

BAND ANNUAL REPORT 2022-2023



Over 40 Years of Making Childcare Count

Playday 2022 at Blaise Castle



The photos on this page and the front cover have been taken from groups that participated in Playday 2022 at Blaise Castle.

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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.

Established in 1978, BAND recognised the need for working and training parents to have access to care for school aged children. Such facilities would support families to become independent; boost the local economy; and most importantly, offer children a safe and stimulating environment in which to learn, develop and play.



A breakdown of membership groups show that 28% of member groups come from disadvantaged areas of Bristol.

BAND provides services to 156 autonomous member groups that in turn provide childcare facilities to around 10,000 families in Bristol.

Membership monitoring over the last year showed that: 70% of members were Affiliated groups; 21% were Full members; 5% were Individuals; and 4% were Associate members. All of these groups 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 28% come from disadvantaged areas of Bristol. There were 16 groups in the bottom 10% of areas of multiple deprivation and 78 groups in the lowest 50%.

Since its inception, BAND has continued to grow and develop, resulting in an increased demand for the services we offer. This demonstrates that high quality, accessible childcare remains a basic need for many

parents/carers, and is particularly essential for single parent families, parents of disabled children, and low-income families.

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, offer free training and development support, and most importantly, help providers achieve sustainability and delivery of high quality services. We also run free workshops for children and manage a free loaning resource library of toys, books and games.

BAND is a locally rooted charity that is dedicated to sharing interests, 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.

Despite increasing Government investment over recent decades, the Early Childhood Education Care system (ECEC) in England is facing challenges of both affordability and availability.

Early years providers are closing, unable to make ends meet against a background of rising costs and stagnant funding rates.



Providers that remain face severe recruitment challenges and childminders have been leaving the profession at an alarming rate. Parents are struggling to meet rising childcare costs which make up an ever increasing proportion of families' net income.

Whilst the majority of ECEC provision is good or outstanding, high staff turnover rates in formal settings affects young children who benefit from consistent relationships with adult carers.

The Government announced a funding package in the Spring Budget in March 2023 that will almost double Government annual expenditure on support for ECEC by 2025.

The biggest change is the extension of the subsidised 30-hours entitlement from 3-and 4-year-olds down to 9-month-olds. This is a welcome investment and demonstrates that the Government is listening to concerns about affordability and sustainability from parents and providers. However, this investment is much overdue and more will need to be done

to address the structural problems in the ECEC system if the funding increases are to be implemented effectively. In particular, close attention should be paid to effective funding distribution. Settings in disadvantaged areas already struggle more than those in more affluent areas, yet we know that it is children from disadvantaged families that can benefit the most from high-quality ECEC.

Furthermore, staff are the lifeblood of any early years setting and more needs to be done to invest in developing a better qualified ECEC workforce.

The number of children diagnosed with Special Educational Needs and Disabilities (SEND) has been rising in recent years. Since the COVID-19 pandemic in particular, the number of children diagnosed with developmental delays and speech and language difficulties is concerning. We believe that it is vital that these children's needs are identified and supported as early as possible.

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 and Workshops

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 Dance, Global Play and Woodwork workshops.

Funding Support

BAND supports groups in making funding applications and gives free fundraising advice through our newsletter, website, and through the Development and Support team. We have also compiled a database of over 500 funders, which childcare providers can access. BAND support clubs in developing fundraising action plans which in turn allows childcare providers to diversify their funding base and consequently helps ensure long term sustainability and enhance the activities of groups.

“BAND have helped enormously setting up, helping with policies & procedures & navigate must have’s for Ofsted. We have also been able to access training that helps us create a stronger and more qualified team. (Full Member)



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 employer's liability, public liability and contents insurance with additional cover available on request.



DBS Checks

BAND is contracted as a Registered Body to the Disclosure and Barring Service for 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:

'We regularly send our staff on the training courses BAND provide. They are always informative and so invaluable for us financially to have access to free courses.'



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

As always, BAND has had a busy year meeting the demands brought about by Ofsted inspections, providing a well-balanced training programme, the Holiday Activities Fund (HAF) project, the office move, supporting settings throughout Bristol and all the many and varied projects BAND are involved with.

Members will be aware that there was an office move at the start of the year to more compact premises. The staff group worked well to ensure the move went without a hitch and office life got back to normal remarkably quickly.



Hopefully member groups took advantage of the scaling back of the Toy Library and benefited from new toys and equipment for their settings.

The Origami Cranes for Peace project neared completion with 1,000 cranes being made. We hope to display these at Bristol venues in 2023 before they are sent for display at the Children's Peace Monument in Hiroshima. The 13 Bristol Out of School Play Schemes that were involved in the project should be very proud of their achievement and a big thank you to Sarah and Ellie for all their hard work in setting up and running it.

Demand for our training courses has remained high and feedback from attendees shows that the training is well received, and a valuable tool for continuing professional development, and supporting settings in maintaining high standards.

We have welcomed 11 new members this year and feedback from the members' survey shows that we are continuing to provide a well-respected and responsive service.

I would like to thank the committee for their support throughout the year.



I and the rest of the committee, most importantly, would also like to thank all the staff for their continuing enthusiasm and commitment to BAND and their responsive attitude to all the challenges childcare settings are facing. BAND's work could not be done without them.

Wendy Weston
BAND Chair



Chief Executive Officer's Report

During the year BAND staff continued to work with play and childcare settings across the City to deliver our 'core' services: direct support from our Development Team, access to our training programme and the many other services we offer: DBS checks, insurance, equipment hire etc.

In addition, we have worked strategically with partners from statutory, corporate and voluntary agencies to promote, support and develop the play and childcare sectors and to further support BAND's work.



We continued our work to support Bristol City Council in the delivery of the Government's HAF programme (Holiday Activities & Food), as a member of Bristol's HAF/Your Holiday Hub Project Group and HAF Grants Panel. Approximately £1.5 million was awarded in grants to 71 Bristol providers, who delivered nearly 13,000 places offering food and activities to children aged 5 – 16 in receipt of free school meals, during the Easter, Summer and Christmas school holidays. We also delivered 3 safeguarding courses for staff working in Bristol's HAF funded settings.

As a member of Playful Bristol, BAND worked alongside numerous agencies to plan 3 Bristol events as part of National Playday in August. BAND staff were at the Blaise Castle event with our crazy golf, giant games, bubble machine and badge maker and after a damp start to the morning the sun shone, hundreds of children attended and a great time was had by all.

In September, thanks to funding from Bristol City Council, we launched our Inclusion training programme for Out of School playwork providers which runs alongside our main training programme. Following consultation with providers, specialist agencies, parents and carers the 18 month programme will deliver

more than 20 free courses aiming to support providers in reflecting on and developing their inclusive practice. Demand for places on courses has been very high and feedback positive.

The links BAND has forged with many partners over decades continues to be a crucial part of our work, helping us to advocate on behalf of the many providers we support and to develop our own and other services and opportunities to benefit the children of Bristol and their families.

Paul Dielhenn
Chief Executive Officer, BAND Ltd.



Development & Support

Overview

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

Throughout the year, the Development and Support team have continued to split their work between the office and working from home - which has worked well.

During this year, we had to re-tender for the Bristol City Council Childcare Development and Sustainability Service contract. Input was obtained from all the team to enable this tender to be as competitive as possible. It was a great relief when we were told that we had been successful in this bid.

The Holiday Activity Funding continued to be available to settings offering holiday playscheme activities and free meals for children in receipt of free school meals. Alongside our existing support, we worked with unregistered providers to ensure that they understood the requirements with respect to Safeguarding etc. and delivered bespoke training to ensure a good standard of delivery.

We continued to be involved in other major pieces of work; we worked with the Local Authority on the Childcare Sufficiency Assessment, and the Designated Safeguarding Networks which have been held by Zoom.

We also continued to attend the Safeguarding in Education termly meetings which has enabled us to understand the Safeguarding issues of the maintained settings and also alternative provider issues.

We continue 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. There have been difficult conversations around the funding for this project but we are pleased to have managed to maintain the service at previous levels.

The Playworkers forum continued on Zoom, as did the meetings facilitated by ourselves for playleaders, to meet and discuss issues around managing settings. Both of these have been



well attended and feedback has been incredibly positive.

The team continued to deliver Child Protection, Designated Safeguarding Lead, and Safer Recruitment training. We revisit this training on a regular basis to ensure it is up to date with current legislation.

Childcare Sufficiency / New Providers

During this period we have supported 16 new or expanding providers to increase their provision.

In conjunction with this, we have seen the creation of 164 new early years places, 64 new holiday club places and 294 after school club places being provided by voluntary and private providers.

We have seen an increasing number of sports providers entering the out of school sector to provide childcare, and we continue to work closely with them to ensure that they are meeting Ofsted requirements.

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 600 participants attended our training courses last year - of these, 11% were of BME background, 6% were disabled, 72% were women and 3% were volunteers. Most worked in Day Nurseries, ASC and Pre-school.

Registration & Inspection Support

Safeguarding and Welfare requirements continue to be at the forefront of the inspection process. The team have worked with providers to ensure that they are aware of the focus of Ofsted inspections which does change and focus on specific issues.

We continued to support new providers through the registration process. We also supported providers across the early years and out of school settings with issues around safeguarding and welfare requirements, which continues to be

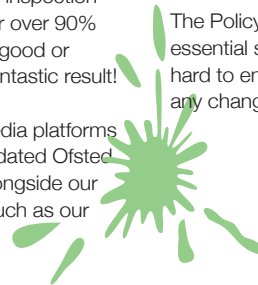
a large part of our work.

As part of our ongoing strategy, we have continued to monitor all of Bristol's inspection outcomes for childcare. In this year over 90% of providers inspected achieved a good or outstanding outcome which is a fantastic result!

The team have used our social media platforms more and more to disseminate updated Ofsted information and found that this, alongside our current forms of communication such as our

website and newsletter, has enabled providers to stay up to date with Ofsted requirements.

The Policy Guidance Pack has continued to offer essential support to providers. The team work hard to ensure this is kept up to date to include any changes in legislation.



Quality and Compliance



“BAND training is always of the highest quality. it is delivered in an accessible way and is informative and useful. Staff always return with lots of practical ideas of how to put the training into practice to enhance our provision.” (member feedback)

Settings are continuously encouraged to monitor and evaluate the quality of their provision through pre-Ofsted and monitoring visits.

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. They are also able to access our other support services such as the BAND library, loan

equipment, 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 and access to our DBS service. This 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 to ensure that the settings are getting up to date support and guidance. Feedback is sent to both staff and also to the Governing Body, to ensure that all parties are included in the process.

We have continued 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 that are 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. Changes to the sector that could impact on settings have been disseminated to all providers.

On a local level, we have worked closely with

the City Council's Early Years and Childcare Service, the Early Years Consultants, Lead Teachers and Inclusion team, to offer holistic and complementary support in partnership to providers 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 we are helping to achieve high quality play environments, this is particularly pertinent to our work with over 5's.



Sustainability Support



Sustainability continues to be an issue, especially due to the high inflation rates and cost of living crisis. We have spent a lot of time supporting providers to ensure they remain sustainable. The ongoing recruitment crisis continues, and providers are cutting their number of childcare places as they are unable to recruit new staff. BAND alongside other organisations are working closely together to try and find solutions and raise the profile of the sector.

BAND's funding database continued to be updated and proved to be an invaluable tool for

identifying potential funders.

We continue to offer an annual financial health check and post AGM check to our full members, these ensure everything is in place to help with the sustainable running over the following 12 months and help the committee to identify and address problems whilst they were still manageable. We also offer support around induction of new management committee members so that they are aware of their responsibilities when taking on these roles.

We strive to continuously improve the service that we offer, looking at the content of our training courses to ensure that they meet the needs of the sector and reflect any changes on legislation. Bristol has an increasing number of childcare providers and we aim to ensure that they receive support and guidance to meet all regulatory requirements, and offer quality and affordable childcare for all parents, whilst remaining sustainable into the future.

Lastly, we have downsized our office and moved further along the corridor, and have recycled a lot of our equipment in the process. We will continue to work tirelessly in the sector.



Feedback from Member group

'I don't know what we would do without BAND, they are so supportive and useful. Whenever we have a query they are often the first place we will contact. The sample policies are especially useful and the support workers are friendly and always helpful.'

Training

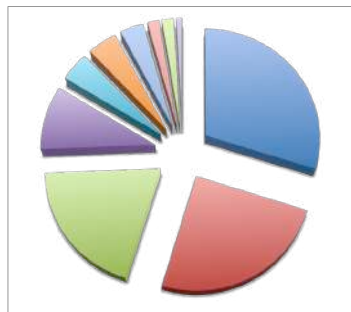
Over the course of the year BAND delivered 62 courses offering an amazing 800 places to participants.

Demand remained high with 95% of places on offer being booked and 89% of those booking a place attending. Many courses were promptly filled within days of being advertised, resulting in lengthy waiting lists. Since the beginning of the pandemic approximately half of BAND's course have been offered online, feedback from participants indicates that there is a 50/50 split over preference for online or face to face training.

Thanks to funding from Bristol City Council Early Years & Childcare Service we delivered 41 courses including: 20 First Aid and 11 Child Protection courses as well as Domestic Abuse Awareness, LGBTQ+ Awareness, Anti-Racism, Safer Recruitment and The Role of the Designated Safeguarding Lead.

In addition, successful fundraising appeals to various charities, trusts and corporate donors allowed us to deliver 21 courses including: Childrens Mental Health and Resilience, Food Hygiene, Promoting Positive Behaviour, Fire Warden, Managing Medication, Activities to get Children Talking, Healthy Sexual Development, Makaton, Promoting Positive Body Image, Staff

Most trainees worked in:



- Nurseries: 42%
- ASC: 23%
- Preschool: 19%
- Unknown: 16%
- Holiday Play Schemes: 8%
- Adventure Playground: 2%
- Childrens / Learning Centre: 2%
- Primary School: 1%
- Charity: 1%
- Childminder: 1%

Monitoring of the trainees showed that 97% rated this service as Excellent or Very Good. Feedback included comments such as 'good quality', 'excellent trainers' and 'very informative'.

"BAND training is always of the highest quality. it is delivered in an accessible way and is informative and useful. Staff always return with lots of practical ideas of how to put the training into practice to enhance our provision.: (BAND Member monitoring)

"Just really clear & knowledgeable about all aspects of first aid. It was great to be able to ask questions...I felt the tutor was the best first aid trainer I've had in my 20 years of doing first aid courses – thank you!"
(First Aid trainee)



Well Being and Mental Health Resilience and Communicating with Confidence.

Monitoring of the participants showed that 92% rated the training programme as Excellent or Very Good. Furthermore: 94% felt their expectations were fully met, 98% thought the handouts and course content were clear and useful, 93% rated the tutor as excellent, 95% felt the impact of the training on their work would be 'huge' or 'a lot'. Feedback included comments such as 'always beneficial' and 'so grateful to have this service'.

One of our members commented: "BAND training being free to us makes such a significant difference, it means we are able to send staff members on training much easier and therefore benefits our team and provision for the children."

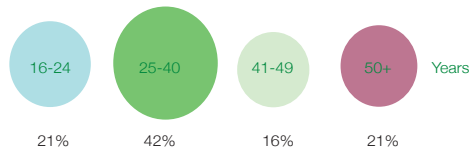


"A very thorough and clearly delivered/ structured sharing of information with practical real-life tips and workthrough activities that enable us to understand how what we're learning applies directly to the settings we work in."
(Child Protection trainee)

"I found all aspects of the course really informative and relevant...I learned new ways to deal with challenging behaviour. It is useful to have a step by step process when experiencing this type of behaviour."
(Challenging Behaviour trainee)

"I enjoyed the opportunity to reflect on how we work as an organisation to help ensure children and families are welcomed...eg gathering family diversity information and opportunities to celebrate them. (LGBTQ+ Visibility trainee)

Training Monitoring Figures: Age



Supporting Inclusive Practice

Over the year, 14 settings were funded to support 34 disabled children to access their holiday, after school and breakfast clubs.

These children accessed 606 sessions; 270 holiday sessions, over 240 after school sessions and 95 breakfast sessions. This equates to disabled children accessing over 3,000 hours of childcare during the year.

Funding continued to be provided by Bristol City Council (BCC); however, this funding was not confirmed until late during the financial year which meant that the situation felt precarious for much of the year. This also resulted in BAND funding settings from its own reserves until funding was transferred by BCC at the end of that financial year April 2023.

Due to this high level of uncertainty, BAND successfully sought other external funding to ensure that settings, families and children were able to continue attending settings if Bristol City Council withdrew their funding.

This is not a situation that can continue, and BAND are unable to commit to providing funding from external organisations on an annual basis; so the Access to Childcare Fund

is in a challenging position for the future.

Inclusive settings have supported SEND children to access a wide variety of activities and experiences during their time with them. Play Leaders and staff have worked superbly in trying to meet the children's individual requirements; gaining more information and attending training as is useful.

The children supported have a range of needs and requirements. Many children supported use non-verbal communication such as gesture, body language and facial expression alongside Makaton signing and use of visual symbol cues. Children with limited mobility, downs syndrome, autism, sensory processing needs and who need support for positive behaviour are also attending sessions.

BAND was able to provide funded Inclusive Trapeze Workshops and Flaming Chicks Inclusive Dance workshops to settings over the Summer and Autumn 2022. Bristol City Council also funded BAND to put together a range of inclusion training; in 2022 – 2023, BAND ran Autism Awareness courses, Communicating with Parents with Autism, and De-escalation training.

Monitoring of those attending Full Member Groups shows that:



47% girls



53% boys



Out of the children attending our full member groups:
- 13% are from BME background
- 4% are disabled



What difference has the Inclusion Service/ support made to your setting?

- *It meant that we did not have to turn away disabled key worker children during the lockdowns and we could continue to provide childcare for them and their parents could still work.*
- *The funding and support provided has allowed us to ensure we are always able to offer inclusive sessions to children who require additional supervision.*
- *It enables us to be inclusive! If we didn't have the funding we are given there is no way we could afford the additional staff required to take the disabled children we currently take. Being inclusive has made our staff better Playworkers, and benefits all of the children who attend. Mixing all types of children together teaches the next generation that disabled children are of value and visible and part of our world.*

What difference has the Inclusion Service/ support made to your families?

- *We are able to reassure parents that their child is being supported by a fully qualified member of staff who is aware of their*

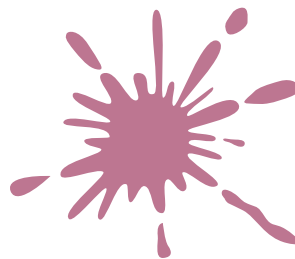
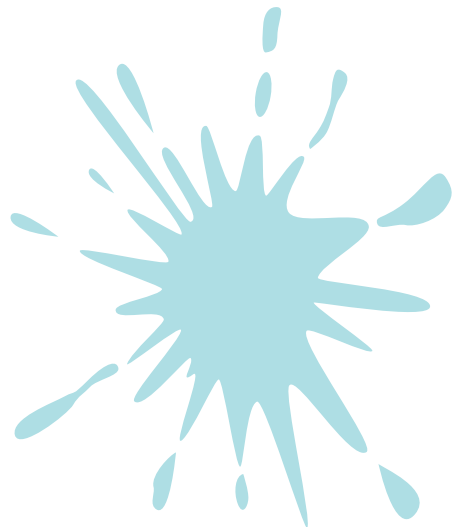
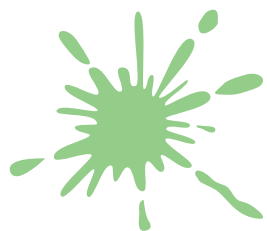
child's needs and how to support them. In addition to this, we are able to give families the respite they need as well as taking the pressure off them when having to provide lunch to their children.

- *For the families of the children, it gives them peace of mind that their children can come to the setting and join because of the funding provided, and the families are able to go to work or spend some time with the siblings of the children while they are at the setting.*
- *It makes an enormous difference for our families, as it enables them to access extracurricular activities and childcare at a provision that aims to centre around their child's needs.*
- *It is the only time their disabled child plays with non disabled children.*
- *This funding is absolutely essential to both working parents (who need additional care for their children in order to be able to work and support their family) and non-working parents (who need respite for both their child's and their own mental health well-being.*



Accounts

Income and Expenditure Account for the year ended 31st March 2023



	Total Funds 2023 (£)	Total Funds 2022 (£)
Income		
Membership	5,284	5,339
Investment income	2,370	136
Grants, Donations and Contracts	367,640	361,666
Training, refunds and other income	66,871	42,081
	442,165	409,222
Expenditure		
Charitable activities	407,414	424,554
Fundraising	15,141	14,664
	422,555	439,218
Net incoming/(outgoing) resources - net income/ expenditure) for the year	19,610	(29,996)
Total Funds brought forward	369,802	399,798
Total Funds carried forward	389,412	369,802

Balance Sheet as at 31st March 2023

	2023 (£)	2022 (£)
Fixed Assets		
Tangible Assets	277	611
Current Assets		
Debtors	3,430	28,542
Cash at Bank and in Hand	411,430	359,330
	414,860	387,872
Creditors	(25,725)	(18,681)
Net Current Assets (liabilities)	389,135	369,191
Net Assets	389,412	369,802
Funds		
Restricted Funds	187,443	192,626
Unrestricted Funds		
- General Funds	101,969	53,176
- Designated Funds	100,000	124,000
	389,412	369,802

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

Notes to the Financial Statement

	2023 (£)	2022 (£)
Office Administration and Overheads		
Printing, Post and Stationery	1,335	1,384
Photocopier	4,201	4,220
Subscriptions	0	0
Staff Training & Travel	562	10,993
Cleaning	1,410	1,440
Premises Maintenance	2,496	513
Rent	27,584	39,896
Non Capitalised Equipment	206	567
Publications	1,088	1,288
Heat and Light	4,274	1,992
Telephone	2,596	2,526
Accountancy	3,533	2,930
Miscellaneous	1,783	28
Wages	254,574	246,835
Training Courses	38,767	41,191
Insurance	14,593	16,985
Conferences	331	98
Bank Charges	87	84
Audit & Professional Fees	2,050	2,100
IT Support	5,591	4,014
DBS Checks and Agency Costs	9,266	9,935
Other Grants Paid Out	28,703	34,101
Irrecoverable VAT	1,344	1,077
Refreshments	706	23
Depreciation Expense	334	334
	407,414	424,554



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:

- Dame Violet Wills Will Trust
- Express Foundation (Quartet)
- Lujenna Educational Trust
- Douglas Arter Foundation
- Margaret Kilberry Foundation
- Edward Gostling Foundation
- Margaret Mason Children 1st Trust
- Focus Foundation
- Awards for All
- Arnold Clark Community Fund
- Wessex Water (Quartet)
- John James Bristol Foundation
- Stoke Park Friends Fund (Quartet)
- Night Sky Foundation
- Dandia Charitable Trust
- Barnard Kenneth Hufton Trust
- Weinstock Fund
- Hedley Foundation
- Ladbrokes Coral Trust
- Helen Hamlyn Trust
- Aviva Community Trust
- 8th Earl of Sandwich Memorial Trust
- Co-op Community Trust
- The Pixiella Trust
- Nani Huyu Charitable Trust
- Yellow Wood Foundation
- Rotary Club of Bristol
- T. K. Maxx and Homesense Foundation
- Burges Salmon Charitable Trust



BAND would like to thank the following individuals and organisations:

- AquaAid
- Bristol Community Accountancy
- Bristol City Council - Early Years & Childcare Service; Early Years Consultants; Inclusive Play Team; Keeping Bristol Safe Partnership
- Bristol Safety
- Children's Scrapstore
- Domino Training - Ken Rock
- GoTo IT - Graham Simmonds
- Venture Insurance
- RICOH
- SARI
- Tutors - Faith Bennett, Fenella Hemus, Anna Barry, Lucy Wray
- Mandy Parry Training
- ACORN Training
- Not Just Behaviour - Chris Calland / Nicky Hutchinson
- Glastonbury Festivals Ltd



Staff & Committee Members

Management Committee Members 2022-23 (elected at AGM Feb 2023)

- Wendy Weston (Chair)
- Cassie Holland (Secretary)
- Sandra Meadows MBE (Vice Chair)
- Su Priest-Walter (Child Protection Rep)
- Sharon Carstairs (Treasurer)
- Catrin Richards
- Graham Thompson
- Joe Brown
- Concetta Marotta
- Rebecca Clevett (Vulnerable Adults Rep)
- Rita Rich
- Jess Goulden
- Alice Webber



Staff Team

- Paul Dielhenn – Chief Executive Officer
- Julie Edwards – Childcare Manager
- Evelyn Morris – Childcare Development & Support Worker
- Michelle Smith – Childcare Development & Support Worker
- Sarah Holway – Childcare Development & Support Worker
- Ellie Hookham – Childcare Development & Support Worker
- Elizabeth Male - Childcare Development & Support Worker
- Chris Ayton – Administrator
- Vicky Thomas – Training Administrator
- Kate Williams – Fundraising Officer





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BAND

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Charity Number 1017307 - Company Number 2784577



Over 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 wêgêrê 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 qui vì không thạo Anh văn và cần bản dịch, chúng tôi sẽ giúp qui vì một bản.