

Startbright Early Learning Centres Company Limited by Guarantee

CRO Number 405583

**STARTBRIGHT EARLY LEARNING CENTRES
COMPANY LIMITED BY GUARANTEE**

Directors' Report

And

Audited Financial Statements

For the year ended 31 August 2023

Starbright Early Learning Centres Company Limited by Guarantee

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Startbright Early Learning Centres Company Limited by Guarantee

Directors and Other Information

Directors

Juracy Antunes
Margaret Dineen
Sharajit Kaur
Ailbhe McMackin
Sviatoslav Okhrimenko
Margaret O'Donohue
Austin O'Sullivan (Chairperson)
Susan Selfridge

Secretary

Ailbhe McMackin

Registered Office and Numbers

ACE Enterprise Park
Bawnogue Road
Clondalkin
Dublin 22
D22 W6V3

Registered in Ireland No. 405583

Charity Registration No. CHY19199

Auditors

Frisby & Associates
Unit 11 Woodview Court
Tandys Lane
Lucan
Co Dublin
K78 VX38

Solicitors

Eugene Smartt Solicitor
Newlands Retail Centre
Newlands Cross
Clondalkin
Dublin 22
D22 VP98

Bankers

Bank of Ireland
Newlands Cross
Dublin 22
D22 W324

Startbright Early Learning Centres Company Limited by Guarantee

Directors' Report for the Year Ended 31 August 2023

The Directors submit their report and audited Financial Statements for the year ended 31 August 2023.

Principal Activities and Business Review

Startbright Early Learning Centres Company Limited by Guarantee (“The Company”) is a company limited by guarantee. The Company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets/liabilities of the Company on winding up such amounts as may be required but not exceeding one Euro.

The Company is governed under its Constitution and managed by a Board of Directors.

The Company has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 19199 and is registered with the Charities Regulatory Authority.

The principal activity of the Company is the provision of childcare and early learning services in Clondalkin, Lucan and Tallaght. The Directors do not envisage any changes in the principal activity.

In order, to ensure a high quality, safe environment for staff and children the Directors continue to provide training for both management and staff. As well as developing the skills and competencies of the staff body this training also ensures that we are in a position to manage and mitigate risks. Our Quality Mentor continued to develop and delivered inhouse training, throughout the year, which were developed to embed quality practices across child led curriculum, environment, reflective practices and out-door play for our early years and school aged children. We engaged with external professionals to deliver an organisation wide training day to further the educators learning and embed quality practices across all services.

The Company continues to focus on achieving the strategic objectives detailed in the strategic plan for 2019-2023 as follows:

Goal 1 - Raise Awareness and Advocate for Early Learning Services (ELS) - StartBright engaged with the Childhood Development Initiative (CDI) Tallaght to place Parent facilitators in our Tallaght centres to work with our families, communities and educators to improve parent/carer engagement and relationships with the service, improve referral rates and supports for better outcomes for our children and their families. We also continue to engage with the Department of Children Equality Disability Integration and Youth (DCEDIY) workforce development plan to further support quality services and professional pay for educators. We contracted to the Core Funding in 2022 & 2023 and welcomed the Employment Regulation Order (ERO) from the Joint Labour Court (JLC) to improve pay for our employees across the 7 services. StartBright services engaged with the DCEDIY in 2023, in the ECCE review and SENCO consultations to advocate for services, children and families.

StartBright actively engage in local initiatives with Blue Skies, CYPSC and CDI Tallaght to ensure our services, educators and families are engaged in training and development to further advance the mission of StartBright in improving outcomes for children and their families.

StartBright Organisational Growth – we finalised the acquisition of two community early childhood and after school services into the StartBright ELC organisation. StartBright Brookview in Tallaght and StartBright St Finian’s in Lucan.

StartBright Early Learning Centres Company Limited by Guarantee

Principal Activities and Business Review (cont'd.)

Goal 2 - Deliver Excellent Services in all Centres - the company continues to employ a full time Quality Mentor. We have extended the quality leadership role into services by employing Educational Leaders and providing non contact time for all educators to further support the Quality Mentor and Service Managers to deliver and maintain excellent services.

Two Department of Education (DES) inspections at StartBright services in 2022/2023 resulted in Very good/Excellent results which highlight consistency of quality practice across the organisation.

Educators continue to upskill to level 6, 7 & 8 supported by the StartBright staff training and development policy.

In line with the strategic plan, we continue to assess the needs of our families and children, and in addition to the increased provision of services opening to 6pm for school aged childcare and opening full time during out of term, we offer wrap around care for the ECCE children. This has enabled families to continue to engage in education and employment and enable vulnerable children and families to access services to support them. The Company will continue to engage in research and evaluation processes to ensure continued quality improvements and access to flexible, affordable services.

StartBright continues to prioritise supporting children with additional needs and families experiencing multiple disadvantage. The company has increased training and professional development in 2022/23 for managers and educators to support children with additional needs and facing multiple disadvantage. Training and supports were made available for educators dealing with secondary trauma and an introduction to Trauma informed practice was delivered at the StartBright Conference in 2023.

The company continues to invest in funding these training and supports to meet the targets set out in the strategic plan.

Goal 3 - Promote StartBright – StartBright services are promoted on social media platforms and a designated StartBright website. The Quality mentor ensures high quality information is shared with families and the wider community to highlight the benefits of high quality early learning.

Communicate our message more widely and effectively- StartBright have developed a parent portal on the website and continue to update and share information on our website all year round.

StartBright uses an education software called ChildPaths to communicate and record child development and share information with our families. This allows us to communicate in real time and support families to engage with their children's education.

The StartBright Strategic plan was reviewed by the stakeholders and an information event for employees across the organisation was hosted by the CEO. This continues to award recognition to employees for their continued dedication in realising the goals and actions set on in the plan and to maintain engagement with the vision, mission and values of the organisation going forward.

Goal 4 - Invest in StartBright Human resources – StartBright have introduced an employee engagement tool, developed and evaluated by Quality Matters, to increase staff motivation and engagement across the organisation. This tool will support enhancing the HR function within the organisation while improving culture, working conditions and recognition across the organisation.

StartBright held their 2nd organisational Award ceremony in June 2023. We celebrated achievements and acknowledged staff contributions to the organisation. StartBright have further developed organisation events to further develop the culture of the organisation.

Startbright Early Learning Centres Company Limited by Guarantee

Principal Activities and Business Review (cont'd.)

Improve StartBright Governance – StartBright comply with the Charities Governance Code and have further developed subgroups to ensure the skills and knowledge required to further the vision and mission of the organisation are forefront at all times in decision making and future planning.

Business Review and Results

From September 2022 through to year end in August 2023 the services occupancy remained steady with marked increases in additional provision for fulltime school aged childcare during out of term across all services. With an increase in local housing projects and increased employment rates, we have had seen an increased demand for childcare and school aged childcare places across all our units. The increase in children accessing the Access and Inclusion (AIM) model for supports has also increased year on year, requiring additional recruitment and costing to the services.

In 2022 StartBright took over 2 new centres, Brookview and St Finian's, therefore the turnover for 2023 has increased significantly since 2022 as a result.

Parent fee income increases in 2022 - 2023 are in line with the increased occupancy and two additional centres in 2022. The service fees have remained at the 2021 levels due to a fee freeze stipulated by the core funding contract agreements from the DCEDIY.

The surplus for the financial year amounted to Euro 123,177 (2022 deficit Euro 9,043).

Principal Risks and Uncertainties

The Directors have identified that the key risks and uncertainties the Company faces relate to the risk of a decrease in the level of grant income, the loss of key staff and the potential for increased compliance requirements arising from changes in company, health and safety, taxation, pension or other relevant legislation.

The Company mitigates these risks by operating a risk management strategy, including monitoring of cash flows, procedures and policies and changes in legislation and internal control risks.

Startbright Early Learning Centres Company Limited by Guarantee

Directors' Report for the Year Ended 31 August 2023

Statement of Directors' Responsibilities for Financial Statements

The Directors are responsible for preparing the Directors' Report and the Financial Statements in accordance with Irish law and regulations.

Irish Company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council including FRS 102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as to the financial year end and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards and note the effect and the reasons for any material departure from those standards;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

Future Developments

The Company is contracted to the National Childcare Scheme (NCS) and ECCE schemes to allow families to receive support for their childcare fees. The Company will continue to prioritise supporting children with additional needs and families experiencing multiple disadvantages. NCS children, who are referred for sponsorship, currently do not receive sufficient funding to cover the full cost of childcare. StartBright will continue to bridge the gap for those families most in need of our support. StartBright also continues to absorb the impact of the cost the scheme attendance trackers has on vulnerable families to ensure they retain their place and relationships with the service.

The Company is contracted to Core Funding. This new funding model supports delivery of ELC and SAC for the public good, for quality and affordability for children, parents and families. Core Funding operates alongside the NCS and ECCE and constitutes additional income for providers on top of funding for these schemes, as well as income from parental fees. Core funding is designed improve affordability, quality, inclusion and sustainability.

StartBright continue to also invest their surplus each year to further develop quality, affordability, inclusion and sustainability across all our services in line with best practice and the needs of our communities. StartBright continue to bridge the gap in providing professional wages and improve working conditions for their employees beyond the minimum rates approved in the ERO by the JLC.

StartBright Early Learning Centres Company Limited by Guarantee

Directors' Report for the Year Ended 31 August 2023

Future Developments (cont'd.)

StartBright have earmarked reserves to improve outdoor spaces at StartBright Brookview and Deansrath in line with the Strategic plan and also construct and resource a sensory room at StartBright Greenhills to meet the diverse needs of the children and families at this service.

As noted in prior years it is the Board's intention to relocate St Ronan's to a new purpose- built premises beside Deansrath. This project will be funded from the Capital Reserve and any capital grants that may be available. The project will not be completed in the year ended 31 August 2024 or until large capital grant funding becomes available.

Accounting Records

The Directors acknowledge their responsibilities under Section 281 to 285 of the Companies Act 2014 to keep proper books and records for the Company. In order, to comply with the requirements of the Act, we maintain all source documentation and we prepare our books from the source documentation. Our books and records are kept at the business address of the Company.

Directors

Susan Selfridge retired from the Board on 21st June 2023 and Roisin Cullinan retired from the Board on 7th November 2023.

Slavi Okhrimenko and Margaret Dineen joined the board on 21st June 2023.

All of the other directors served for the full financial period.

In accordance with the Constitution, Sharajit Kaur, Austin O'Sullivan and Juracy Antunes retire by rotation, and being eligible, stand for re-election.

Directors' Interests

None of the Directors had a material interest at any time during the year ended 31 August 2023 in any contract of significance in relation to the business of the Company.

Disclosure of Information to Auditors

In accordance with Section 330 of the Companies Act 2014, in the case of each director in office at the date of the Directors' Report is approved, the following applies:

- so far as the Director is aware, there is no relevant audit information of which the Company's auditors are unaware; and
- the Director has taken all the steps, that a director ought to have taken as a director, required to make that director aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Payment of Creditors

The Directors acknowledge their responsibility for ensuring compliance with the provisions of the EC (Late Payment in Commercial Transactions) Regulations 2012. It is the Company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Startbright Early Learning Centres Company Limited by Guarantee

Directors' Report for the Year Ended 31 August 2023

Reserves Policy

In accordance with recommended best practice the Company has a reserves policy in place. The policy was reviewed and updated on 12th December 2023. It recognises the importance of maintaining sufficient reserves as follows:

a. Contingency Reserve - to ensure the continuity of the Company's services in the event of unforeseen adverse circumstances. Contingency reserve is the total of all 3 reserves with the minimum to be equivalent to three month's operating expenses the Company is committed to in the current financial year.

b. Capital Expenditure Reserve - to fund new capital expenditure and repairs and to support the development of new initiatives, consistent with the Company's mission to manage and deliver high quality, affordable early childhood care and learning services relevant to the needs of our community.

c. Development Reserve to

(i) support projects and quality developments at existing services;

(ii) to support new initiatives in the delivery of childcare services relevant to our community and to assist in sustaining these initiatives through the start-up phase.

For the year ended 31 August 2023 this equates to:

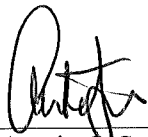
- i) Contingency Reserve Euro365,000 (2022 Euro365,000)
- ii) Capital Expenditure Reserve Euro250,000 (2022 Euro250,000)
- iii) Development Reserve Euro136,000 (2022 Euro50,000)

The level and adequacy of the reserves are reviewed annually by the Finance Committee which reports directly to the Board.

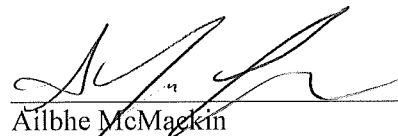
Auditors

Frisby & Associates, a Statutory Audit Firm, have expressed their willingness to remain in office in accordance with Section 383(2) of the Companies Act 2014

On behalf of the Board



Austin O'Sullivan
Director



Ailbhe MacMagin
Director

21 February 2024

Startbright Early Learning Centres Company Limited by Guarantee

Independent Auditors' Report to the Members of Startbright Early Learning Centres Company Limited by Guarantee

Opinion

We have audited the financial statements of StartBright Early Learning Centres Company Limited by Guarantee for the year ended 31 August 2023, which comprise the Income and Expenditure Account, the Balance Sheet, the Cashflow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is applicable Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31st August 2023 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of our audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Auditors' Report Continued....

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Report for the financial year is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Auditors' Report Continued....

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

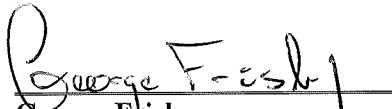
https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf.

This description forms part of our audit report.

The purpose of our audit work and to whom we owe our responsibilities

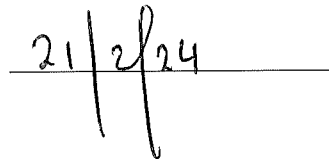
This report is made solely to the company's members as a body in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:


George Frisby

**For and on behalf of:
Frisby & Associates**

Chartered Accountants and Statutory Audit Firm
Unit 11 Woodview Court
Tandy's Lane
Lucan
Co Dublin


21/2/24

Startbright Early Learning Centres Company Limited by Guarantee

Income and Expenditure Account for the Year ended 31 August 2023

	Note	2023 Euro	2022 Euro
Turnover		2,699,128	1,602,253
Administrative expenses		(2,576,104)	(1,611,449)
(Deficit)/Surplus on Ordinary Activities before interest and taxation		123,024	(9,196)
Interest Receivable and Similar Income		153	153
(Deficit)/Surplus on Ordinary Activities Before Taxation	4	123,177	(9,043)
Taxation on (Derficit)/Surplus on Ordinary Activities	5	-	-
(Deficit)/Surplus for the Financial Year		123,177	(9,043)

Statement of comprehensive income

The company has no recognised comprehensive income other than those included in the income and expenditure account above and therefore no separate statement of comprehensive income has been prepared.

All amounts included above relate to continuing operations.

The notes on pages 16 to 23 form part of these financial statements

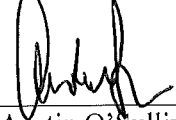
Startbright Early Learning Centres Company Limited by Guarantee

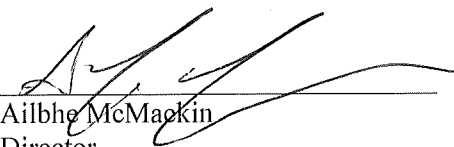
Balance Sheet as at 31 August 2023

	Note	2023 Euro	2022 Euro
Fixed Assets			
Tangible Assets	6	113,296	157,322
Current Assets			
Debtors and Prepayments	7	22,796	13,657
Cash at Bank and on Hand		981,899	817,616
		1,004,696	831,273
Creditors- falling due within one year	8	(121,794)	(122,453)
Net Current Assets		882,902	708,820
Total Assets Less Current Liabilities		996,198	866,142
Capital Grants	10	(52,446)	(45,558)
Net Assets		943,752	820,584
Accumulated Funds			
Revenue Reserves	11	192,752	155,584
Capital Expenditure Reserves	12	250,000	250,000
Contingency Reserve	13	365,000	365,000
Development Reserve	14	136,000	50,000
Total Accumulated Funds	15	943,752	820,584

The notes on pages 16 to 23 form part of these financial statements

On behalf of the Board


 Austin O'Sullivan
 Director


 Ailbhe McMaekin
 Director

21 February 2024

Startbright Early Learning Centres Company Limited by Guarantee

Cash Flow Statement for the Year Ended 31 August 2023

	2023	2022
	Euro	Euro
Cash Flows from Operating Activities		
Operating (Deficit)/Surplus for the year	123,020	(9,196)
Depreciation	63,160	69,726
Capital Grants Amortised	(18,903)	(17,121)
Deferred Income	8,468	(11,426)
Debtors and Prepayments	(9,139)	5,956
Creditors and Accruals	(9,126)	26,661
	<hr/>	<hr/>
Total Cash Inflow from Operating Activities	157,479	64,600
	<hr/>	<hr/>
Cash Flows from Investing Activities		
Payments to acquire Tangible Assets	(19,134)	(61,185)
Capital Grants Received	25,791	9,000
Interest Received	153	153
	<hr/>	<hr/>
Cash Outflow from Investing Activities	6,810	(52,032)
	<hr/>	<hr/>
Total Cash Flows from Financing Activities	-	-
	<hr/>	<hr/>
Movement in Cash and Cash Equivalents		
Increase during the Year	164,289	12,568
	<hr/>	<hr/>
Cash and Cash Equivalents at 1 September	817,616	805,048
	<hr/>	<hr/>
Cash and Cash Equivalents at 31 August	981,899	817,616
	<hr/>	<hr/>

Starbright Early Learning Centres Company Limited by Guarantee

Notes to the Financial Statements for the Year Ended 31 August 2023

1. Accounting Policies

The significant Accounting Policies adopted by the Company are as follows:

Basis of Accounting

The Financial Statements have been prepared in accordance with generally accepted accounting principles under the Historical Cost Convention and comply with Financial Reporting Standards of the Financial Reporting Council.

Income

Income consists of grant income, parents' fees and other miscellaneous contributions. Parents fees are included in the Financial Statements when received. Incoming resources have been included in the Financial Statements only when realised or when the ultimate cash realisation of which can be assessed with reasonable certainty.

Grant Income

Grants received specifically as a contribution towards fixed assets are credited directly to the capital fund in the year of receipt. Such grants are amortised to the Income and Expenditure Account on the same basis as the related assets are depreciated.

Revenue grants are credited to the Income and Expenditure Account upon the recognition of the associated expense for which the grant was originally received.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT, which cannot be recovered, and is reported as part of the expenditure to which it relates.

Tangible Assets

Tangible Fixed Assets are stated at cost less accumulated depreciation. Cost includes prime cost, overheads and interest incurred in financing the construction of Tangible Fixed Assets. The Company undertakes a review for impairment of a Fixed Asset if events or changes in circumstances indicate that the carrying amount of a Fixed Asset may not be recoverable. To the extent that the carrying amount exceeds the recoverable amount, that is the higher of net realisable value and value in use, the Fixed Asset is written down to its recoverable amount. The value in use of Fixed Assets is determined from estimated discounted future net cash flows.

Depreciation

Depreciation is calculated in order to write off the cost of Tangible Assets by equal annual instalments over their estimated useful lives as follows:-

Office & Creche Equipment	25% Straight Line
Licencehold Improvements	Over the life of the licence.

1. Accounting Policies continued...

Reserves

In accordance with recommended best practice, each charity should have a reserve policy. This policy is concerned with how much 'free' (or unallocated) reserves a charity retains. The Board has the responsibility for establishing and reviewing an appropriate reserve policy. To date three reserves have been created - Contingency Reserve, Capital Expenditure Reserve and Development Reserve.

The Company's reserve funds at 31st August 2023 were as follows -

- Contingency Reserve of Euro365,000 (2022 Euro365,000) approximately three months of cash expenditure, under normal operating conditions, which may be used to enable the company carry on its work, even when faced with a combination of difficult circumstances.
- Capital Expenditure Reserve of Euro250,000 (2022 Euro250,000) to fund new capital or major refurbishment work to enhance and maintain current centres.
- Development Reserve of Euro136,000 (2022 Euro 50,000) to support new initiatives in the delivery of childcare services relevant to our community and to assist in sustaining these initiatives through the start-up phase.

2. Significant Accounting Judgments and Key Sources of Estimation Uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will seldom equal the related actual results. No estimates and assumptions have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Startbright Early Learning Centres Company Limited by Guarantee

Notes to the Financial Statements for the Year Ended 31 August 2023

	2023 Euro	2022 Euro
3. Grant Income		
Capital Grants		
Capital & Other Grants Amortised	<u>18,903</u>	<u>17,121</u>
Revenue Grants		
National Childcare Scheme (NCS)	860,659	393,426
Early Childhood Care & Education (ECCE)	534,080	349,954
Community Services Programme (CSP)	71,759	61,467
Community Childcare Subvention Plus (CCSP)	6,317	56,581
Transition Fund	-	38,774
Access & Inclusion Model (AIM)	160,862	35,700
School Meals Programme	27,062	22,960
Playing Outside Grant	-	6,000
New Centres Takeover Funding	74,209	-
New Centres Construction Funding	122,684	-
Core Funding	360,832	-
SDCC Parent Facilitator & Parent Toddler Grants	4,550	-
Total Revenue Grants	<u>2,223,014</u>	<u>964,862</u>
Total Grant Income	<u>2,241,917</u>	<u>981,983</u>

StartBright Early Learning Centres Company Limited by Guarantee

Government Grants Year Ended 31 August 2023

The Company received the following Revenue Grants in respect of 2023:

Programme	Purpose/Restriction	Income	Deferred	Income	Deferred	Deferred	Received
		2022/23	31/08/202	2021/22	31/08/2021	31/08/2022	2021/22
		Euro	Euro	Euro	Euro	Euro	Euro
CCSP	provision of childcare services	6,317	-	56,581	(10,348)	624	46,857
ECCE	provision of pre-school childcare	534,080	40,461	349,954	(31,907)	34,666	352,713
NCS	provision of childcare services	860,659	-	393,426	-	-	393,426
AIM	assist ECCE for children with additional needs	160,862	2,640	35,700	-	240	35,940
Core Funding	Replaced the Employment Wage Subsidy Scheme	360,832	-	-	-	-	-
Transition Fund	interim funding during transition to core funding	-	-	38,774	-	-	38,774
School Meals	provision of meals to children	27,062	-	22,960	-	-	22,960
Playing Outside	purchase of playing outside goods	-	-	6,000	-	-	6,000
CSP ends 31/12/22	payment of designated wages	71,759	-	61,467	(9,964)	4,427	55,930
SDCC GRANTS	SDCC PARENT FACILITATOR AND PARENT TODDLER GRANTS	4,550	-	0	0	0	0

Deferred Income relates to income received in advance of the academic year to which it relates. All other income relates to the academic year ended 31 August 2023 and was received/receivable, spent and accounted for in the year to which it relates.

The CSP funding period is 6 years ending 31 December 2022 and the total grant amount is €399,690. It is accounted for on a straight line basis over the 6 year grant period. The corresponding wages cost is also incurred and accounted for on a straight line basis over the same 6 year period. Some children still availing of this if it is more beneficial than other schemes

School Meals are funded by the Department of Employment Affairs & Social Protection. CSP is funded by the Department of Rural & Community Development. All other programmes are funded by the Department of Children, Equality, Disability, Integration & Youth. Core Funding replaced the Employment Wage Subsidy Scheme

StartBright Early Learning Centres CLG tax affairs are in order and the company has been issued a tax clearance certificate. (access number 851676.).

Startbright Early Learning Centres Company Limited by Guarantee

Notes to the Financial Statements for the Year Ended 31 August 2023

	2023	2022
	Euro	Euro
4. Surplus on Ordinary Activities Before Taxation		
This has been arrived at after charging:		
Auditors Remuneration	(3,960)	(3,960)
Depreciation of Tangible Fixed Assets	(63,160)	(69,726)
And after crediting:		
Amortisation of Capital & Other Grants	<u>18,903</u>	<u>17,121</u>

5. Tax on Profit on Ordinary Activities

No charge to current or deferred taxation arises as the Company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997. The Company's tax affairs are in order and it has been issued a tax clearance certificate.

6. Tangible Assets – movements for the year ended 31 August 2023

	Opening Balance (as restated) Euro	Additions/ Revaluation Euro	Disposals/ Devaluation Euro	Closing Balance Euro
Cost				
Fixtures and Fittings	688,710	19,134	-	<u>707,844</u>
Accumulated Depreciation				
Fixtures and Fittings	531,388	63,160	-	<u>594,548</u>
Net Book Value	<u>157,322</u>			<u>113,296</u>

	2023	2022
	Euro	Euro
7. Debtors and Prepayments		
Falling due within one year		
Debtors	6,380	4,524
Prepayments	<u>16,417</u>	<u>9,133</u>
	<u>22,796</u>	<u>13,657</u>

Startbright Early Learning Centres Company Limited by Guarantee

Notes to the Financial Statements for the Year Ended 31 August 2023

	2023	2022
	Euro	Euro
8. Creditors – Falling Due Within One Year		
Creditors	37,552	55,447
Deferred Income	49,262	40,794
PAYE & PRSI	31,021	18,787
Accrued Expenses	3,960	7,425
	<hr/>	<hr/>
	121,794	122,453
	<hr/>	<hr/>

9. Creditors – Security

The Banks hold no form of security as at the Balance Sheet date.

	2023	2022
	Euro	Euro
10. Capital Grants		
Balance at 1 September	45,558	53,679
Capital Grants Received during the Year	25,791	9,000
Income and Expenditure Account Transfers	(18,903)	(17,121)
	<hr/>	<hr/>
Balance at 31 August	52,446	45,558
	<hr/>	<hr/>

	2023	2022
	Euro	Euro
11. Revenue Reserves		
Balance at 1 September	155,584	194,627
Surplus/(Deficit) for the year	123,177	(9,043)
Transfer (to)/from Capital Expenditure Reserve	-	-
Transfer to Contingency Reserve	(86,000)	(30,000)
	<hr/>	<hr/>
Balance at 31 August	192,761	155,584
	<hr/>	<hr/>

	2023	2022
	Euro	Euro
12. Capital Expenditure Reserve		
Balance at 1 September	250,000	250,000
Transfer from/(to) Revenue Reserves	-	-
	<hr/>	<hr/>
Balance at 31 August	250,000	250,000
	<hr/>	<hr/>

Startbright Early Learning Centres Company Limited by Guarantee

Notes to the Financial Statements for the Year Ended 31 August 2023

	2023	2022
	Euro	Euro
13. Contingency Reserve		
Balance at 1 September	365,000	335,000
Transfer from Revenue Reserves	<u>-</u>	<u>30,000</u>
Balance at 31 August	<u>365,000</u>	<u>365,000</u>
	2023	2022
	Euro	Euro
14. Development Reserve		
Balance at 1 September	50,000	50,000
Transfer from/(to) Revenue Reserves	<u>86,000</u>	<u>-</u>
Balance at 31 August	<u>136,000</u>	<u>50,000</u>
	2023	2022
	Euro	Euro
15. Reconciliation of Accumulated Funds		
Accumulated Funds at 1 September	820,584	829,627
(Deficit)/Surplus for the Year	<u>123,177</u>	<u>(9,043)</u>
Accumulated Funds at 31 August	<u>943,761</u>	<u>820,584</u>
	2023	2022
	Euro	Euro
16. Staff Costs		
Salaries and Wages	1,629,718	1,067,510
Social Insurance Costs	165,191	64,987
PRSA-employer contribution	<u>7,189</u>	<u>1,410</u>
	<u>1,802,098</u>	<u>1,133,907</u>
	2023	2022
Monthly Average Staff Numbers	Euro	Euro
Administration	4	3
Childcare Service	<u>65</u>	<u>52</u>
Total Average Staff Employed	<u>69</u>	<u>55</u>

One employee received remuneration in Euro60,000-Euro70,000 bracket.

Startbright Early Learning Centres Company Limited by Guarantee

Notes to the Financial Statements for the Year Ended 31 August 2023

17. Directors Remuneration and Transactions

Directors Remuneration

There was no director's remuneration paid during the year.

Directors Transactions

No Director or any other person related to the Company had any personal interest in any contract or transaction entered into by the Company during the year.

18. APB Ethical Standards Provisions Available to Small Entities

As a small entity under the provisions of the APB in relation to Ethical Standards we engage our auditor to provide basic tax compliance.

19. Post Balance Sheet Events

There have been no events, subsequent to the year-end, that require any adjustment to or additional disclosure in the financial statements.

20. Capital Commitments

There were no capital commitments as at 31 August 2023.

21. Share Capital and Members Liabilities

The Company is limited by guarantee and does not have a share capital. Consequently, the liability of Members is limited, subject to an undertaking by each Member to contribute to the Net Assets or Liabilities of the Company on winding up such amounts as may be required but not exceeding one Euro.

22. Approval of the Financial Statements

The Directors approved the Financial Statements on 21 February 2024.

Startbright Early Learning Centres Company Limited by Guarantee

Detailed Income and Expenditure Account for the Year Ended 31 August 2023

Detailed Income and Expenditure Account for the Year Ended 31 August 2023

	Note	2023 Euro	2022 Euro
Income			
Parents Fees		454,166	274,560
Grant Income	3		
National Childcare Scheme		860,659	393,426
ECCE		534,080	349,954
CSP		71,759	61,467
CCSP		6,317	56,581
Transition Fund		0	38,774
AIM		160,862	35,700
School Meals		27,062	22,960
Playing Outside Grant		0	6,000
Covid Operating Support Payment		0	0
Employment Wage Subsidy Scheme		0	330,378
Core Funding		360,832	0
Capital Grant Amortisation		18,903	17,121
SDCC Parent Facilitator & Parent Toddler Grants		4,550	0
Interest Earned		153	153
New Centres Takeover Funding		74,209	0
New Centres Construction Funding		122,684	0
Other Income		3,044	15,332
Total Income		<u>2,699,280</u>	<u>1,602,406</u>
Expenditure			
Staff Costs		1,834,395	1,161,082
Rent & Rates		71,698	70,461
Depreciation		63,160	69,726
Professional Fees		18,615	64,239
Food		97,745	59,368
Education Supplies & Equipment		53,469	31,521
Cleaning		41,398	31,308
IT & Computer Maintenance		62,979	24,097
Repairs, Maintenance, Fire & Safety		42,159	21,056
Light & Heat		30,722	21,005
Insurance		21,876	14,298
Staff Training		24,677	11,646
Telephone		15,890	9,189
Postage, Printing, Stationary and Archiving		14,197	7,022
Audit & Secretarial		3,960	3,960
Bad Debts- Parents Fees		0	3,681
Subscriptions		2,319	2,385
Motor & Travel Expenses		3,204	1,890
Bank Charges		2,196	1,783
Sundry Expenses		2,878	1,572
Advertising		0	160
SDCC Parent Facilitator and Parent and Toddler Grants		3,949	0
New Centre Takeover Costs		41,933	0
New Centre Construction Costs		122,684	0
Total Expenditure		<u>2,576,103</u>	<u>1,611,448</u>
Surplus/(Deficit) before Taxation	4	123,177	(9,043)
Taxation on Ordinary Activities	5	0	0
Surplus/(Deficit) after Taxation		<u>123,177</u>	<u>(9,043)</u>