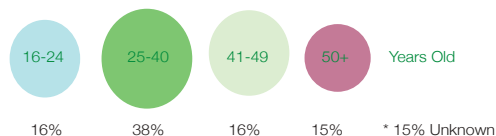
The course aims to support Playworkers to develop in their role by giving them an understanding of the importance of play in child development and their role in supporting it.

Feedback from participants on courses was overwhelmingly very positive and where any issues were raised we have tried to address them.

We hope to continue to offer wide and varied programme of courses for the year ahead and to introduce new courses in response to the needs of the playwork and childcare sectors.



### Training Monitoring Figures: Age



“All staff members who have attended a training have said how informative and useful it has been and how much they have enjoyed it - thank you BAND!”  
(Feedback from Affiliated Member)

“Training at BAND is always of a high quality. They address issues in an easy to understand and practical format. It makes it easy to take learning back to the setting and implement any necessary changes.” (Feedback from Full Member Group)

“The Child Protection course was brilliant - really helpful handouts. I learned loads and feel much more confident in my role as a playworkers.”  
(Feedback from Child Protection Course)

# Workshops

BAND were delighted to be able to offer more of our very popular Playscheme and Afterschool Workshops (PAWS) throughout the 2018-19 period. Delivered since 2010, the free workshops aim to inspire workers and give children the opportunity to experiment with new ideas, materials and activities in sessions led by experienced artists and performers.

Successful fundraising efforts during the year have allowed us to offer 15 free workshops to holiday playschemes on the topics of Music and Beat Boxing. 54% of these were based in areas of disadvantage.

Funded by donations from corporate sponsors and charitable trusts the workshops were delivered by professional artists and offered to over 350 children. Each setting was also left with a goodie bag of equipment and resources to allow children and staff to develop the activity further.

Feedback from the workshops has been extremely positive with monitoring showing that:

- 100% were able to participate in activities
- 100% felt it was appropriate for all the age groups in their settings
- 100% felt that both boys and girls participated

on an equal level

- 100% felt the workshop met their expectations
- 71% children rated the workshop as excellent (the remainder said it was V Good)

This was further supported by feedback from participating groups:

*"We had some very musically talented kids in this group and they all engaged with every activity...some of the smaller children took a little bit longer to make their instruments, but this gave me the opportunity to start practicing rhythms with the older children."*  
(Workshop Leader)

*"Brilliant workshop – thank you BAND! The children loved it! Only thing I would have done differently was book for a morning session instead of an afternoon one as the children were quite tired by the end of the afternoon. Apart from that it was GREAT!"* (Playworker)

*"My favourite bit of the workshop was all of the instruments – especially the keyboard and the drum kit. I also like the Duck Duck Goose game!"* (Child)

Monitoring of Full Member Groups demonstrate that:



47% girls



53% boys



Out of the children attending our full member groups:  
- 10% are from BME background  
- 1% are disabled





# Supporting Inclusive Practice

*In March 2018, the Early Years and Childcare Service (EYCS) agreed it was able to re-fund BAND's Access to Childcare Fund (ACF) for 2018 – 2019.*

ACF has allowed BAND to continue partnering the Inclusive Play Project, in turn enabling settings to provide additional staff support for disabled children. Confirmation of the funding was welcome news to settings and parents/ carers who could then rely on this for the full year. In early 2019, we were delighted to have confirmation from the EYCS for 2019–2020 funding, allowing BAND to continue supporting settings for a further year.

In 2018-2019, 21 settings were funded to support 40 disabled children to access their holiday, after school and breakfast clubs. These children accessed 1,133 sessions; 205 holiday sessions, 356 after school sessions and 572 breakfast sessions. This equates to disabled children accessing over 2,300 hours and over 1,100 sessions.

In a new venture, BAND partnered with Nix Barnaville and ArtsSpace Cinderford to pilot a set of 5 inclusive aerial trapeze workshops over the Summer of 2018. In total 8 aerial trapeze workshops were run, reaching 184

children, including 10 SEND children; a playleader feedback "Children absolutely loved the workshop and they were all talking about it, trying out the things they learnt throughout the day on poles and swings. The SEND child was super excited to participate and enjoyed being wrapped up in the silk and spun around. He was laughing, calling faster, faster, constantly."

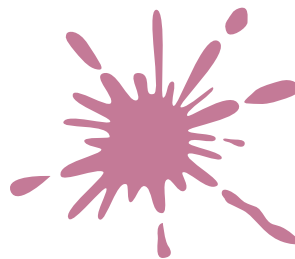
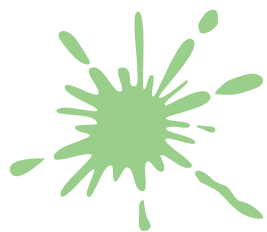
BAND also successfully fundraised and partnered with the Playbus team to provide 13 Sensory Truck visits to inclusive settings. As a result, around 320 children, including about 45 disabled children, have been able to experience the sensory environment of the truck. One child feedback, "I enjoyed the ball pool and throwing the balls. And the massage toys – having a back massage. I tried a head, arm and tummy massage too!"

External funding has been raised to expand BAND's range of sensory resources on free loan to member groups. The physical resource kit has been revamped, and a new dark den purchased.



# Accounts

## Income and Expenditure Account for the year ended 31st March 2019



	Total Funds 2019 (£)	Total Funds 2018 (£)
<b>Income</b>		
Membership	6,030	6,472
Investment income	1,423	246
Grants and contracts	349,958	341,996
Training, refunds and other income	83,504	140,070
	<b>440,915</b>	<b>488,784</b>
<b>Expenditure</b>		
Charitable activities	436,617	438,016
Fundraising	13,980	13,716
	<b>450,597</b>	<b>451,732</b>
<b>Net incoming/(outgoing) resources - net income/ expenditure) for the year</b>	<b>(9,682)</b>	<b>37,052</b>
<b>Total Funds at 1st April 2018</b>	<b>456,485</b>	<b>419,433</b>
<b>Total Funds at 31st March 2019</b>	<b>446,803</b>	<b>456,485</b>

## Balance Sheet as at 31st March 2019

	2019 (£)	2018 (£)
<b>Fixed Assets</b>		
Tangible Assets	1,613	0
<b>Current Assets</b>		
Debtors	25,417	0
Cash at Bank and in Hand	428,038	456,485
	<b>453,455</b>	<b>456,485</b>
<b>Creditors</b>	<b>(8,265)</b>	<b>(2,926)</b>
<b>Net Current Assets (liabilities)</b>	<b>445,190</b>	<b>453,559</b>
<b>Net Assets</b>	<b>446,803</b>	<b>453,559</b>
<b>Funds</b>		
Restricted Funds	241,137	286,625
Unrestricted Funds		
- General Funds	81,666	45,860
- Designated Funds	124,000	124,000
	<b>446,803</b>	<b>456,485</b>

**A full set of accounts are  
available upon request**

## Notes to the Financial Statement

	2019 (£)	2018 (£)
<b>Office Administration and Overheads</b>		
Printing, Post and Stationery	3,332	4,124
Photocopier	6,440	5,944
Subscriptions	0	75
Staff & Volunteer training & Travel	3,669	799
Cleaning	1,531	2,083
Premises maintenance	1,670	838
Rent	35,352	35,341
Non capitalised equipment	265	117
Publications	1,462	1,403
Heat and Light	2,864	2,664
Telephone	3,312	3,333
Accountancy	1,090	3,248
Miscellaneous	1,025	5,887
Wages	261,645	276,957
Training Courses	44,353	38,196
Insurance	15,972	13,859
Conferences	995	1,313
Bank charges	157	158
Audit & Professional Fees	2,750	1,950
IT Support	6,144	3,572
DBS checks and agency costs	15,729	13,220
Other grants paid out	24,260	17,791
Attendance	0	300
Irrecoverable VAT	1,100	4,723
Refreshments	57	120
	<b>436,617</b>	<b>438,015</b>



# Thanks to Funders & Supporters

*BAND would like to extend thanks to all the trusts, foundations and companies that have provided us with funding over the last financial year, enabling us to continue to improve and expand the work that we do. Special thanks goes to:*

- Charles Lewis Foundation
- The Bars and Jim Maggs Charitable Trust
- Quartet - Mall Fountain Fund
- John James Bristol Foundation
- Burges Salmon Charitable Trust
- Dandia Charitable Trust
- Medlock Charitable Trust
- Moto in the Community
- Roger Vere Foundation
- Waitrose Community Matters
- Joan Wilkinson Charitable Trust
- Dame Wills Will Memorial Trust
- Percy Bilton Charitable Foundation
- Awards for All
- Quartet - HPC Fund
- Helen Hamlyn Trust
- Nisbet Charitable Trust
- Tesco Groundworks
- Green Hall Foundation
- Aviva
- Liverpool Victoria
- Douglas Arter Foundation
- Parivar Trust
- Little Lives
- Ironmongers Charitable Trust
- Western Power Distribution

*BAND would like to thank the following individuals and organisations:*

- Avon First Aid Consultancy and Training
- AquaAid
- Bristol Community Accountancy Project
- Bristol City Council - Early Years & Childcare Service; Early Years Consultants; Inclusive Play Project Team; Safeguarding Board Training Team
- Bristol Safety
- Children's Scrapstore
- Domino Training - Ken Rock
- Go2IT - Graham Simmonds
- Venture Insurance
- RICOH
- SARI
- Tutors - Faith Bennett, Fenella Hemus, Anna Barry, Lucy Wray, Jenny Winfield
- KC Printing
- We the Curious
- Flying Tiger
- WPBSA Snooker
- Gloucestershire Cricket Club
- Lounges
- Avon Valley Park
- Mendip Ski Snow Sport
- Playspace
- Clip N Climb
- Clifton Observatory
- GWR
- Bath Building Society
- Bath Racecourse
- Thali Restaurant
- Freedog Trampoline
- Wookey Hole
- Glastonbury Festival Ltd
- Mandy Parry Training
- ACORN Training
- Not Just Behaviour - Chris Calland / Nicy Hutchinson
- Better Together - Angela Loveridge



# Staff & Committee Members

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## Management Committee Members 2018-19 (elected Nov 2018)

- Wendy Weston (Chair)
- Catrin Richards (Vice Chair)
- Kate Jones (Treasurer)
- Guy Dobson (Secretary)
- Cassie Holland (Vulnerable Adults Rep)
- Su Priest-Walter (Child Protection Rep)
- Joe Brown
- Sara Marcellan
- Sandra Meadows
- Shiv Sama
- Justine Britton
- Kevin Charlesworth
- Raquel de Mena
- Graham Thompson
- Rebecca Clevett
- Jennifer Tighe

## Staff Team

- Paul Dielhenn – Chief Executive Officer
- Julie Edwards – Childcare Manager
- Julie Bassett – Childcare Development & Support Worker
- Evelyn Morris – Childcare Development & Support Worker
- Michelle Smith – Childcare Development & Support Worker
- Sarah Holway – Childcare Development & Support Worker
- Ellie Hookham – Childcare Development & Support Worker (maternity leave from June 2018)
- Elizabeth Male - Childcare Development & Support Worker (maternity cover from June 2018)
- Annie Soffe – Training Officer (left July 2018)
- Chris Ayton – Administrator
- Vicky Houston – Training Administrator
- Fenella Hemus – Training Administrator
- Kate Williams – Fundraising Officer







**Bristol Association for  
Neighbourhood Daycare Ltd**



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## BAND

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Email: [admin@bandltd.org.uk](mailto:admin@bandltd.org.uk)

Charity Number 1017307 - Company Number 2784577



## 40 Years of Making Childcare Count

BAND are happy to provide the information in this report in other formats or languages. Please ask if you require a revised edition of the Annual Report.

### TRANSLATIONS

**If English is not your first language and you need  
a translation, we can get one for you.**

#### ALBANIAN

Nëse anglishtja nuk është gjuha juaj amtare dhe keni nevojë për një përkthim, ne mund t'ua sigurojmë atë.

#### BENGALI

ইংরেজী আপনার মাতৃভাষা না হলে এবং আপনার কোন অনুবাদের প্রয়োজন হলে আমরা তা প্রদান করতে সক্ষম।

#### CHINESE

如果英文不是您的第一語言，而您需要翻譯的話，我們可以為您安排。

#### GUJARATI

જો તમારી પહેલી ભાષા અંગ્રેજી ન હોય અને તમને ભાષાંતરની જરૂર હોય તો અમે તમને તે આપી શકીએ છીએ.

#### HINDI

यदि अंग्रेज़ी आप की पहली भाषा नहीं है और आप को अनुवाद की आवश्यकता है तो यह हम आपको प्रदान कर सकते हैं।

#### KURDISH

Heke îngilîzî zimanê we yê yekem nîne û pêwîstiya we bi wergêr heye, em dikarin yekî ji we re bibînin

#### POLISH

Jeżeli język angielski nie jest Twoim językiem ojczystym i wymagasz tłumaczenia, możemy to zapewnić.

#### PORTUGUESE

Se o Inglês não é a sua língua materna e precisa de uma tradução, nós podemos obtê-la.

#### PUNJABI

ਜੇਕਰ ਇੰਗਲਿਸ਼ ਤੁਹਾਡੀ ਪਹਿਲੀ ਭਾਸ਼ਾ ਨਹੀਂ ਅਤੇ ਤੁਹਾਨੂੰ ਦੁਬਾਰੀਏ ਦੀ ਜ਼ਰੂਰਤ ਹੈ ਤਾਂ ਤੁਹਾਡੇ ਲਈ ਅਸੀਂ ਇਸਦਾ ਪ੍ਰਬੰਧ ਕਰ ਸਕਦੇ ਹਾਂ।

#### SOMALI

Haddii Ingiriisku aanu ahayn afkaaga kowaad oo aad u baahan tahay turjumaad, annagaa kuu samayn karna.

#### URDU

اگر انگریزی آپ کی پہلی زبان نہیں ہے اور آپ کو ترجمہ کی ضرورت ہے تو ہم آپ کے لئے فراہم کر سکتے ہیں۔

#### VIETNAMESE

Nếu quý vị không thạo Anh văn và cần bản dịch, chúng tôi sẽ giúp quý vị một bản.