

Charity Registration No. SC042604 (Scotland)

Company Registration No. SC343819 (Scotland)

**WORKING RITE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2021**

# WORKING RITE

## LEGAL AND ADMINISTRATIVE INFORMATION

---

<b>Trustees</b>	Ms V J Di Ciacca Ms S M Miller Mrs K Good Mr E McNair Ms S L Cook Ms R E Forster Ms M A McGeary Ms A Topping
<b>Secretary</b>	Mr A Campbell
<b>Charity number (Scotland)</b>	SC042604
<b>Company number</b>	SC343819
<b>Registered office</b>	Catchpell House 4 Carpet Lane Leith Edinburgh EH6 6SP
<b>Auditor</b>	Thomson Cooper 3 Castle Court Carnegie Campus Dunfermline Fife KY11 8PB
<b>Bankers</b>	The Royal Bank Of Scotland 2 Bernard Street Leith Edinburgh EH6 6PU

---

# WORKING RITE

## CONTENTS

---

	<b>Page</b>
Trustees report	1 - 7
Independent auditor's report	8 - 10
Statement of financial activities	11 - 12
Balance sheet	13
Statement of cash flows	14
Notes to the financial statements	15 - 27

---

# WORKING RITE

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2021

---

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

### Objectives and activities

Working Rite's mission is to deliver a programme that supports young people into a positive destination, be that into sustained employment, apprenticeships or purposeful learning. We help some of the most vulnerable and disadvantaged young people who are, or are at risk of being, NEET (Not in Employment, Education or Training); homeless or have offending behaviour. Many are care experienced and in the current year at least 50% have been affected by mental ill health.

Working Rite is the practical pathway to a job, apprenticeship or purposeful learning. It is a relationship-based model of learning & mentoring - quite simply designed to inspire young people and give them the tools to succeed. Our programme bridges the gap between school and work – and essentially provides a tailored programme that allows young people to engage for as long as they need to. It gives young people essential work experience, provides good role models, builds their confidence and offers them a quality vocational alternative to academic learning. It strengthens community relationships between young people and local businesses.

Increasingly we work in partnership with other community-based charities and organisations to deliver our programme, enabling a seamless transition from specialist youth work and support to our mentored work readiness and placement programme – some are formal project delivery partners, others are key referral and support partners. In the year in review, such partners included Dumbarton Road Corridor Youth Project (NW Glasgow), Street Soccer Scotland (Edinburgh, Glasgow and Aberdeen), Centrestage (Kilmarnock), New Gorbals, Glen Oaks and Elderspark Housing Associations (south Glasgow), Virtual School/Aberdeen City Council (Aberdeen), MAYDS (Argyll & Bute) and Cyrenians (Edinburgh).

Across Scotland, our local Project Co-ordinators individually match a young person to a small business in their local community, where they learn valuable skills, 'on-the-job', where it counts. Our 'trainees' are with their work placement provider for up to six months during which time they are guided by an older mentor in the business and both are supported by the Project Co-ordinator. If the initial placement is not working, for young person or business, then another will be found.

Through the medium of work, they build confidence, find purpose and become equipped with the skills needed to transform their own lives. In 2020/21, Working Rite delivered its model in eight local authority areas:

Aberdeen City  
Aberdeenshire  
Argyll and Bute  
City of Edinburgh  
East Ayrshire  
East Lothian  
Glasgow City  
Midlothian

The Street Soccer project in Glasgow was closed in December 2020, due to restructuring and changes to programme by the partners, however it is planned to restart the project again in the future. Those young people who wished to continue were able to move to one of our other Glasgow based programmes.

The trustees have paid due regard to guidance issued by the OSCR in deciding what activities the charity should undertake.

# WORKING RITE

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2021**

---

### Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the trustees to present a strategic report.

### Achievements and performance

At the point of the first lockdown (March 2020) all funders advised they understood our programme could not be delivered in the way proposed, and as lockdowns and restrictions continued throughout the year they also stated they understood the contract targets for new recruitment onto the programme may not be met. These funders agreed funding could be used in the best way possible to support young people during this time.

Despite these challenges, during the course of the 2020/21 financial year, Working Rite worked with 181 targeted young people (232 in 2019/20) through 10 individual projects (10 in 2019/20). Across our various contracts 44 (24%) of young people successfully completed the programme, with a further 24 (13%) still in placements at the end of the year. The remaining 113 young people who had started the programme have continued into the next financial year to complete the programme.

Each contract required us to work with different young people, some of whom have significant additional barriers and, in some projects young people are engaged alongside partner organisations who do not progress to the employability element of programme within the year in review. Of those 68 young people who fully completed the programme in year across all contracts, 56 (82%) moved into a positive destination – 29 into jobs, 12 into apprenticeships and 15 to further training/education.

Of the remaining 113 young people who started the programme during the financial year, 55% are still on programme, with 7% not moving into a positive destination at the end but still being supported by partner organisations and able to return to the programme when they are ready to do so.

As an accredited SQA centre, Working Rite supported 107 (59%) of those young people engaged to complete one or more unit of the SQA Certificate of Work Readiness. The remaining 74 (41%) were still working on certification at the year end, meaning over 100% of young people engaged will achieve a certified qualification.

Throughout the year, Working Rite adhered to all Government guidelines around lockdown and tier restrictions and produced an internal document to provide guidelines for permitted programme activities within the Government ones for each tier. This was also shared with local businesses to support them in re-opening and providing placements for young people in a covid safe environment.

### Financial review

The charity had an overall surplus of £78,839 (2020: surplus of £9,937) for the year, resulting from a surplus relating to unrestricted funds of £41,471 (2020: deficit of £6,092) and a surplus relating to restricted funds of £37,468 (2020: surplus £16,029). As at the balance sheet date the charity had accumulated reserves of £274,497 (2020: £195,558), of which £202,539 relates to unrestricted funds.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. It was expected that some of the charity's reserves would be required to support programme delivery in 2020/21, however additional Covid specific funding (including the furlough scheme) and the reduction of some costs (such as unrequired office space) has meant the use of reserves in this way was not necessary.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

## **WORKING RITE**

### **TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)**

#### ***FOR THE YEAR ENDED 31 MARCH 2021***

---

Despite the challenges of the pandemic, Working Rite continued to further its strategic intention to diversify its income streams to reduce risk of overreliance on any one source during the financial year under review. The continued efforts of the fundraising team have meant successful funding commitments have been secured for both restricted and unrestricted income, specifically during the pandemic significant grants were awarded by the DM Thomas Foundation and a final grant from the KFC Foundation marking the end of a multi-year partnership. Previously secured funding for core costs and the Glasgow and Argyll projects from the Henry Smith Charity, Gannochy Trust and Charles Hayward Foundation ends during the next financial year.

A number of statutory funding sources, via local or national government, had already been affected by Brexit, with decisions originally delayed until the latter quarter of 2019/20. This was exacerbated by COVID19 with some being delayed further, whilst others continued in their former guise until such time as changes could be made. This meant that for a period of time during the year in review, not all funding (or confirmation of value) had been secured for projects until the second half of the year. At the end of the 2020/21 financial year, an extension had been awarded from CYPFEIF (to March 2022) and delayed decision from GCF (from September 2020 to March 2023). Additionally, given the inevitable programme delivery changes that were required as a result of the pandemic and lockdowns, funders also allowed the charity to carry forward funding from 2020/21 into the first period of 2021/22 to continue the projects they funded – specifically GCF and ICF. This will enable outcomes in terms of the number of young people supported over the full period of the awards to be achieved.

Funding through the Social Innovation Partnership (Scottish Government and Hunter Foundation) continued for Street Soccer partnership projects in Edinburgh, Aberdeen & Glasgow and the Centrestage/Connect project in Kilmarnock/East Ayrshire. Projects in Edinburgh, Aberdeen and Kilmarnock are funded until March 2022).

The Leith Pioneers project, delivered in partnership with the Cyrenians, for young people leaving north Edinburgh secondary schools, is funded for three years (to March 2022) from BBC Children in Need, the Robertson Trust and the Employability Third Party Grant fund. New funding from the LNER Customer & Community Investment Fund is to be confirmed in November 2021 for the 2022/23 financial year.

The Investing in Communities Fund (ICF) has extended funding (by application) for the Pathfinder programme in NW Glasgow for a further year (to March 2023). This will therefore be a continued match for the Glasgow Community Fund (GCF) award already secured until March 2023.

Aberdeen City Council provided 7 month funding for a pilot project in Aberdeen (to March 2021) which has now been extended for a further year. Match funding for 12 months was secured from the Agnes Hunter Trust – with a possible extension thereafter.

Specifically, during the year in review, restricted and unrestricted COVID19 related awards were secured from the Wellbeing Fund, Small Business Grant and Scottish Government COVID Response award. This meant that with continuation, replacement and new funds the charity has not only maintained its delivery level across local authority areas – but also secured/maintained 18 key sources of income throughout the year.

Overhead cost reductions implemented in the previous year were maintained throughout 2020/21 and to mitigate the risk of lower funding being available during and post COVID19, further reduction in physical office space was implemented as the decision was made that head office based staff would be able to continue working from home and use project office space as required in the future.

Working Rite continued to engage positively throughout the year with the Scottish Government through high level engagement with civil servants, ministers and other significant stakeholders. Specifically work initiated by the Social Innovation Partnership (SIP) has involved Working Rite in providing input into papers for policy review for the Scottish Government and in a similar vein the input of the charity has been sought by the working group of the Employability Third Party Grant (EPTG).

Working Rite continues to seek to strengthen its Board of Trustees and will continue to refer to the skills audit to support further recruitment in 2021/22.

# WORKING RITE

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2021**

---

### COVID19 response

When the charity removed all 56 young people on the programme on 18 March 2020 from work placements and face to face induction, we committed to continuing to provide their training allowance for at least six weeks, if they continued to engage with their Project Coordinators.

With the support and flexibility of all funders (statutory and private) allowances were able to be paid throughout the year at every stage of lockdown and restriction – and new young people were able to start the programme with the newly developed online programme. This meant that despite the 'stop start' nature of the year in terms of placements, the young people on the programme were not affected and businesses providing work placements were not left to financially support young people at a difficult time for them.

Working Rite continued to utilise Teams to conduct staff calls, and these have, and will, continue on a weekly basis – meaning there is more contact with all staff at the same time than previously (quarterly meetings). Additional funding from the Scottish Government allowed further hardware purchases, over and above those made possible by the Wellbeing Fund at the beginning of the year, meaning that every project has a bank of devices for young people to use for remote sessions and training.

The Mental Health First Aid Course completed by all staff in the early part of the year was followed by additional Safeguarding and ASIST training, giving staff the knowledge needed to support and signpost young people appropriately. This became essential for three members of staff who were contacted by young people to say they were having suicidal thoughts, and in one case attempting to end her life. Working Rite will continue to ensure staff are not only trained to recognise signs of mental ill health and to support young people – but that they have the support themselves as well when faced with these situations.

At the end of the year the majority of projects had successfully supported 70-80% of the young people the project contracts were expected to, with those still to start being able to move into the 2021/22 contract year. The programme has been modified to provide a longer induction phase and work placement to take into account the mental well-being of the young people - giving them time to adjust – and the uncertainty from local businesses trying to restart after such a long period of lockdown restrictions.

*“Excellent service. Very young person-focused and able to come out to into the community to engage with the young people. Excellent at building relationships with young people and supporting them long term to gain employment. I would definitely recommend Pathfinders to both young people and other agencies” – Pathfinder (NW Glasgow)*

*“I feel WorkingRite was very worthwhile. I moved school a lot and when I left I never thought I would go into college. I'm now looking forward to starting college this week. I've gained confidence and I now feel I know a lot more about work. I don't know what I would be doing now without Workingrite.” – Leith Pioneers (Edinburgh)*

*“When I started WorkingRite I wasn't sure what work I wanted to do, or what I could do because of the restrictions. When the placement at the golf club with the greenkeeping team came up I thought I'd give it a try. It was a very new experience and brilliant work, something that is very fun and keeps me challenged – and now I've got an apprenticeship”. – Glen Oaks Project (south Glasgow)*

## **WORKING RITE**

### **TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)**

***FOR THE YEAR ENDED 31 MARCH 2021***

---

**Young people's stories – for confidentiality, all names in these case studies have been changed.**

#### **Adam (age 17)**

##### **Mentor to Motivate Programme - Argyll**

Adam was referred by the social work "through care team" as he was in kinship care and stayed in a rural village on Isle of Mull. He had never excelled in school, felt a substantial lack of self-esteem and de-motivation and was keen to leave as soon as possible.

Due to a lack of local opportunities in his preferred field (construction/joinery), the need for a driving license and a preference by Adam to stay in Oban (he went to school in Oban and stayed at the school hostel), he wanted to work at a building site in Oban and a joinery placement was secured.

Finding suitable accommodation that was affordable and supported was a challenge due to his age and financial situation. Audrey, the Project Coordinator worked hard to find him suitable accommodation as she was afraid that any large gap would encourage him to go astray with his peers. She eventually managed to set him up with a suitable land lady and a boarding room was found. Adam settled in well, completed his preplacement induction including Atlas Health and Safety modules and a site visit was arranged to introduce him to the team and get familiar with the site.

Throughout this placement close contact was kept with the grandparents, land lady and mentor to ensure that Adam was supported and coping with his placement and semi- independent living. Adam initially presented as very shy and quiet but became more confident and chattier, getting on well with the other joiners. He returned to Mull to live with his grandparents at the weekends where he put his new skills to use, working on things around their house.

Adam has received positive feedback from mentor reviews – noting him as being a hard worker and keen to learn skills – and as a result at the end of the placement he was offered a Modern Apprenticeship.

#### **Cara (age 16)**

##### **Leith Pioneers - Edinburgh**

Many of our young people come to us with multiple level challenges, things that they face daily, but with the right support they show their resilience in overcoming these. Cara was one of these young people when she was referred to Leith Pioneers in October of 2020 and started working with Jessie, the Project Co-ordinator, in November 2020.

She was living at home with her mum, where she had caring responsibilities for her three other siblings. We had been notified that her home life was very chaotic and there were addiction issues in the house. Previous to being referred to us, Cara had been set up to do a placement through JET but it had fallen through with the pandemic. The week after starting Cara on the programme, we found a fantastic business and decided to move quickly to get her in a placement.

The day Cara was accepted for the placement, she was also made homeless. Between her social worker, WorkingRite and her placement provider, we have supported her through accommodation struggles and the difficulties of Universal Credit etc.

Cara thrived in the workplace even after having to be in supported accommodation, through the whole of the second lockdown by herself. Her placement provider couldn't have been happier with her and as a result she started her apprenticeship at the end of June 2021.



# WORKING RITE

## TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2021**

---

### **Tye (age 19) Pathfinder Project (Glasgow)**

Tye was referred through the Dumbarton Road Corridor (DRC) engagement team, having been working on his CSCS training with aspirations to be an electrician and although he had previous experience of café work that didn't seem to have a future in it for him. Tye hadn't achieved that well at school and had been diagnosed with Dyslexia which made studying and remembering his studies a difficulty for him.

Early in the programme it was identified in group workshops, completing paperwork and working through the Certificate of Work Readiness that Tye was struggling a little with the written work and required extra support for this and when given this he managed the work ok. However, a little later he admitted he was struggling with the emailed electrical competency tests he'd wanted to complete and opened up to considering other options with a view to college potentially being too much for him.

In March 2020, Tye was ready for a suitable placement when the first lockdown occurred. For Tye this was a tough blow as everything he was working towards was put on hold and he found himself at home feeling down and slightly depressed. Additionally, his Mum who had just become self-employed, was unable to earn, and did not qualify for many grants or furlough. However, Tye continued to engage with the Pathfinder programme, doing online training, coming on zoom calls and regular engagement on the phone, and with this participation was able to continue to receive his training allowance. This, and the ability of the Project Coordinator to offer his mum some support in relation to what she could do in relation to furlough and benefit options, helped the family keep their heads above water.

As the first lockdown started to lift, an 'outdoors' interview was arranged outside for Tye with a local kitchen and bathroom fitting company where he would have the opportunity to try out various skills in the workplace and decide what trade was best for him. The placement went ahead, and Tye worked very hard, with support provided on a sometimes-daily basis with regular reviews and contact with the placement provider. In the autumn, the business owners suggested Tye acquired some of his own tools which the Pathfinder project was able to support him in getting and in October 2020 Tye was offered an apprenticeship in Joinery, being the trade he wished to focus on.

The Project Coordinator supported the business in accessing the correct training provider and supplied information related to funding to support them in converting a trainee to apprenticeship. In a matter of months of beginning his apprenticeship, Scotland entered a further lockdown in December 2020 and Tye was placed on furlough at the beginning of January 2021.

In April 2021, Tye returned to work as an apprentice and continues to work hard on his career showing strength and resilience over the past year and demonstrating that with the right type of support anything is possible.

### **Structure, governance and management**

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Ms E L Critchley	(Resigned 8 April 2021)
Ms V J Di Ciacca	
Ms S M Miller	
Mrs K Good	
Mr E McNair	
Ms S L Cook	
Ms R E Forster	
Ms M A McGeary	
Ms A Topping	

## WORKING RITE

### TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2021**

---

An induction process for new trustees is being applied, including a Trustee Roles Description Handbook (following OSCR guidelines), provision of all policies and safeguarding procedures, and introductory meeting with staff. Further trustee recruitment will continue to be a target during 2021/22 to ensure the charity maintains a level of good governance and any future turnover of trustees does not result in key skill areas being underrepresented.

#### **Statement of trustees responsibilities**

The trustees, who are also the directors of Working Rite for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **Auditor**

In accordance with the company's articles, a resolution proposing that Thomson Cooper be reappointed as auditor of the company will be put at a General Meeting.

#### **Disclosure of information to auditor**

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees report, including the strategic report, was approved by the Board of Trustees.



.....  
**Ms V J Di Ciacca**

Chair

Dated: 17/09/2021

# WORKING RITE

## INDEPENDENT AUDITOR'S REPORT

### TO THE TRUSTEES OF WORKING RITE

---

#### Opinion

We have audited the financial statements of Working Rite (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, 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 trustees 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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 the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

# WORKING RITE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF WORKING RITE

---

#### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees report; or
- proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 (UK) 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: existence and timing of recognition of income, posting of unusual journals along with complex transactions and non-compliance with laws and regulations. We discussed these risks with management, designed audit procedures to test the timing and existence of revenue, tested a sample of journals to confirm they were appropriate and inspected minutes from meetings held by management and trustees for any reference to breaches of laws and regulations. In addition, we reviewed areas of judgement for indicators of management bias to address these risks.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience through discussion with the officers and other management (as required by the auditing standards).

We reviewed the laws and regulations in areas that directly affect the financial statements including applicable charity and company law and considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.

## WORKING RITE

### INDEPENDENT AUDITOR'S REPORT (CONTINUED)

#### TO THE TRUSTEES OF WORKING RITE

---

With the exception of any known or possible non-compliance with relevant and significant laws and regulations, and as required by the auditing standards, our work in respect of these was limited to enquiry of the officers and management of the charity.

We communicated identified laws and regulations and potential fraud risks throughout our team and remained alert to any indications of non-compliance or fraud throughout the audit. However the primary responsibility for the prevention and detection of fraud rests with the trustees.

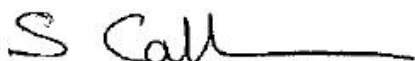
Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**Sharon Collins (Senior Statutory Auditor)**  
**For and on behalf of Thomson Cooper, Statutory Auditors**  
**Dunfermline**

20 September 2021  
.....

Thomson Cooper is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

# WORKING RITE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2021**

### Current financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
<b><u>Income and endowments from:</u></b>					
Donations and legacies	2	155,053	200,316	355,369	234,602
Charitable activities	3	89,258	608,596	697,854	743,139
Investments	4	56	-	56	218
Other income	5	29,886	-	29,886	-
<b>Total income</b>		<b>274,253</b>	<b>808,912</b>	<b>1,083,165</b>	<b>977,959</b>
<b><u>Expenditure on:</u></b>					
Raising funds	6	40,056	-	40,056	44,394
Charitable activities	7	338,535	625,635	964,170	923,628
<b>Total resources expended</b>		<b>378,591</b>	<b>625,635</b>	<b>1,004,226</b>	<b>968,022</b>
<b>Net (outgoing)/incoming resources before transfers</b>		<b>(104,338)</b>	<b>183,277</b>	<b>78,939</b>	<b>9,937</b>
Gross transfers between funds		145,809	(145,809)	-	-
<b>Net income for the year/ Net movement in funds</b>		<b>41,471</b>	<b>37,468</b>	<b>78,939</b>	<b>9,937</b>
Fund balances at 1 April 2020		161,068	34,490	195,558	185,621
<b>Fund balances at 31 March 2021</b>		<b>202,539</b>	<b>71,958</b>	<b>274,497</b>	<b>195,558</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

## WORKING RITE

### STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 MARCH 2021**

Prior financial year

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes			
<b><u>Income and endowments from:</u></b>				
Donations and legacies	2	126,013	108,589	234,602
Charitable activities	3	105,834	637,305	743,139
Investments	4	218	-	218
<b>Total income</b>		<b>232,065</b>	<b>745,894</b>	<b>977,959</b>
<b><u>Expenditure on:</u></b>				
Raising funds	6	44,394	-	44,394
Charitable activities	7	188,823	734,805	923,628
<b>Total resources expended</b>		<b>233,217</b>	<b>734,805</b>	<b>968,022</b>
<b>Net (outgoing)/incoming resources before transfers</b>		<b>(1,152)</b>	<b>11,089</b>	<b>9,937</b>
Gross transfers between funds		(4,940)	4,940	-
<b>Net income for the year/ Net movement in funds</b>		<b>(6,092)</b>	<b>16,029</b>	<b>9,937</b>
Fund balances at 1 April 2019		167,163	18,458	185,621
<b>Fund balances at 31 March 2020</b>		<b>161,071</b>	<b>34,487</b>	<b>195,558</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# WORKING RITE

## BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
<b>Current assets</b>					
Debtors	12	103,964		60,219	
Cash at bank and in hand		348,626		295,750	
		<u>452,590</u>		<u>355,969</u>	
<b>Creditors: amounts falling due within one year</b>	14	<u>(128,093)</u>		<u>(104,334)</u>	
Net current assets			324,497		251,635
<b>Creditors: amounts falling due after more than one year</b>	15		(50,000)		(56,077)
<b>Net assets</b>			<u>274,497</u>		<u>195,558</u>
<b>Income funds</b>					
Restricted funds	16		71,958		34,487
Unrestricted funds			<u>202,539</u>		<u>161,071</u>
			<u>274,497</u>		<u>195,558</u>

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 17/09/2021



**Ms V J Di Ciacca**  
Trustee

Company Registration No. SC343819



# WORKING RITE

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 MARCH 2021**

---

	Notes	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	20		67,650		137,991
<b>Investing activities</b>					
Interest received		56		218	
		<u>56</u>		<u>218</u>	
<b>Net cash generated from investing activities</b>			56		218
<b>Financing activities</b>					
Repayment of borrowings		(14,829)		(15,421)	
		<u>(14,829)</u>		<u>(15,421)</u>	
<b>Net cash used in financing activities</b>			(14,829)		(15,421)
<b>Net increase in cash and cash equivalents</b>			52,877		122,788
Cash and cash equivalents at beginning of year			295,750		172,962
			<u>295,750</u>		<u>172,962</u>
<b>Cash and cash equivalents at end of year</b>			<u>348,627</u>		<u>295,750</u>

---

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2021

---

#### 1 Accounting policies

##### Charity information

Working Rite is a private company limited by guarantee incorporated in Scotland. The registered office is Catchpell House, 4 Carpet Lane, Leith, Edinburgh, EH6 6SP.

##### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

##### 1.2 Going concern

At the time of approving the financial statements, the trustees consider that the charity has adequate resources to continue in operational existence for a period of no less than twelve months from the approval date of the accounts. The trustees have reviewed their cashflow requirements and are satisfied that the charity has sufficient cash reserves for a period of not less than twelve months and as such continue to adopt the going concern basis of accounting in preparing the financial statements.

##### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

##### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Deferred income represents amounts received for future period and is release to incoming resources in the period for which it has been received. Such income is only deferred when the donor specifies that the grant must be only used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2021**

---

### **1 Accounting policies**

#### **1.5 Resources expended**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of raising funds comprise the costs associated with attracting donations and legacies and the costs of trading for fundraising purposes.

Charitable activities includes expenditure incurred by the charity in the delivery of its activities.

Support costs included central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, staff costs by the time spent.

Governance costs include costs of the preparation and examination of the statutory accounts and the cost of any legal advice to Trustees on governance or constitutional matters.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under following activity headings:

- Costs of raising funds comprise and their associated support costs.
- Expenditure on charitable activities
- other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

#### **1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% straight line
Computers	33.33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

#### **1.7 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

---

#### 1 Accounting policies

##### 1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

##### 1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

##### 1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

##### 1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2021 £	2021 £	2021 £	2020 £
Grants	155,053	200,316	355,369	234,602
<b>For the year ended 31 March 2020</b>	<b>126,013</b>	<b>108,589</b>		<b>234,602</b>
<b>Grants receivable for core activities</b>				
Henry Smith Charity	52,500	-	52,500	-
CYPFEIF & ALEC	40,000	-	40,000	40,000
KFC	15,000	-	15,000	13,722
CMS Charitable Trust	10,000	-	10,000	6,000
CEC Small Business Grant	10,000	-	10,000	-
Tam O'Shanter Trust	-	-	-	10,000
DCR Allen Trust	-	-	-	5,000
Hugh Fraser Foundation	-	-	-	5,000
Souter Charitable Trust	-	-	-	2,000
Miss Caroline Jane Spence Fund	-	-	-	2,000
WA Cargill Fund	-	-	-	2,000
Martin Connell Trust	-	-	-	1,000
ETPG	-	35,000	35,000	35,000
Scottish Government	-	34,197	34,197	-
DM Thomas Foundation	-	29,702	29,702	-
BBC Children in Need	-	20,589	20,589	20,589
Charles Hayward Foundation	-	20,000	20,000	-
The Robertson Trust	-	15,000	15,000	15,000
The Hunter Foundation Wellbeing Fund	-	18,435	18,435	20,000
Gannochy Trust	-	15,000	15,000	15,000
Agnes Hunter Foundation	-	10,000	10,000	-
Robert Haldane Smith Charitable Trust	-	-	-	3,000
Barratt Developments Foundation	10,000	-	10,000	-
Anon Trust	5,000	-	5,000	-
Schroder Charity Trust	4,000	-	4,000	-
Souter Charitable Trust	2,000	-	2,000	-
WA Cargill Fund	2,000	-	2,000	-
Gordon Fraser Charitable Trust	1,000	-	1,000	-
Cruden Foundation	1,000	-	1,000	1,000
Meikle Trust	1,000	-	1,000	-
BNI Foundation	1,000	-	1,000	-
Other fundraising activities	553	2,393	2,946	-
	<b>155,053</b>	<b>200,316</b>	<b>355,369</b>	<b>234,602</b>

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 3 Charitable activities

	2021	2020
	£	£
Services provided under contract	697,854	743,139

	Unrestricted Funds	Restricted Funds	2021	2020
	£	£	£	£
SDS - Employment Fund	89,258	-	89,258	105,834
People and Communities Fund	-	-	-	80,670
Pathfinder - IGF	-	113,454	113,454	226,906
Pathfinder - GCF	-	62,062	62,062	-
Pathfinder - ICF	-	76,306	76,306	21,080
Social Economic Growth Fund	-	-	-	11,240
South Glasgow - IGF	-	70,006	70,006	-
Aberdeen City Council	-	20,000	20,000	-
Social Innovation Partnership/ Hunter Foundation	-	225,117	225,117	219,784
Other	-	41,651	41,651	77,625
	<u>89,258</u>	<u>608,596</u>	<u>697,854</u>	<u>743,139</u>

#### 4 Investments

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Interest receivable	<u>56</u>	<u>218</u>

#### 5 Other income

	Unrestricted funds	Total
	2021	2020
	£	£
Job Retention Scheme income	<u>29,886</u>	<u>-</u>

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 6 Raising funds

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
<u>Fundraising and publicity</u>		
Staff costs	40,056	44,394
	<u>40,056</u>	<u>44,394</u>

### 7 Charitable activities

	2021	2020
	£	£
Staff costs	451,959	411,931
Work placements	234,922	229,058
Travel and subsistence	5,134	21,571
Finance charges	4,575	8,570
Training and development	9,190	667
Recruitment Costs	-	693
	<u>705,780</u>	<u>672,490</u>
Share of support costs (see note 8)	230,381	223,463
Share of governance costs (see note 8)	28,009	27,675
	<u>964,170</u>	<u>923,628</u>
<b>Analysis by fund</b>		
Unrestricted funds	338,535	188,823
Restricted funds	625,635	734,805
	<u>964,170</u>	<u>923,628</u>
<b>For the year ended 31 March 2020</b>		
Unrestricted funds	188,823	
Restricted funds	734,805	
	<u>923,628</u>	

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 8 Support costs

	Support costs	Governance costs	2021	2020	Basis of allocation
	£	£	£	£	
Staff costs	173,679	-	173,679	172,366	Allocation on time
Rent and rates	13,728	-	13,728	15,444	Usage
IT costs & telephone	29,662	-	29,662	20,530	Usage
Office expenses	10,931	-	10,931	7,081	As incurred
Postage & stationary	669	-	669	964	As incurred
Travel	1,712	-	1,712	7,078	As incurred
Audit fees	-	5,971	5,971	17,944	Governance
Accountancy	-	17,400	17,400	4,982	Governance
Legal and professional	-	4,638	4,638	4,749	Governance
	<u>230,381</u>	<u>28,009</u>	<u>258,390</u>	<u>251,138</u>	
Analysed between					
Charitable activities	<u>230,381</u>	<u>28,009</u>	<u>258,390</u>	<u>251,138</u>	

### 9 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Head office/support	6	5
Project delivery	11	13
	<u>17</u>	<u>18</u>

#### Employment costs

	2021 £	2020 £
Wages and salaries	624,360	600,630
Social security costs	22,955	10,882
Other pension costs	18,379	17,179
	<u>665,694</u>	<u>628,691</u>

There were no employees whose annual remuneration was £60,000 or more.

### 10 Taxation

The company is a registered charity and is therefore exempt from taxation on its charitable activities.



# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 11 Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
<b>Cost</b>			
At 1 April 2020	13,818	26,310	40,128
At 31 March 2021	13,818	26,310	40,128
<b>Depreciation and impairment</b>			
At 1 April 2020	13,818	26,310	40,128
At 31 March 2021	13,818	26,310	40,128
<b>Carrying amount</b>			

#### 12 Debtors

	2021 £	2020 £
<b>Amounts falling due within one year:</b>		
Trade debtors	180	2,433
Prepayments and accrued income	103,784	57,786
	103,964	60,219

#### 13 Loans and overdrafts

	2021 £	2020 £
Other loans	50,000	64,829
Payable within one year	-	8,752
Payable after one year	50,000	56,077

On 19 November 2011, a bond and floating charge was granted in favour of Social Investment Scotland in respect of a loan over all property and assets present and future of the charity. The charge was satisfied on 5 January 2021 as the loan was fully repaid during the year ended 31 March 2021.

## WORKING RITE

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2021

---

**14 Creditors: amounts falling due within one year**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Borrowings	-	8,752
Other taxation and social security	15,257	12,301
Other creditors	446	-
Accruals and deferred income	112,390	83,281
	<u>128,093</u>	<u>104,334</u>

**15 Creditors: amounts falling due after more than one year**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Borrowings	<u>50,000</u>	<u>56,077</u>

The creditor amount at 31 March 2021 relates to a Bounce Back Loan received which has an initial twelve month capital holiday.

## WORKING RITE

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2021

#### 16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				Balance at 31 March 2021
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£	£	£	£	£
East Lothian	433	-	-	(433)	-	-	-	-	-
People & Communities Fund	-	190,485	(181,347)	-	9,139	-	-	(9,139)	-
Pathfinder	1,346	253,586	(246,652)	(1,346)	6,935	252,527	(219,673)	(39,789)	-
Rite On	2,139	11,240	(15,098)	1,719	-	-	-	-	-
Social Innovation Partnership Projects	2,276	219,994	(221,923)	-	348	225,117	(202,163)	(23,302)	-
Leith Pioneers	-	70,589	(69,785)	17,264	18,068	71,908	(69,357)	(6,000)	14,619
Other Grants & Donations	12,264	-	-	(12,264)	-	19,508	(13,380)	(6,128)	-
South Glasgow	-	-	-	-	-	130,953	(64,985)	(51,196)	14,772
Aberdeen Care Experienced	-	-	-	-	-	30,000	(14,307)	(2,828)	12,865
Argyll	-	-	-	-	-	15,000	(15,588)	588	-
DM Thomas Foundation (Glasgow Projects)	-	-	-	-	-	29,702	-	-	29,702
Scottish Government 2021 COVID Funding	-	-	-	-	-	34,197	(26,182)	(8,015)	-
	<u>18,458</u>	<u>745,894</u>	<u>(734,805)</u>	<u>4,940</u>	<u>34,490</u>	<u>808,912</u>	<u>(625,635)</u>	<u>(145,809)</u>	<u>71,958</u>

## WORKING RITE

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2021**

---

#### **16 Restricted funds**

##### **Pathfinder**

Funding is received from the Investment in Communities Fund and Glasgow Communities Fund to support young people into work from areas of deprivation.

##### **South Glasgow**

Funding is received from the Glasgow Communities Fund to support young people into work from areas of deprivation.

##### **Social Innovation Partnership Projects**

Three projects delivered in partnership with Centrestage Kilmarnock and Street Soccer, Edinburgh & Aberdeen supporting targeted young people who are finding it difficult to get started in employment.

##### **Aberdeen Care Experienced**

Funding is received from Aberdeen City Council to support young people who are care experienced.

##### **Leith Pioneers**

Funding is received from Employability Third Part Grant Fund (City of Edinburgh Council) and private funders to support young people leaving school who have disengaged from education services.

##### **Other Grants and Donations**

Funding is received from housing associations as a project management fee, some of which is allocated to the relevant restricted project to cover direct delivery costs.

# WORKING RITE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 17 Analysis of net assets between funds

	General Funds 2021 £	Restricted Funds 2021 £	Total 2021 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:				
Current assets/(liabilities)	252,539	71,958	324,497	251,635
Long term liabilities	(50,000)	-	(50,000)	(56,077)
	<u>202,539</u>	<u>71,958</u>	<u>274,497</u>	<u>195,558</u>

#### 18 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

##### Remuneration of key management personnel

The key management personal of the charity comprise the Trustees, the Chief Executive Officer, the Founder/Director, the Head of Development, the Head of Operations and the Finance/Fundraising Manager. Remuneration of key management personnel is as follows.

	2021 £	2020 £
Aggregate compensation	<u>173,679</u>	<u>172,367</u>

#### 19 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

#### 20 Cash generated from operations

	2021 £	2020 £
Surplus for the year	78,939	9,937
Adjustments for:		
Investment income recognised in statement of financial activities	(56)	(218)
Movements in working capital:		
(Increase)/decrease in debtors	(43,744)	69,471
Increase in creditors	<u>32,511</u>	<u>58,801</u>
<b>Cash generated from operations</b>	<u><u>67,650</u></u>	<u><u>137,991</u></u>

## WORKING RITE

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2021

---

#### 21 Analysis of changes in net funds

	At 1 April 2020 £	Cash flows £	At 31 March £
Cash at bank and in hand	295,750	52,876	348,626
Loans falling due within one year	(8,752)	8,752	-
Loans falling due after more than one year	(56,077)	6,077	(50,000)
	<u>230,921</u>	<u>67,705</u>	<u>298,626</u>