

GENERATIONS WORKING TOGETHER

Annual Report & Financial Statements

For the year ended

31 March 2017



**Generations
Working
Together**

ANNUAL REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2017

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TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2017

The trustees are pleased to present their report and financial statements together with the independent examiner's report for the year ended 31st March 2017.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name Generations Working Together

Charity Number SC045851

Principal Address 3rd Floor Brunswick House
51 Wilson Street
Glasgow
G1 1UZ

Website Address www.generationsworkingtogether.org

Current Trustees	Alan Hatton-Yeo	Chair
	Margaret McLeod	Vice-Chair
	Elizabeth Bryan	
	Gail Cassidy	
	George Kay	Appointed 31st August 2016
	Natalie McFadyen	Appointed 31st August 2016
	Ewan Fisher	Appointed 8th March 2017
	Jim McBrierty	Appointed 11th July 2017

Other Trustees who served during the year

Pat Scrutton	Resigned 7th March 2017
Douglas Guest	Resigned 25th August 2017

Bankers The co-operative bank plc
P O Box 101
1 Balloon Street
Manchester
M60 4EP

Independent Examiner Anne Knox, FCIE
Stirlingshire Voluntary Enterprise Ltd
Jubilee House
Forthside Way
Stirling
FK8 1QZ

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FOR THE YEAR ENDED 31 MARCH 2017

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is a Scottish Charitable Incorporated Organisation (SCIO) having previously being a project within the Scottish Mentoring Network. Generations Working Together received charitable status on the 29th July 2015 with charity number SC045851

Appointment of Trustees

Generations Working Together is a two tier Scottish Charitable Incorporated Organisation (SCIO)

The Board consists of;

- A minimum of five and a maximum of eleven trustees elected by the Voting Members to serve for a period not exceeding three years;
- The Board may at any time appoint any general member to be a Trustee.

Eligibility

Elected trustees must be members of the organisation. Co-opted trustees may, but are not required to, be members of the association.

Retiring trustees are eligible for re-election or may be co-opted again provided that no trustees may serve more than two terms of three years.

The GENERAL members – who are anyone who applies to join the charity. These individuals elect their local network representatives as voting members.

The VOTING members – who have the right to attend voting members' meetings (including any annual general meeting) and have important powers under the constitution in particular the voting members can appoint general members to serve on the board and take decisions on changes to the constitution itself.

The BOARD (who are the CHARITY TRUSTEES) – hold regular meetings, and generally control the activities of the organisation; for example, the board is responsible for monitoring and controlling the financial position of the organisation

Organisational Structure

The trustees normally meet four times per year to consider the business of the charity.

The day to day operations of the charity is delegated to the National Development Manager who provides detailed information to the Trustees.

OBJECTS & ACTIVITIES

The organisation's purposes are

- a) The promotion of intergenerational relationships to further the relief of those in need by reason of age, ill-health, disability or other disadvantage.
- b) The promotion of equality and diversity
- c) The advancement of citizenship and community development.

These three objectives are the primary purposes of the charity however, it is hoped that through these activities that Generations Working Together will also be able to report on the advancement of education and health and wellbeing.

ACHIEVEMENTS & PERFORMANCE

Generations Working Together (GWT) supported 34 local intergenerational networks with 2-3 meetings taking place in each area across Scotland. A total of 71 network meetings (with 600 attendees – average 8 per meeting) were supported by GWT Development Officers and volunteer coordinators (target 70 meetings with on average 8 per meeting).

381 evaluation forms were collated from the local networks a return of over 64%. Almost 90% of attendees reported that their intergenerational understanding had increased as a direct result of the network meeting with less than 5% saying NO. 131 reported to be currently running intergenerational projects with 74 people

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FOR THE YEAR ENDED 31 MARCH 2017

successfully embedding the approach into their work and another 76 planning to do so. 86% of attendees reported that they would recommend the network meetings to other colleagues and contacts

The local network evaluations reported that there were 131 active intergenerational projects taking place across Scotland with over 4,526 young people and 3,644 older people involved. This we believe is just a snapshot of what is actually taking place.

Three Intergenerational Learning Events for protected characteristics were delivered to 31 practitioners in Glasgow, Aberdeen & Inverness. The events targeted groups with protected characteristics including the LGBT community. The network has now dissolved and members are now attending local network meetings in their own area. This results in a more diverse group of organisations meeting at local networks that are then able to set up new partnerships and create exciting new intergenerational projects.

Training

Eight Intergenerational Training Courses for Practitioners and Trainers were delivered in Glasgow, Orkney, Inverness, Dundee, Aberdeen, Ayrshire, Perth & Edinburgh (only one had to be cancelled due to lack of numbers in Shetland). A total of 93 practitioners successfully completed the course (target was 8 courses with 70 -100 participants).

Feedback from our training courses confirmed that 77% of trainees expressed that they could plan and deliver IG work better as a result of the training. Comments included:

"I feel totally justified in what I am doing and trying to develop now, whereas prior to the course I felt I was the only teacher doing this kind of work".

"Absolutely and reassured I am not alone and I can contact GWT and use the resources"

"I feel well prepared and supported"

"I feel I can plan a project with more confidence"

Two network coordinators meetings were held in Inverness and Glasgow with 17 coordinators attending. The sessions included two facilitators providing training in inclusive communication (Sense Scotland) and how to use creative formats to keep the network meetings alive and interesting.

Conference

Generations Working Together held two conferences during this time period one in the Highlands and Islands (Inverness, 29th April 2016) with 62 delegates in attendance and another in Stirling on 8th March 2017 with 103 delegates. The conferences had a fantastic array of presenters and workshops that gave an inspiring insight into intergenerational work taking place across Scotland, England, Northern Ireland and Spain.

By recruiting a Communication Intern via Inclusion Scotland's and SCVO Internship Programme our press and social media coverage has increased dramatically connecting GWT and our member's projects with politicians (local & national) and social media.

Funding successes

Although unsuccessful with the Accelerating Ideas final bid (Dec 2016) GWT was able to secure:

- 3 years of match funding from the Gannochy Trust in Perth (£10,000 per year)
- Funding from the Creative Community Fund (£1,500) in Perth
- Funding from SCPHRP to enable GWT to work closely with the University of Granada to learn more about ECIL - European Certificate in Intergenerational Learning and to translate from Spanish to English introducing Scottish context to the course.

As funding continues to be reduced and proves difficult to source GWT has introduced a fee for the national conference to help cover costs. Even with a cost the national conference saw over a 100 people attend.

TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2017

FINANCIAL REVIEW

Overview

The trustees raised a total of £119,942 (2016: £96,502) within this financial year, with the main funder continuing to be the Scottish Government. Expenditure totalled £118,955 (2016: £65,831) with the main expenditure items being staff salaries and expenses incurred on carrying out its charitable activities, including the annual conference, local networking and training delivery.

Reserves Policy

The trustees believe it should hold around £45,000 in reserves to meet its commitments to staff, landlord and other creditors, should the charity have to dissolve for any reason. The reserves of the charity at the period end were £30,476 (2016: £30,989). The trustees are aware that this is below the level they aspire to and are actively seeking other funding avenues.

FUTURE PLANS

The charity intends

- To run the first pilot of the International Certificate in Intergenerational Learning in June 2017
- To continue to support local networks and provide training opportunities to members across the whole of Scotland including the islands.
- To continue to secure further funding opportunities for core funding and to pilot intergenerational work in schools and care homes
- To develop our social media campaign and raise the profile of intergenerational work across Scotland
- To recruit new volunteer trustees

APPROVAL

This report was approved by the trustees on 22 November 2017 and signed on their behalf by:

Alan Hatton -Yeo

Chair

INDEPENDENT EXAMINER'S REPORT

FOR THE YEAR ENDED 31 MARCH 2017

Independent Examiner's Report to the Trustees of Generations Working Together

I report on the accounts of the charity for the year ended 31 March 2017 which are set out on pages 8 to 12.

Respective responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 ("the 2005 Act") and the Charities Accounts (Scotland) Regulations 2006 (as amended) ("the 2006 Regulations"). The trustees consider that the audit requirement of Regulation (10)(1)(d) of the 2006 Regulations does not apply. It is my responsibility to examine the accounts under section (44)(1)(c) of the 2005 Act and to state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination is carried out in accordance with Regulation 11 of the 2006 Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

In connection with my examination, no matter came to my attention:-

1. which gives me reasonable cause to believe that in any material respect, the requirements
 - to keep accounting records in accordance with section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Regulationshave not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Anne Knox, FCIE

Stirlingshire Voluntary Enterprise Ltd

Jubilee House

Forthside Way

Stirling

FK8 1QZ

22 November 2017

STATEMENT OF RECEIPTS & PAYMENTS

FOR THE YEAR ENDED 31 MARCH 2017

	Note	Unrestricted Funds	Restricted Funds	Total 2017	Total 2016
Receipts		£	£	£	£
Donations		-	-	-	49,071
Grants	5	-	114,156	114,156	45,000
Trading Income		5,013	-	5,013	2,430
Investment Income		19	-	19	1
Other Charitable Activities		754	-	754	-
		5,786	114,156	119,942	96,502
Payments					
Charitable Activities	6	-	116,524	116,524	65,195
Governance Costs		-	250	250	-
Trustees Expenses		-	647	647	318
		-	117,421	117,421	65,513
Purchase of Fixed Assets		-	1,534	1,534	-
		-	118,955	118,955	65,513
Net movement in funds		5,786	(4,799)	987	30,989
Transfers between funds	8	(6,299)	6,299	-	-
Surplus/(Deficit) for year		(513)	1,500	987	30,989

The Notes on pages 10 to 12 form an integral part of these accounts.

STATEMENT OF BALANCES

AS AT 31 MARCH 2017

	Unrestricted Funds	Restricted Funds	Total 2017	Total 2016
Funds Reconciliation	£	£	£	£
Balance as at 01 April 2016	30,989	-	30,989	-
Surplus/(Deficit) for year	(513)	1,500	987	30,989
Balance as at 31 March 2017	30,476	1,500	31,976	30,989
Bank & Cash Balances				
Cash at Bank	30,476	1,500	31,976	24,214
Scottish Networking Network	-	-	-	6,775
	30,476	1,500	31,976	30,989
Other Assets				
Trading Income Due	255	-	255	540
Apple Computers	1,534	-	1,534	-
	1,789	-	1,789	540
Liabilities				
Independent Examiners Fee	-	250	250	250
Travel Expenses	-	21	21	-
GCVS Payroll	-	93	93	-
Local networks	-	26	26	-
	-	390	390	250

The Notes on pages 10 to 12 form an integral part of these accounts.

These accounts were approved by the trustees on 22 November 2017 and signed on their behalf by:

Alan Hatton -Yeo
Chair

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2017

1. Basis of Preparation

These accounts have been prepared on the receipts & payments basis in accordance with:

- (a) The Charities and Trustee Investment (Scotland) Act 2005
- (b) The Charities Accounts (Scotland) Regulations 2006 (as amended)

There have been no changes to the basis of preparation or to the previous year's accounts.

2. Fund Accounting

- (a) Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity.
- (b) Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.
- (c) The purposes of the funds are shown in Note 8.

3. Taxation

- (a) The charity is not liable to income tax or capital gains tax on its charitable activities.
- (b) The charity is not registered for VAT; thus all costs are shown inclusive of VAT charged.

4. Transactions with trustees and related parties

- (a) No remuneration was paid to trustees or any persons connected with them during the year (2016 : £Nil).
- (b) Travelling expenses totalling £647 (2016 : £319) were reimbursed to 3 trustees (2016 : 3 trustees).

5. Grants Received

	Unrestricted Funds	Restricted Funds	Total 2017	Total 2016
	£	£	£	£
Big Lottery - Accelerating Ideas Fund	-	21,000	21,000	-
Community Self Management Fund	-	1,000	1,000	-
Scottish Government (Equality and Cohesion Fund)	-	90,000	90,000	45,000
Perth & Kinross Creative Com Fund	-	1,500	1,500	-
SCPHRP	-	656	656	-
	-	114,156	114,156	45,000

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2017

6. Cost of Charitable Activities

	Unrestricted	Restricted	Total	Total
	Funds	Funds	2017	2016
	£	£	£	£
Staff Salaries	-	56,681	56,681	26,457
Regional Development Officers	-	24,438	24,438	15,649
Staff Expenses	-	7,790	7,790	3,313
Organisation costs	-	1,706	1,706	799
Events	-	2,545	2,545	5,899
IT Support/Tel	-	888	888	-
Awards/Marketing/Publications	-	2,309	2,309	583
Travel costs	-	315	315	-
GCVS Payroll	-	200	200	-
Volunteer Expenses	-	731	731	-
Local Network Support	-	3,387	3,387	2,430
Office Equipment / Stationery	-	892	892	-
IT costs	-	1,399	1,399	-
Recruitment	-	313	313	-
Office Rental	-	3,919	3,919	2,399
Print/Post/Tel/Sundry	-	-	-	795
Printing & Publications	-	567	567	-
Training delivery	-	2,902	2,902	2,001
IT & Website	-	-	-	572
Staff training & Development	-	217	217	-
Conference	-	4,503	4,503	-
Insurance	-	822	822	-
Steering and Sub Groups	-	-	-	60
Evaluation	-	-	-	538
Management Fee	-	-	-	3,700
	-	116,524	116,524	65,195

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2017

7. Movements in Funds

	As at				As at
	31/03/2016	Receipts	Payments	Transfers	31/03/2017
	£	£	£	£	£
Unrestricted Funds					
General Fund	30,989	5,786	-	(6,299)	30,476
Restricted Funds					
Big Lottery (Accelerating Ideas) Fund	-	21,000	(21,000)	-	-
Community Self Management Fund	-	1,000	(1,000)	-	-
Scot Gov Equality and Cohesion Fund	-	90,000	(96,140)	6,140	-
SCPHRP Fund	-	656	(815)	159	-
Creative Community Fund	-	1,500	-	-	1,500
	-	114,156	(118,955)	6,299	1,500
Total Funds	30,989	119,942	(118,955)	-	31,976

8. **Transfer of funds** £6,140 was transferred from the general to the Scottish Government Fund to meet costs not covered by the fund

£159 was transferred from the general to the SCPHRP fund to meet costs not covered by the fund

9. Purpose of Funds

General Fund An unrestricted fund that may be expended at the discretion of the Trustees in furtherance of the objects of the charity.

Accelerating Ideas (Big Lottery) – Monies received to create a stronger and mutually beneficial working relationship between the two lead organisations for Intergenerational work in Northern Ireland and Scotland and the communities that they work with, and each adapting the best practice of the other to strengthen their work in support of the Intergenerational and ‘Age Friendly’ agendas in the respective countries.

Community Self-Management Development Fund 2015-16 (CSMD) – Monies received to deliver a conference in Inverness to stimulate conversation and showcase the variety of intergenerational work taking place across the Highlands

Scottish Government Equality and Cohesion Fund – Monies received to build stronger and mutually beneficial working partnerships between GWT and organisations and groups who work with people who fall under the protected characteristics of age, disability and race.

Scottish Collaboration for Public Health Research & Policy (SCPHRP) – Monies received to visit the University of Granada to explore the potential for collaborative work to develop an English version of an online training course on intergenerational learning.

Creative Community Fund – Monies received to engage with people of all ages across Perth & Kinross to increase knowledge and confidence in running intergenerational projects, which reduce discrimination, loneliness and isolation and build strong inclusive communities. Intergenerational practice is a great way of bringing cultural groups and activities to younger and older people increasing potential to access the arts and to do so whilst challenging age stereotypes and learning from each other.