

**Minutes of the Annual General Meeting on
Saturday 9 November 2024 from 12.00-1.00pm
In person at Resource for London, 356 Holloway Road, London N7 6PA and
online**

Present: Nicola Theobald (Chair), John Tuck, Aline-Wendy Dunlop, Andrina Flinders, Anne O'Connor, Anni McTavish, Becky Cook, Carla Cornelius, Catherine Morris, Cathy Gunning, Cathy Nutbrown, David Yates, Debi Keyte-Hartland, Di Chilvers, Dominic Gunn, Elizabeth Wood, Glenda Walsh, Heather Lomas, Helen Moylett, Jacqui Lewis, Jan White, Jasmine Pasch, Jayne Garcia, Joan Henderson, Julia Manning-Morton, Julia Henderson, Julie Fisher, Kierna Corr, Leslie Patterson, Levia Ostrove-Pound, Maryanne Leask, Maureen Mathieson, Nancy Stewart, Nicky Shaw, Nicola Burke, Nicola Demetriadi, Paula Lester, Peter Elfer, Sue Allingham, Tim Hopkins, Zoe Sadler, Zoe Singh

Present online: Dorothy Petrie, Myra McRobbie, Nazma Meah, Marjorie Ouvry, Bolanle Olaseni, Anne Gladstone

In attendance: Beatrice Merrick

Apologies: Tamsin Gimmer, Sian Hudson, Julie Cigman, Sally Jaeckle, Kathryn Solly, Helen Williams, Becky Poulter-Jewson, Mindy Pickering, Sally Cave.

1 Welcome and introduction of trustees

The Chair welcomed all present in the room and online and invited all trustees present to introduce themselves.

2 Minutes of Annual General Meeting held on Wednesday 15 November 2023 and EGM on 1 February 2024

The minutes of the last AGM were agreed. There were no matters arising.

3 Vote of thanks to trustees who are retiring or resigning

The Chair thanked Becky Cook, Andrina Flinders and Maureen Mathieson for their service as trustees, and Becky for her term as Chair. She also thanked John Tuck for his service as Treasurer, noting that he would serve as a trustee for a further year to support the incoming Treasurer.

4 Recommendation for appointment of trustees

The members were asked to appoint Nazma Meah and Myra McRobbie as trustees following their election by the members. They were also asked to appoint Chris Sharpe as a co-opted trustee to take on the role of Treasurer. The appointments were agreed for a three-year term for all three candidates.

7 Trustees Report and Accounts 2023-24

The Chair spoke about the importance of 2023 as our centenary year and thanked all those who had contributed to activities during the year.

The Treasurer presented the last year's financial results in the context of the last five years, noting the challenges of sustainability in order to do more.

The split between core and project income showed the impact of the pandemic in 2021, and the impact of project income in some years, including in 2023-24 where new projects had contributed in the latter part of the year and would have greater impact in 2024-25 with a full year's income. Projects allowed for some recharging of core costs, and where funding was received up front that also contributed through interest earned. Volatility was a challenge with our income. Membership was the most stable and consistent; compared for example to consultancy, which fell during Covid but then increased. Publications was the most volatile income stream with the 2021 peak resulting from Birth to 5 Matters. The most difficult area had been courses and conferences since the pandemic. Expenditure relatively constant, reflecting income. Training costs dropped with switch to online delivery. Support costs were minimal, with not much scope to reduce them as there were only three staff. Associates were fundamental to our capacity. It was important to generate enough income to cover core costs. Challenges remained in sustainability and generating enough secure income to do more of what we wanted to do.

The Treasurer thanked the current and former chair and fellow trustees and the staff, especially the Chief Executive

The Chair and Chief Executive thanked John for his attention to detail and clear presentation of the accounts, and for undertaking additional work when the accountants had not been providing satisfactory support.

The Chief Executive reported on the activities in 2023-24, including the Centenary, campaigning work, CPD, projects, publications and the work of the branches. She thanked all those who had delivered another year of successful activity, especially the branch officers who gave their time entirely voluntarily, and the Associates, for leading on CPD and projects.

Cathy Nutbrown reported that all the Centenary book's authors had agreed to donate their royalties from the book to Early Education. They were thanked for their generosity.

8 Update on activities in 2024-25

The Chief Executive gave a brief report of activities in the current year, which included new funding from the Nuffield Foundation for a research study on workforce across the four UK nations.

9 Appointment of Independent Examiner/Auditor

The Chair reported that traditionally the Independent Examiner/Auditor was appointed by the AGM, but tenders were still in progress and the appointment would be confirmed by the Board in Due course.

10 Members' concerns and priorities

A member raised the issue of the work of the Association often being England-centric due to lack of resource. It was agreed to have a discussion among representatives from Wales, Scotland and Northern Ireland about what they would want and how we could provide it, and then to develop a strategy to do of how to do this, including ensuring representation within the website. There would possibly be a need to seek external sources of funding. It was suggested that there was a need for representation with policy makers to make engagement meaningful for members. There was also a role for the organisation in sharing information between the four nations to provide challenge. It was noted that there were currently no Welsh branches, although

several members flagged that awareness of Early Education in Wales was good. There was good work on curriculum in Wales and Scotland which would be good to feed back to England. There was Interest in Wales in sharing as they were proud of their curriculum. Scottish members agreed especially in regard to the birth to 3 ag range. There was also a need to be clear with the government in England about the different types of statutory framework across the four nations, for example flagging that child rights were not included in the English one, and that it did not need to be so prescriptive.

Members welcomed the new workforce study, noting the crisis with the workforce due to the expansion of childcare in Scotland, and the gap between the Realising the Ambition guidance in theory and practitioners being on their knees in practice.