

GENERATIONS WORKING TOGETHER

Scottish Charitable Incorporated Organisation (SCIO)

Annual Report & Financial Statements

For the period from 29th July 2015 to ended 31st March 2016



**Generations
Working
Together**

ANNUAL REPORT & FINANCIAL STATEMENTS

FOR THE PERIOD 29 JULY 2015 TO 31 MARCH 2016

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TRUSTEES' ANNUAL REPORT

FOR THE PERIOD 29TH JULY 2015 TO 31 MARCH 2016

The trustees are pleased to present their report and financial statements together with the independent examiner's report for the period ended 31 March 2016.

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
	Pat Scrutton	
	Elizabeth Bryan	
	Gail Cassidy	
	Douglas Guest	
Bankers	The co-operative bank p.l.c P.O. Box 101 1 Balloon Street Manchester, M60 4EP	
Independent Examiner	Anne Knox, FCIE Stirlingshire Voluntary Enterprise Ltd Islay House South 4 Livilands Lane Stirling FK8 2BG	

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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

Local Networks

Generations Working Together (GWT) supported 34 local intergenerational networks which met an average of 2-4 times throughout the year covering all corners of Scotland from the Islands to the very south of Scotland.

The meetings created networking opportunities for organisations and groups as well as providing them with up to date information on what was happening locally and nationally regarding intergenerational work; there were

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also opportunities to link with other key partners in delivering current and future intergenerational activities. In addition, participants heard about GWT's plans and how they could contribute to policies and strategies.

A total of 80 local network meetings were held across Scotland from 29th July 2015 – 31st March 2016 with 678 people in attendance.

Intergenerational Training

GWT delivered nine Intergenerational Training Courses (1 day) between August 2015 and March 2016 across Scotland. Due to reduced funding GWT introduced a charge of £30 per person for each training place. This has had a slight impact on the number of places booked. Two local authorities agreed to cover the full costs of the training courses offering free places to their practitioners (Shetland & Argyll).

84 people attended training delivered in Livingston, Argyll, Angus, Moray, Inverclyde, Glasgow, Perth, Shetland & Inverness with an average attendance of 9 trainees per course.

Conferences/Events

Our national conference took place on the 2nd March 2016 in the Technology and Innovation Centre, University of Strathclyde, Glasgow with 174 delegates in attendance. There was an impressive array of presenters and workshop giving an insight into intergenerational work taking place across Scotland, England, Northern Ireland and Spain. Representation from the Scottish Government gave a national picture on where intergenerational work sits within priorities.

"A great opportunity to network, share experiences with other people who are either working towards an intergenerational practice or actually running a project." (Delegate)

Achievements & performance

GWT was very pleased to receive Scottish Charitable Incorporated Organisation (SCIO) status on the 29th July 2015. Although a new charity GWT was established in 2007 and were originally known as the Scottish Centre for Intergenerational Practice.

History of GWT

The Centre was developed as part of a Scottish Government consultation to explore issues facing society in meeting the challenges of an ageing population.

The Government's strategy document "All Our Futures: Planning for a Scotland with an Ageing Population All Our Futures outlines 4 major areas for intergenerational activity:

1. Public bodies, such as Local Authorities, NHS trusts, Police forces and others, creating opportunities for older people and younger people to interact positively in their area, e.g. in schools (in classrooms and in the governance arrangements for schools); in youth work; in services for older people; and in sport, culture and leisure.
2. Businesses working on how their older employees might help develop the skills and capacity of young people – both within companies and in the wider community.
3. Voluntary organisations developing further opportunities for older and younger people to work together and share experiences.
4. Older and younger people looking for opportunities to contribute to the development of other generations – as grandparents or grandchildren; as role models; as experienced working colleagues; and as volunteers, etc.

For the first four years GWT was jointly managed by the University of Strathclyde and Community Service Volunteers (CSV), directed by a steering group and funded by the Scottish Government. Early in 2011 the Scottish Government decided to appoint Scottish Mentoring Network (SMN), supported by Alan Hatton-Yeo then Chief Executive of the Beth Johnson Foundation, to manage the Scottish Centre for Intergenerational Practice and this took effect from 1st April 2011. It was soon agreed to re-brand the organisation as Generations Working Together (GWT) to more accurately reflect the range of work, which was planned to be undertaken.

Towards the end of the financial year March 2015 SMN's board agreed that GWT should apply for charitable status to open up further opportunities for funding.

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Funding successes

GWT secured six months development funding from Accelerating Ideas, The Big Lottery Fund, to work in partnership with Linking Generations Northern Ireland (LGNI). The proposed project is about creating a stronger and mutually beneficial working relationship between the two organisations. GWT plan to adapt good practice from each other to strengthen our work in supporting the Intergenerational and 'Age Friendly' agendas in our respective countries. Through learning from each other, GWT shall build positive relations between generations in Scottish and Northern Irish schools and communities, including through creating opportunities for people from the respective communities to visit each other and share their experiences and learning. This work is due to be completed by 31st July 2016.

With new funding secured GWT were able to recruit a P/T Finance and Administration Officer who has brought an incredible range of new skills to the small staff team.

Other funding successes included funding from the Community Self-Management Development Fund to support an intergenerational conference in the highlands.

Partnership working

GWT continued to build relationships with many new organisations including those who fall under the heading of protected characteristics.

In November 2015, GWT was invited to Amsterdam to join an International Symposium called "The European Intergenerational Field: Making collaboration possible. The three-day event introduced GWT to many academics and other professionals across Europe who had a keen interest in developing thinking around intergenerational relationships. Key links were developed with several of the participants and GWT hope to collaborate on future projects where possible. One really successful connection has been with Professor Mariano Sanchez from the University of Granada who has agreed to share an online training course with GWT and who travelled to Scotland in March 2016 to share his intergenerational experience and work undertaken in Spain to our conference delegates.

Certificate of Intergenerational Learning

A partnership agreement (2 years) has been signed with the University of Granada to develop a 50-hour online training course, which was initially developed as a European Project In partnership GWT plan to produce an English version which will be hosted on the Universities Moodle website under the name of International Certificate in Intergenerational Learning

GWT is recognised as national and international experts in the field of intergenerational work and is invited to participate in working groups and meetings to further the field.

FINANCIAL REVIEW

Overview

The charity was previously a project hosted by the Scottish Mentoring Network. This is its first year as a charity in its own right. The main income has been from a grant from the Scottish Government with £45,000 being the payment received to the charity itself. The charity also had a transfer of funds from the Scottish Mentoring Network of £49,071 of which £30,932 was unrestricted. The charity also received training income of £2,430. The charity's total expenditure was £65,513 within the period with the cost of salaries and freelance development workers being the main expenditure items.

Donated Facilities & Services

The charity benefited from in kind support from various organisations by way of free venue hire, volunteer support and other items. The trustees have calculated that this would be circa £11,000 in monetary terms. The trustees feel fortunate to have this support and thank all their partners who support them,

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Reserves Policy

The trustees believe it should hold around £45,000 in reserves (building reserves of 3 to 6 months running costs) 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 £30,989.

FUTURE PLANS

Training

- GWT will continue to provide intergenerational training courses across the country along with developing an online accredited course – International Certificate of Intergenerational Learning (ICIL).
- GWT will seek to secure Independent CPD accreditation from the CPD Standards Office for the one-day training courses, which will show our commitment to professional development in the field of intergenerational work.

Funding

- GWT will continue to develop relationships with funders including VAF, Scottish Government, The Big Lottery (Stage 2 to be submitted July/Aug for Accelerating Ideas), and Gannochy Trust etc. submitting additional funding applications for projects, which fit with our strategic direction.
- GWT will continue to develop volunteer skills and knowledge
- GWT will continue to build and develop staff knowledge and skills by encouraging participation in further training and support.

Governance

GWT is directed by a Board of Trustees who were originally members of the steering committee and who collaborated with staff on the process to become an independent charity. The Trustees bring a range of complementary skills to their roles. In the first year of our organisation the focus has been on ensuring the development of strong procedures to provide a clear quality framework; developing a Business Plan to guide our future direction and working with staff to develop a robust funding strategy and delivery plan.

Trustees have used their expertise to guide the future strategic direction of GWT and act as advocates for the organisation through their networks of influence. Priorities are to grow the Board to ensure GWT have the necessary range of backgrounds and skills.

APPROVAL

This report was approved by the trustees on 30 September 2016 and signed on their behalf by:

Alan Hatton-Yeo

Margaret McLeod.

Alan Hatton -Yeo
Chair

Margaret McLeod
Vice - Chair

INDEPENDENT EXAMINER'S REPORT

FOR THE PERIOD 29TH JULY 2015 TO 31 MARCH 2016

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

I report on the accounts of the charity for the period ended 31 March 2016, which are set out on pages 9 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

Islay House South

4 Livilands Lane

Stirling

FK8 2BG

30 September 2016

STATEMENT OF RECEIPTS & PAYMENTS
 FOR THE PERIOD 29TH JULY 2015 TO 31 MARCH 2016

	Note	Unrestricted Funds	Restricted Funds	Total 2016
Receipts		£	£	£
Donations	5	30,932	18,139	49,071
Scottish Government Grant		-	45,000	45,000
Trading Income		2,430	-	2,430
Investment Income		1	-	1
		33,363	63,139	96,502
 Payments				
Charitable Activities	6	-	65,513	65,513
 Net movement in funds		33,363	(2,374)	30,989
Transfers between funds	7	(2,374)	2,374	-
Surplus/(Deficit) for year		30,989	-	30,989

All funds are unrestricted

This is the first period of the charity and subsequently there are no comparative figures to report

The Notes on pages 11 to 12 form an integral part of these accounts.

STATEMENT OF BALANCES

AS AT 31 MARCH 2016

	Unrestricted	Restricted	Total
Note	Funds	Funds	2016
Funds Reconciliation	£	£	£
Balance as at 29th July 2015	-	-	-
Surplus/(Deficit) for year	30,989	-	30,989
Balance as at 31st March 2016	30,989	-	30,989
Bank & Cash Balances			
Cash at Bank	24,214	-	24,214
Scottish Networking Network	6,775	-	6,775
	30,989	-	30,989
Other Assets			
Training Income Due from 2016	540	-	540
	540	-	540
Liabilities			
Independent Examiners Fee	250	-	250
	250	-	250

All funds are unrestricted

This is the first period of the charity and subsequently there are no comparative figures to report

The Notes on pages 11 to 12 form an integral part of these accounts.

These accounts were approved by the trustees on 30 September 2016 and signed on their behalf by:

Allan Hatton-Yeo *Margaret McLeod.*

Allan Hatton -Yeo
Chair

Margaret McLeod
Vice - Chair

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD 29 JULY 2015 31 MARCH 2016

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)

This is the first period of the charity and subsequently there are no comparative figures to report.

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.
- (b) Travelling expenses totalling £319 were reimbursed to 3 trustees

5. Analysis of Receipts

	Unrestricted Funds	Restricted Funds	Total 2016
	£	£	£
Transfer of Funds from Previous Entity	30,932	18,139	49,071

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD 29 JULY 2015 31 MARCH 2016

6. Analysis of Payments

Cost of Charitable Activities	Unrestricted	Restricted	Total
	Funds	Funds	2016
	£	£	£
Staff Salaries	-	26,457	26,457
Regional Development Officers	-	15,649	15,649
Staff Expenses	-	3,313	3,313
Office Rental	-	2,399	2,399
Print/Post/Tel/Sundry	-	795	795
IT & Website	-	572	572
Local Network Support	-	2,430	2,430
Steering and Sub Groups	-	60	60
Training Delivery	-	2,001	2,001
Marketing	-	583	583
Administration	-	799	799
Evaluation	-	538	538
National Events	-	5,899	5,899
Trustees Expenses	-	318	318
Management Fee	-	3,700	3,700
	-	65,513	65,513

7. Movements in Funds

	As at				As at
	29/07/2015	Receipts	Payments	Transfers	31/03/2016
	£	£	£	£	£
<u>Unrestricted Funds</u>					
General Fund	-	33,363	-	(2,374)	30,989
<u>Restricted Funds</u>					
Scottish Government Grant	-	45,000	(45,000)	-	-
T/Ferred Funds	-	18,139	(20,513)	2,374	-
	-	63,139	(65,513)	2,374	-
Total Funds	-	96,502	(65,513)	-	30,989

7.1 Transfers between funds

£2,374 was transferred from the general fund to the restricted transferred funds to meet the costs of the project not fully covered within the fund.

8. Purpose of Funds

General fund	Unrestricted funds that can be expended at the discretion of the trustees in furtherance of the objects of the charity.
Scottish Government Fund	Funding provided for salaries and project costs
Transferred Restricted Funds	Restricted funding from the previous entity for salaries and project costs.