

Charity registration number SC042604 (Scotland)

Company registration number SC343819 (Scotland)

WORKING RITE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

WORKING RITE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms V J Di Ciacca	
	Mrs K Good	
	Ms S L Cook	
	Ms M A McGeary	
	Ms A Topping	
	Mr E Chisholm	(Appointed 3 December 2021)
	Ms K Lothian	(Appointed 3 December 2021)
	Ms R Pierce	(Appointed 3 December 2021)
Secretary	Mr A Campbell	
Charity number (Scotland)	SC042604	
Company number	SC343819	
Registered office	Catchpell House 4 Carpet Lane Leith Edinburgh EH6 6SP	
Auditor	Thomson Cooper 3 Castle Court Carnegie Campus Dunfermline Fife KY11 8PB	
Bankers	The Royal Bank Of Scotland 2 Bernard Street Leith Edinburgh EH6 6PU	

WORKING RITE

CONTENTS

	Page
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 - 28

WORKING RITE

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their report and financial statements for the year ended 31 March 2022.

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 (post pandemic) we have seen a significant increase in young people who 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.

During this reporting year we have introduced two significant pilots. Rite to Work (RtW) and On Your Side (OYS). The objective of RtW is that through engaging with young people as they approach school leaving age we remove the disconnect between leaving school and moving to positive destinations. The objective of OYS is that we provide continued support to our young people via a volunteer mentor who will support our young people as they navigate the transition to adulthood.

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
Glasgow City North West
Glasgow City South

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 2022

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

During the course of the 2021/22 financial year;

- Working Rite worked with 262 targeted young people (232 in 2019/20, 181 in 2020/21) Through 10 individual projects (10 in 2019/20).
- 203 of these young people progressed into matched and mentored placements with local community small businesses
- 59 of these young people accessed intensive 1:1 employability support and coaching
- Across our various contracts 111 (72%) of young people successfully completed the programme, with a further 48 still in placements at the end of the year and carrying over into the new contract year.
- 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 111 that have successfully completed the programme and progressed into a positive destination – 60 into jobs, 38 into apprenticeships and 13 to further training/education.
- As an accredited SQA centre, Working Rite supported 204 (78%) of those young people engaged to complete one or more unit of the SQA Certificate of Work Readiness.

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 £89,940 (2021: surplus of £78,939) for the year, resulting from a deficit relating to unrestricted funds of £71,549 (2021: surplus of £41,471) and a surplus relating to restricted funds of £161,489 (2021: surplus £34,490). As at the balance sheet date the charity had accumulated reserves of £364,437 (2021: £274,497), of which £130,990 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 have 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 2022

Despite the challenges the pandemic has left us with, Working Rite has 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 year in review significant grants were awarded by the Garfield Weston Foundation, STV Appeal, Paul Hamlyn Foundation and MacTaggart Third Trust.

A number of statutory funding sources, via local or national government, were extended to bridge the funding gap which would have been caused as organisations were coming back to full strength, with decisions originally delayed until the latter quarter of 2020/21. This means 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 2021/22 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/in some cases improvements that were required following the pandemic and lockdowns, funders further committed to carry forward funding from 2021/22 into the first period of 2022/23 to continue the projects they funded – specifically GCF and ICF. This enabled 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 and Aberdeen, as well as the Centrestage/Connect project in Kilmarnock/East Ayrshire. All of these projects have secured continued funding until March 2023.

The Leith Pioneers project, delivered in partnership with the Cyrenians, for young people leaving north Edinburgh secondary schools, was 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 and a continuation award from Children in Need has been secured 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) this has since been extended for a further year. Part of the 2021/22 year was match funded by the Agnes Hunter Foundation and discussions are in place about longer match funding for 2023/25.

During the year in review, one additional COVID19 recovery award was secured for both restricted and unrestricted funding from the CAF Resilience Fund (October 2021 to March 2023). The charity has maintained its service delivery level across local authority areas and secured/maintained 18 key sources of income throughout the year.

Overhead cost reductions implemented in the previous year were maintained throughout 2021/22 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 continued to seek to strengthen its Board of Trustees and to refer to the skills audit to support further recruitment in 2022/23.

WORKING RITE

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

FOR THE YEAR ENDED 31 MARCH 2022

COVID19 response

The charity has continued to recognise the impact of Covid19 on young people, their families and the communities they live in – including the local businesses who provide the work placements. It has also continued to implement many of the methods of delivery utilised during that time as a regular part of the programme – specifically the online training and Teams/zoom platform for one to one and group work where appropriate.

Mental Health First Aid Course, Safeguarding and ASIST training are now ALL included in the annual training programme for delivery staff – with relevant training on these topics also available to those staff and trustees not working directly with young people.

There were two related key aspects of impact during the year in review. The increased level of mental health concerns for the young people engaging in the programme (now 25% of those participating) – which resulted in the length of time they needed support having to be extended, and in some cases the work placement being phased from two days per week to five, allowing young people to adjust. The second was reduction in numbers of suitable local businesses to provide young people with a work placement and it taking longer to source them. This has been a combination of the fact that some businesses had to close during, or as a result of, the pandemic and a cautionary approach from business owners in taking young people on when there remained a level of uncertainty about the ongoing economic climate and whether they could afford to and/or have the work to support a placement.

Having foreseen both situations, the charity was able to plan ahead, taking into account the longer average programme length per young person (from an average of 12-16 weeks to 16-20 weeks) and make appropriate budgetary adjustments for each project and ensure that funding was available or could be allocated to this aspect of the programme.

Although there were more young people than usual still on programme at the beginning of the year, all projects were able to successfully support them and the contracted numbers for the 2020/21 period

WORKING RITE

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

FOR THE YEAR ENDED 31 MARCH 2022

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

**Kieran (age 17)
East Ayrshire**

Kieran as referred via his school, where the teachers had recognised that a different approach would be better suited to him transitioning into adulthood, developing resilience, and increasing his opportunities. Although he tried to engage in classes, he struggled to maintain focus or motivation.

During the first sessions of the induction, Kieran spoke about two passions – his desire to work as a deckhand and his love of playing the bagpipes. Both options were considered for work placements and businesses identified as potential placements. Set on achieving his first goal, Kieran was helped to approach CalMac about their apprenticeship programme, who suggested a pre-apprenticeship programme to position Kieran for the next intake of apprentices. Despite the course having already started, such was Kieran's determination they said if he was prepared to catch up they would provide a place – which Kieran eagerly accepted.

Being a considerate young man – at this point he wanted to let the Bagpiping business that had also been approached that he was starting college and so wouldn't be looking to pursue this option. The Project Coordinator advised him not to 'put all his eggs in one basket, and to wait until he had actually started – which turned to be the best advice. At the end of Kyles first day at college he explained that engineering was the focus of his first class and he had struggled understanding what the tutor was talking about – "It was like they were talking another language!".

After an hour long, hands-on placement interview at McCallums Bagpipes – where Kieran had to demonstrate he could manage some of the intricate work required – he secured a placement. After a matter of weeks he was offered a full time post and is now amazed that he is working in a sector that really is his true passion.

**Cara (age 20)
Aberdeen**

Cara was referred to the project via the residential care home she lives in. She was aware of the programme as her younger brother had successfully completed it and secured a full-time position, and when her temporary contract with a children's nursery came to an end and she felt she had run out of options she asked to be referred to WorkingRite.

During induction, Cara showed she was organised and had a good understanding of what was expected in the workplace. She was supportive of other young people in group sessions, sharing her experience of her temporary role. However, she did not feel confident about job interviews, and this was the area of focus worked on, including applying for roles in elderly care which was the sector she was interested in.

She was offered an interview with one of the first places she applied to, and although she was prepared, she was extremely nervous before and during the interview. Unfortunately, she was not successful, but was able to take feedback and see the interview as a learning opportunity – staying positive and not letting it distract her from trying again. Second time around, Cara was more relaxed and used the experience of her previous interview – and successfully secured a permanent post with the Social Care Partnership.

Cara was absolutely delighted and felt the training completed during her induction period had helped her gain confidence in her own abilities, as well as increase her knowledge in the job role she was going for and how to cope with interviews.

The biggest transformation seen in Cara is her self-belief and confidence. Initially she was hard on herself, never giving herself credit for the experience she did have. The programme reinforced the positives and how she could put them into practice to achieve what she didn't think she could.

WORKING RITE

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

FOR THE YEAR ENDED 31 MARCH 2022

Dean (age 18) South Glasgow

Dean as referred to the South Glasgow project by his SDS advisor in February 2021 having left school at Christmas 2019. Although he had started a college course, he had realised the course was not what he was looking to do – but had no work experience or knowledge of employers' expectations to help him move forward.

Despite appearing chatty initially, it was clear this was down to nerves, and Dean's preference was to gain work experience behind the scenes as he didn't like being centre of attention. However, as he participated in more group zoom sessions, he emerged as a natural leader who would energise his peers, particularly during breakout rooms when the young people were working in teams –always listening to others and taking account of everyone's views – and feeding back to the larger group afterwards. He had a light-hearted approach which made others feel at ease.

When considering the kind of work placement he would like, Dean was open to considering anything – and the research work done during the induction phase proved to be very useful. When an opportunity arose for a placement as a trainee greenkeeper at a local golf club, although he wasn't sure he was keen to visit to find out more. An initial two-week trial went well and after this he progressed into a full placement – including the 6am start!

Dean's hard work paid off – and he is now doing an MA in Greenkeeping. Before the end of his placement, he was known for taking his time and making sure things were done properly – able to be left to get on with his workload. Now he is thrilled, "It's a very new experience and a brilliant job, something that's very fun and keeps me challenged"

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	(Resigned 3 December 2021)
Mrs K Good	
Mr E McNair	(Resigned 3 December 2021)
Ms S L Cook	
Ms R E Forster	(Resigned 27 August 2021)
Ms M A McGeary	
Ms A Topping	
Mr E Chisholm	(Appointed 3 December 2021)
Ms K Lothian	(Appointed 3 December 2021)
Ms R Pierce	(Appointed 3 December 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 2022/23 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.

WORKING RITE

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

FOR THE YEAR ENDED 31 MARCH 2022

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.

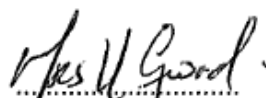
Auditor

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.



Mrs K Good

Chair

Dated: 30/09/22

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 2022 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 2022 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.

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.

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.

WORKING RITE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF WORKING RITE

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

30 September 2022

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

WORKING RITE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2022

Current financial year

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
	Notes				
<u>Income and endowments from:</u>					
Donations and legacies	2	153,841	175,292	329,133	355,369
Charitable activities	3	104,953	854,719	959,672	697,854
Investments	4	16	-	16	56
Other income	5	13,205	-	13,205	29,886
Total income		272,015	1,030,011	1,302,026	1,083,165
<u>Expenditure on:</u>					
Raising funds	6	44,678	-	44,678	40,056
Charitable activities	7	315,308	852,100	1,167,408	964,170
Total expenditure		359,986	852,100	1,212,086	1,004,226
Net (outgoing)/incoming resources before transfers		(87,971)	177,911	89,940	78,939
Gross transfers between funds		16,422	(16,422)	-	-
Net (expenditure)/income for the year/ Net movement in funds		(71,549)	161,489	89,940	78,939
Fund balances at 1 April 2021		202,539	71,958	274,497	195,558
Fund balances at 31 March 2022		130,990	233,447	364,437	274,497

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 2022

Prior financial year

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

WORKING RITE

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	11		1,062		-
Current assets					
Debtors	12	118,154		103,964	
Cash at bank and in hand		339,798		348,626	
		<u>457,952</u>		<u>452,590</u>	
Creditors: amounts falling due within one year	14	<u>(52,077)</u>		<u>(128,093)</u>	
Net current assets			405,875		324,497
Total assets less current liabilities			406,937		324,497
Creditors: amounts falling due after more than one year	15		(42,500)		(50,000)
Net assets			<u>364,437</u>		<u>274,497</u>
Income funds					
Restricted funds	17	233,447		71,958	
Unrestricted funds		130,990		202,539	
		<u>364,437</u>		<u>274,497</u>	

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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 30/09/22 .


Mrs K Good
Trustee

Company Registration No. SC343819

WORKING RITE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	21		(281)		67,649
Investing activities					
Purchase of tangible fixed assets		(1,062)		-	
Interest received		16		56	
Net cash (used in)/generated from investing activities			(1,046)		56
Financing activities					
Repayment of borrowings		(7,500)		(14,829)	
Net cash used in financing activities			(7,500)		(14,829)
Net (decrease)/increase in cash and cash equivalents			(8,827)		52,876
Cash and cash equivalents at beginning of year			348,626		295,750
Cash and cash equivalents at end of year			339,799		348,626

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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 2022

1 Accounting policies

(Continued)

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 the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 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 2022

1 Accounting policies

(Continued)

1.9 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.

1.10 Employee benefits

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

1.11 Retirement benefits

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

1.12 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 2022

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2022 £	2022 £	2022 £	2021 £
Donations and gifts	22,994	-	22,994	2,946
Grants received	130,847	175,292	306,139	352,423
	<u>153,841</u>	<u>175,292</u>	<u>329,133</u>	<u>355,369</u>
For the year ended 31 March 2021	<u>155,053</u>	<u>200,316</u>		<u>355,369</u>
Donations and gifts				
Baillie Gifford	19,829	-	19,829	-
Fundraising	1,710	-	1,710	-
Port of Leith	-	-	-	1,320
Argyll & Bute	-	-	-	1,073
Kiltwalk	955	-	955	-
Keunssberg Foundation	500	-	500	-
Virgin Money	-	-	-	259
D Murphy	-	-	-	200
Other	-	-	-	94
	<u>22,994</u>	<u>-</u>	<u>22,994</u>	<u>2,946</u>

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

2 Donations and legacies

(Continued)

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Grants receivable for core activities				
Henry Smith Charity	40,000	-	40,000	52,500
Corra Foundation	40,000	-	40,000	40,000
ETPG	-	35,000	35,000	35,000
Scottish Government	-	-	-	34,197
Garfield Weston	30,000	-	30,000	-
Paul Hamlyn Foundation	-	30,000	30,000	-
DM Thomas Foundation	-	-	-	29,702
BBC Children in Need	-	20,588	20,588	20,589
Charles Hayward Foundation	-	20,000	20,000	20,000
STV Appeal	-	20,000	20,000	-
The Hunter Foundation Wellbeing Fund	-	-	-	18,435
KFC	-	-	-	15,000
The Robertson Trust	-	15,000	15,000	15,000
Gannochy Trust	-	15,000	15,000	15,000
MacTaggart Third Fund	-	12,204	12,204	-
CMS Charitable Trust	-	7,500	7,500	10,000
CEC Small Business Grant	-	-	-	10,000
Agnes Hunter Foundation	-	-	-	10,000
Barratt Developments Foundation	-	-	-	10,000
Foundation Scotland	8,122	-	8,122	-
Hugh Fraser Foundation	5,000	-	5,000	-
CAF	3,225	-	3,225	-
Anon Trust	-	-	-	5,000
Schroder Charity Trust	-	-	-	4,000
Souter Charitable Trust	2,000	-	2,000	2,000
Bellahouston Trust	1,500	-	1,500	-
WA Cargill Fund	-	-	-	2,000
Gordon Fraser Charitable Trust	-	-	-	1,000
Cruden Foundation	1,000	-	1,000	1,000
Meikle Trust	-	-	-	1,000
BNI Foundation	-	-	-	1,000
	<u>130,847</u>	<u>175,292</u>	<u>306,139</u>	<u>352,423</u>

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

3 Charitable activities

	2022	2021
	£	£
Services provided under contract	959,672	697,854

	Unrestricted Funds	Restricted Funds	2022	2021
	£	£	£	£
SDS - Employment Fund	104,953	-	104,953	89,258
Pathfinder - IGF	-	-	-	113,454
Pathfinder - GCF	-	179,229	179,229	62,062
Pathfinder - ICF	-	152,614	152,614	76,306
South Glasgow - IGF	-	-	-	70,006
South Glasgow - GCF	-	87,761	87,761	-
Aberdeen City Council	-	34,288	34,288	20,000
Social Innovation Partnership/ Hunter Foundation	-	189,711	189,711	225,117
CAF Resilience Fund	-	122,500	122,500	-
Argyll	-	17,203	17,203	-
YPG	-	7,968	7,968	-
Other	-	63,445	63,445	41,651
	104,953	854,719	959,672	697,854

4 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	16	56

5 Other income

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Job Retention Scheme income	13,205	29,886

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

6 Raising funds

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
<u>Fundraising and publicity</u>		
Staging fundraising events	8,186	-
Staff costs	36,492	40,056
Fundraising and publicity	44,678	40,056
	44,678	40,056

7 Charitable activities

	2022	2021
	£	£
Staff costs	481,303	451,959
Work placements	341,410	234,922
Travel and subsistence	21,014	5,134
Finance charges	3,075	4,575
Training and development	6,817	9,190
	853,619	705,780
Share of support costs (see note 8)	283,578	230,381
Share of governance costs (see note 8)	30,211	28,009
	1,167,408	964,170
Analysis by fund		
Unrestricted funds	315,308	338,535
Restricted funds	852,100	625,635
	1,167,408	964,170
For the year ended 31 March 2021		
Unrestricted funds	338,535	
Restricted funds	625,635	
	964,170	

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8 Support costs

	Support costs	Governance costs	2022	2021	Basis of allocation
	£	£	£	£	
Staff costs	234,275	-	234,275	173,679	Allocation on time
Rent and rates	9,000	-	9,000	13,728	Usage
IT costs & telephone	21,893	-	21,893	29,662	Usage
Office expenses	12,241	-	12,241	10,931	As incurred
Postage & stationary	168	-	168	669	As incurred
Travel	6,001	-	6,001	1,712	As incurred
Audit fees	-	6,721	6,721	18,389	Governance
Accountancy	-	17,400	17,400	4,982	Governance
Legal and professional	-	6,090	6,090	4,638	Governance
	<u>283,578</u>	<u>30,211</u>	<u>313,789</u>	<u>258,390</u>	
Analysed between					
Charitable activities	<u>283,578</u>	<u>30,211</u>	<u>313,789</u>	<u>258,390</u>	

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Head office/support	6	6
Project delivery	13	11
	<u>19</u>	<u>17</u>

Employment costs

	2022 £	2021 £
Wages and salaries	711,382	624,360
Social security costs	21,948	22,955
Other pension costs	18,740	18,379
	<u>752,070</u>	<u>665,694</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 2022

11 Tangible fixed assets

	Fixtures and fittings	Computers	Total
	£	£	£
Cost			
At 1 April 2021	13,818	26,310	40,128
Additions	-	1,062	1,062
	<u>13,818</u>	<u>27,372</u>	<u>41,190</u>
At 31 March 2022	13,818	27,372	41,190
Depreciation and impairment			
At 1 April 2021	13,818	26,310	40,128
At 31 March 2022	<u>13,818</u>	<u>26,310</u>	<u>40,128</u>
Carrying amount			
At 31 March 2022	<u>-</u>	<u>1,062</u>	<u>1,062</u>

12 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	702	180
Other debtors	150	-
Prepayments and accrued income	117,302	103,784
	<u>118,154</u>	<u>103,964</u>

13 Loans and overdrafts

	2022	2021
	£	£
Other loans	<u>42,500</u>	<u>50,000</u>
Payable after one year	<u>42,500</u>	<u>50,000</u>

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 2022

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	16,344	15,257
Trade creditors	1,809	-
Other creditors	-	446
Accruals and deferred income	33,924	112,390
	<u>52,077</u>	<u>128,093</u>

15 Creditors: amounts falling due after more than one year

	2022 £	2021 £
Borrowings	<u>42,500</u>	<u>50,000</u>

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

16 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £18,740 (2021 - £18,379).

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

17 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 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
People & Communities Fund	9,139	-	-	(9,139)	-	-	-	-	-
Pathfinder	6,935	252,527	(219,673)	(39,789)	-	345,500	(331,545)	(4,257)	9,698
Social Innovation Partnership Projects	348	225,117	(202,163)	(23,302)	-	191,886	(187,067)	(2,175)	2,644
Leith Pioneers	18,068	71,908	(69,357)	(6,000)	14,619	70,588	(80,207)	-	5,000
Other Grants & Donations	-	19,508	(13,380)	(6,128)	-	-	-	-	-
South Glasgow	-	130,953	(64,985)	(51,196)	14,772	167,349	(169,558)	(7,964)	4,599
Aberdeen Care Experienced	-	30,000	(14,307)	(2,828)	12,865	50,226	(41,214)	(1,971)	19,906
Argyll	-	15,000	(15,588)	588	-	44,462	(32,301)	(55)	12,106
DM Thomas Foundation (Glasgow Projects)	-	29,702	-	-	29,702	-	-	-	29,702
On Your Side Mentoring Programme	-	34,197	(26,182)	(8,015)	-	37,500	(10,208)	-	27,292
CAF Resilience Fund	-	-	-	-	-	122,500	-	-	122,500
	<u>34,490</u>	<u>808,912</u>	<u>(625,635)</u>	<u>(145,809)</u>	<u>71,958</u>	<u>1,030,011</u>	<u>(852,100)</u>	<u>(16,422)</u>	<u>233,447</u>

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

17 Restricted funds

(Continued)

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.

CAF Resilience Fund

Funding was received to be used within the Glasgow projects.

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 2022

18 Analysis of net assets between funds

	General Funds 2022 £	Restricted Funds 2022 £	Total 2022 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:				
Tangible assets	1,062	-	1,062	-
Current assets/(liabilities)	172,428	233,447	405,875	324,497
Long term liabilities	(42,500)	-	(42,500)	(50,000)
	<u>130,990</u>	<u>233,447</u>	<u>364,437</u>	<u>274,497</u>

19 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

Remuneration of key management personnel

The key management personnel 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.

	2022 £	2021 £
Aggregate compensation	<u>178,656</u>	<u>173,679</u>

20 Trustees

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

21 Cash generated from operations

	2022 £	2021 £
Surplus for the year	89,940	78,939
Adjustments for:		
Investment income recognised in statement of financial activities	(16)	(56)
Movements in working capital:		
Decrease in stocks	1	-
(Increase) in debtors	(14,190)	(43,745)
(Decrease)/increase in creditors	(76,016)	32,511
Cash (absorbed by)/generated from operations	<u>(281)</u>	<u>67,649</u>

WORKING RITE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

22 Analysis of changes in net funds

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	348,626	(8,828)	339,798
Loans falling due after more than one year	(50,000)	7,500	(42,500)
	<u>298,626</u>	<u>(1,328)</u>	<u>297,298</u>