

REGISTERED COMPANY NUMBER: SC309701 (Scotland)
REGISTERED CHARITY NUMBER: SC037696

**Report of the Trustees and
Financial Statements for the Year Ended 31 March 2016
for
Voluntary Action South Lanarkshire**

The Kelvin Partnership Ltd
Statutory Auditor
Chartered Accountants
The Cooper Building
505 Great Western Road
Glasgow
G12 8HN

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for the Year Ended 31 March 2016**

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**Report of the Trustees
for the Year Ended 31 March 2016**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2016. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC309701 (Scotland)

Registered Charity number

SC037696

Registered office

155 Montrose Crescent

HAMILTON

ML3 6LQ

Trustees

Rev I D Barcroft

Dr T J S Brain

J K Cassidy

J R Christie

W Tynan

Ms N Barr

Ms A K Burgauer

- resigned 23.9.15

N G P McShannon

- appointed 6.5.16

Mrs M Duffy

- appointed 6.5.16

Company Secretary

G Bennie

Senior Statutory Auditor

Craig M Fotheringham Bsc CA

Auditors

The Kelvin Partnership Ltd

Statutory Auditor

Chartered Accountants

The Cooper Building

505 Great Western Road

Glasgow

G12 8HN

COMMENCEMENT OF ACTIVITIES

The charitable company passed a special resolution on 4th February 2011 changing its name from Local Communities Development Trust Ltd to Voluntary Action South Lanarkshire.

The formal merger of staff was effected from 1 April 2011 and completed 30 June 2011 with the staff members of CVS Hamilton & East Kilbride, Create - Cambuslang and Rutherglen Ltd & Volunteer Centre South Lanarkshire Ltd coming together under the Company - Voluntary Action South Lanarkshire.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Voluntary Action South Lanarkshire Limited (VASLan) is a charitable company, limited by guarantee, as defined by the Companies Act 2006 incorporated on 5th October 2006 and is a recognised charity. The company was established under a Memorandum of Association which recognised the objects and powers of the charitable company and is governed under its Articles of Association. In 2011 the charitable company proposed and adopted revised Articles of Association facilitating the establishment of a South Lanarkshire Interface.

**Report of the Trustees
for the Year Ended 31 March 2016**

The directors of the charitable company are its trustees for the purpose of charity law and throughout this report are referred to as trustees. The maximum number of trustees is twelve and they are drawn from Group Members and Individual Members. The organisation is governed by Trustee Directors with the day to day business of the organisation managed by senior staff who report to the Trustee Directors of VASLan on a regular basis. The Board of Trustee Directors usually meets on a bi-monthly basis with meetings scheduled throughout the course of the year, on all aspects of the work of the Company. The Board of Trustee Directors is supported in the administration of Governance through a Staffing Sub-Committee and a Finance Sub-Committee with both committees meeting on a monthly frequency.

Recruitment and appointment of new trustees

The Trustee Directors are appointed from the nominations of the member Organisations and Individual Members. Trustee Directors can also Co-opt or fill vacancies occurring between AGM's. All such appointees are required to resign at the next AGM and seek re-appointment if appropriate. The longest serving Director shall retire from office and shall not be eligible for re-election or appointment until a period of one year has elapsed from the date of the AGM. Of the remaining Directors appointed at a previous AGM there is a requirement for one third to retire at the next AGM and seek re-election, if desired. In addition to the Board of Trustee Directors there are 2 advisors (non-voting) who also attend regularly.

Induction and training of new trustees

New members of the Board are provided with an initial information pack containing: previous minutes of Board Meetings and literature associated with the business of the company. The Trustee Directors receive appropriate training by attendance at Company development days and Governance training provided through the Voluntary Sector support body, SCVO, and also through Voluntary Action Scotland.

Organisational structure

The Company has continued to undergo significant structural change to achieve the development of the Third Sector Interface (TSI) for South Lanarkshire. Voluntary Action South Lanarkshire now discharges full responsibility in supporting and promoting volunteering, in providing support to community and voluntary organisations/groups in the development of wider capacity across South Lanarkshire, in supporting and promoting the development of social enterprise and the local social economy and in providing the connectivity for local organisations and the Communities with the Community Planning Partnership in South Lanarkshire.

As a product of the restructure, financial consolidation of the previous frameworks are now reflected as a single entity and fully meets the desires and ambitions set for this by the Scottish Government and supported by the Local Authority in South Lanarkshire. For clarity and accuracy the Trustees have ensured continuity of the oversight of the legal and financial undertakings through a continued association with Law at Work and the Kelvin Partnership. In matters of day to day financial performance and reporting VASLan continues to receive support from Greg Hannah Accountants.

Management Process

There are two strands to the management process:

- The Board of Trustee Directors oversee all aspects of Governance and the initial make up of the Board comprised three nominated representatives of each partner organisation. The Board of Trustee Directors meet on a bi-monthly basis on all aspects of the work of the Company, Strategic Development, Monitoring of Performance, Project Development, & the Promotion of Volunteering; Organisational progress is monitored in conjunction with a Staffing Sub-Committee and a Finance Sub-Committee utilising management reports, management information schedules, financial instruments and a range of accounting procedures.
- Operational responsibilities are carried out by the Chief Executive Officer. The CEO is responsible for the efficient management and all associated services and facilities relating to the support and development of Volunteering and the Voluntary Sector within South Lanarkshire. Operational activity is sustained by the development teams in Hamilton. The premises are utilised for the delivery of Volunteering services and the support and training of community groups and organisations supplemented by numerous external venues to facilitate local delivery and input.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees have assessed the major risk to which the charity is exposed, in particular those related to the operation and finances of the charity, and are satisfied that the systems are in place to mitigate these risks.

**Report of the Trustees
for the Year Ended 31 March 2016**

STRUCTURE, GOVERNANCE AND MANAGEMENT

VASLan is recognised as the Third Sector Interface (TSI) within South Lanarkshire and as such performs a key role in representing the sectors views and strengths within Community Planning and other strategic partnerships. VASLan are currently involved with over 55 strategic groups and partnerships; including Health and Social Care Integration; Early Years; Lanarkshire Data Sharing; Adult and Child Protection Committee(s); Sustainable Economic Growth Board.

The organisation strives to ensure each project is self accounting and self sustaining by undertaking regular reviews of both operational and financial aspects.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Voluntary Action South Lanarkshire is committed to:

- Maximizing volunteering.
- Strengthening communities.
- Facilitating community and voluntary sector engagement.
- Enabling sector performance and growth.
- Supporting and accelerating social enterprise.
- Promoting social and economic partnerships.
- Enabling positive partnerships.
- Promoting social and economic impact.
- Recognizing and evaluating volunteer's contribution.

We also support and deliver programmes to the community and voluntary sector that:

- Raise the skills of members, staff and volunteers.
- Modernize organizational governance, systems and processes.
- Raise the standard of financial practice and management.
- Diversify the sector's funding base.
- Better involve members/volunteers/beneficiaries in service delivery.
- Help to develop shared working arrangements that improve efficiencies.
- Introduce and support quality assurance systems.

**Report of the Trustees
for the Year Ended 31 March 2016**

OBJECTIVES AND ACTIVITIES

Significant activities

- The demand for VASLan input and/or involvement continued to increase throughout 2015/16 and presents a major challenge in meeting service demand and increased Partner expectation. In particular significant increases arose around Early Years and GIRFEC, Integrated Health and Social Care; Organisation Governance, Financial Governance, Digital Inclusion and Data Sharing, and from several areas of Community Empowerment legislation. Through a broad based delivery agenda, in association with Partners, Tackling Poverty is recognised as a priority throughout all services.
 - Maintained a strong focus on third sector interface development and the consolidation of skills and expertise capable of delivering and sustaining appropriate services.
 - Continued to address the challenges and transition taking place within 'Volunteering'. Sustained our approach through 'Volunteer Friendly'.
 - We have reinvigorated our approach through the introduction of Third Sector Forum spread across the geography of South Lanarkshire. Additionally we have supplemented this approach with the involvement of Chief Officers from several of the larger third sector bodies and organisations
 - As we move towards Locality Boards / Partnerships we are well placed to facilitate levels of communication and involvement in support of those bodies and Community Planning Partners.
 - Internally and externally we continue to promote the merits of adopting a 'Quality' agenda and continuous improvement.
 - We continue to address our training offers to the sector and are seeking to reshape this in line with demands and wishes.
 - GIRFEC is now a significant challenge for the TSI in meeting the needs of various Partnership Groups.
 - We continue to promote the building of Social Enterprise capacity through an active programme of development delivered through a dedicated resource. The absence of immediate opportunity is probably the predominant factor inhibiting wider progress and development.
 - Funding remains as the key issue impacting on the majority of Voluntary Organisations and a continuous topic within most conversations, regardless of the field of delivery! The impact of austerity cuts within the Public Sector are no doubt biting and several recent stays of execution within South Lanarkshire whilst very welcome have not altered the situation in any way. Recent Partnership investment in Health and Social Care hopefully will be rolled out in future within other critical areas or work.
 - The impacts of Welfare reform continue to be felt with the services offered throughout the Sector in South Lanarkshire being very heavily utilised in most if not all quarters. The strains placed on organisations are well recognised and in several instances documented and we continue to work closely with colleagues in the Credit Unions and the Citizens Advice Bureaus.
 - Since the passing of the Community Empowerment Bill, we have seen an increase in support requests. The management of expectations and the establishment of practicalities continues to be a challenging area of work.
 - VASLan has continued to broaden involvement and relationships with a range of Partners and now participates on 50+ Boards, Partnerships, Commissioning Groups, Steering Groups as well as numerous work groups and local action groups etc. The impact of VASLan input is not immediately clear or readily identifiable as in most instances the end product is far removed from VASLan branding however as an Interface progress has been made especially around the Integration of Health and Social Care and also within the Early Years agenda and there are increasing signs of wider involvement in other areas.
 - We continue to seek innovative ways of sustaining involvement at the current level or beyond in the arena of austerity and reduced Public Sector funding but the consequences of not meeting this requirement would not only be a considerable loss to local Voluntary Organisations but also would prove significantly damaging to wide ranging communities and the delivery of Public Services.
 - The topic of 'transportation' is a recurring theme of conversations across South Lanarkshire - both Rural and Urban. The range of difficulties and barriers continues to pose major challenges affecting communities and individuals alike and negates the wide efforts being put into reducing social isolation and exclusion. VASLan is seeking to reinvigorate Third Sector involvement and interest in this topic and will attempt to build momentum through a collaborative approach within communities.

ACHIEVEMENT AND PERFORMANCE

Volunteering

- 1161 enquiries were made to the organisation on volunteering, with 778 people going on to register their interest in a volunteering opportunity. (Males 258; Females 500; Transgender 2; Unknown 18)
- 176 volunteer opportunities were advertised throughout the year.

**Report of the Trustees
for the Year Ended 31 March 2016**

ACHIEVEMENT AND PERFORMANCE

- 63 brand new volunteering opportunities were advertised, with 198 volunteers placed.
- The most requested role for volunteers within organisations was for administration and Support workers (various types of support ranging from elderly care to support for children and young people).
- 354 volunteering appointments were made, with 220 attended. Disappointingly 134 people failed to attend their appointment.
- 654 email enquiries suggests more people using online services to find suitable volunteering.
- 61% of people who were looking to volunteer started volunteering; 1% needed more support; 4% couldn't find anything suitable; 29% were waiting to hear back from organisations and 5% said volunteering wasn't for them
- VASLan run several successful employability projects for young offenders, lone parents and people with multiple barriers to employment. This involves recruiting, training and supporting volunteer mentors to engage with clients on a regular basis and offers an accredited personal development programme to help build confidence. Clients are then supported to take up suitable volunteering opportunities to help build skills and motivation and introduce stability and routine.
- "Involving and Supporting Volunteers" Training course for volunteer co-ordinators and managers has been tailored to fit in with Volunteer Friendly. Organisations attending the course have either achieved Volunteer Friendly or are more able to move on to begin Volunteer Friendly.
- VASLan staff continued to promote volunteering and targeted specific areas at various events:-
 - Volunteering towards Employment - 15 events
 - Volunteering to support your Health - 8 events
 - Youth volunteering - 9 events
 - Saltire volunteering - 13 events

Volunteering Awards

- 479 Saltire Registrations were made by young people aged 12-25 in South Lanarkshire.
- 81 young people received their Approach Award (10 or 25 hours).
- 199 young people received the Ascent Award (50, 100, 200 or 500 hours).
- The Saltire Awards Ceremony will be held annually.

Core and Development Work

- 297 organisations supported with development including advice, in-depth consultancy and one-to-one support which amounted to 1,100 interactions.
- 58 new start up groups and organisations were supported.
- 92 health checks completed with organisations to ensure policy, training, governance etc., are in place.
- 111 organisations supported with Charity Law; 282 Organisations supported with funding; 23 Organisations supported with Financial advice and training; 47 Organisations supported with Governance.
- 121 Organisations became Members of VASLan.
- In meeting field demand a total of 21 training courses were run throughout the year including:- Emergency First Aid; Finance for Practitioners; Child Protection Awareness; Involving and Supporting Volunteers; Commercial Leasing Information; Writing Successful Funding Applications; Procurement; What are your Outcomes (Collecting Information to Report on Outcomes); Community Asset Transfer; Using Creative Approaches to report on Outcomes; Telling My Story, Analysing and Reporting on my Project; Pre-Start Leadership; Mental Health First Aid; Basic Book Keeping; Managing Volunteers.
- VASLan have given support to voluntary organisations by means of 12 surgeries held in local areas in South Lanarkshire with 200 organisations benefitting from face to face support.
- Supported third sector organisations with funding advice, training on how to complete successful funding applications and funding guidance.
- £1,552,660 worth of grants have been secured in South Lanarkshire for 42 organisations supported by VASLan
- 674,000 page hits on VASLan website.
- 597 subscribers to E-newsletter.
- 23 separate newspaper articles published in local, free and national press2 "Meet the Funder" events delivered attended by 97 organisations (68 Funding Road Show; 29 Lottery Information event).

Social Enterprise

- 67 social enterprise organisations supported on funding, project planning, income generation, finance, marketing and governance with a total of 443 different interactions being supported by VASLan staff.
- 11 new social enterprises have been established.
- 2 Information Sessions for Social Enterprises (Insurance and Asset Transfer).

**Report of the Trustees
for the Year Ended 31 March 2016**

ACHIEVEMENT AND PERFORMANCE

- Pop up shop for social enterprises held 26th and 27th November 2015, and an organisation marketplace inter-trading event on November 15th.
- 18,387 hits to the Social Enterprise toolkit
- 4 meetings took place of South Lanarkshire Social Economy Steering Group with TSI representation.
- 14 Business Action Plans in place for Social Enterprises, with a further 3 organisations working towards their business plan at year end.
- Continuing the trend of last year, we have worked with 16 organisations supporting them to choose a legal structure. This has been the case for both pre starts and existing organisations considering changes to their legal status.

IT

- Fed into the national support and governance structures during the creation of a new CRM system, successfully managed the transition of MILO data to the new 'Salesforce' based platform and continued to develop a number of bespoke MILO reports and customised reports to suit emerging needs. This provides accurate, relevant up-to-date information which can be utilised to inform stakeholders, partners and funders.
- Introduced Children and Families information in Locator.
- In seeking continuous improvement continued to develop IT solutions to enhance business performance including bespoke room booking system.
- Reviewed IT infrastructure and implemented suitable improvements to ensure security and accessibility and improve business practices.

Specialist Development

Policy

- VASLan participated in 3 public consultations (Scottish Government Procurement; Fairer Scotland; Conversation on a Healthier Scotland).
- 4 Briefings were produced for the third sector in South Lanarkshire (Health (Tobacco/Nicotine); British Sign Language and 2 briefings on Equality).

Multi-Faith Anti-Poverty Network

- Faith Development Post created for one year to support Faith network in South Lanarkshire. Following the resignation of the Officer, residual monies from Partners were allocated to bids from Faith Groups in South Lanarkshire.

Third Sector Forum

- Promoted and secured the involvement of Chief Officers of main third sector organisations to inform the agenda of the Third Sector Forum.
- Developed and agreed the formation of a new structure for linking to CPP, this has now developed into the Third Sector Forum which are held in each of the 4 South Lanarkshire localities.
- 79 Organisations were involved in the Third Sector Forums in final quarter of the 2015/16 period.

Reshaping Care for Older People

- Funding for RCOP ceased in October 2015.
- Prior to the end of the project 11 organisations were supported to expand and/or develop their service, and 240 organisations assisted with capacity building.
- 3 Groups trained volunteers to deliver regular strength and balance sessions in their community.
- 16 Groups supported members to take part in walking challenge and 14 groups held strength and balance sessions.
- 2 Digital inclusion sessions held.
- Significant improvements were introduced within Locator in October 2015.

Health and Social Care Integration

- VASLan form part of the Integrated Joint Board, the Strategic Commissioning Group and the Locality Planning Groups for Health and Social Care.

**Report of the Trustees
for the Year Ended 31 March 2016**

ACHIEVEMENT AND PERFORMANCE

- Maintained an active involvement in Health and Social Care locality consultation process, encouraging voluntary sector organisations to attend and contribute to the events and facilitating discussions and responses. During the period VASLan agreed a framework with the Health and Social Care partnership for the allocation of £650,000 of funding from the Integrated Care Fund (ICF) to the voluntary sector.
- Administered the voluntary sector application process to the ICF, including the review and presentation of applications to the Strategic Commissioning Group.
- Secured the allocation of £535,000 of ICF grants to the voluntary sector in the final quarter of 2015/2016.

Girfec and Early Years

- To further promote and enhance the understanding of GIRFEC VASLan delivered GIRFEC roadshows in each locality, which were delivered to a range of voluntary sector organisations including childminders, uniform groups, after school clubs and parents and carers.
- VASLan continued to support a number of key groups across Children's Services Planning, including: Children's Services Strategy Group; Pan Lanarkshire Parenting Strategy Group; Early Years Collaborative Group; Early Years Collaborative Leadership Group and supported learning sessions (Bootcamps) with partner agencies.
- VASLan represented the voluntary sector with the Realignment of Children's Services programme (RCS), in line with the local authority and health board VASLan have input to the RCS process through service mapping and contributions to the RCS steering group.

EFQM and Continuous Improvement

- During the final quarter of 2015/2016 VASLan completed an EFQM self-assessment, the findings were assessed and are being used to inform improvement projects across the organisation.
- During the same period a review of our training offer was undertaken, following on from this a revised training offer has been generated.

Projects

Enhanced Volunteering Initiative (EVI) - SLW4U Employability

- 56 people took part in the employability project during June 15 - March 16.
- 35 mentees were matched with a volunteer mentor.
- 17 people continued into a volunteering role.
- 7 people went on to further education.
- 10 people gained employment as a result of the project.
- 20 people completed PX2 personal development training
- 19 Active mentors completed full training with 8 waiting to be trained.

Chance to Change - Reducing Reoffending Change Fund PSP

- We have received 38 referrals during 1 April 15 - 31st March 16.
- 22 mentees were matched with a volunteer mentor.
- 20 mentees have completed PX2 or Steps Personal Development Training.
- 16 mentees have obtained full time employment.
- 6 mentees currently volunteering.
- 48 Clients engaged in Positive Activities including Larkhall Growers Gardening project, HIPY, Robertson Park Horticulture Course & VASLan Job Club.
- 19 Active mentors completed full training with 8 waiting to be trained.

Making it Work

- 128 new clients registered for the program during the year.
- 100 gained employment.
- 124 completed accredited training courses.
- 3 started childminding businesses.

**Report of the Trustees
for the Year Ended 31 March 2016**

ACHIEVEMENT AND PERFORMANCE

FINANCIAL REVIEW

Reserves policy

The trustees continue to closely monitor the Charity's finances, with the agreed policy objectives of securing the future of the Charity's projects by establishing a working reserve to provide at least three months full operational costs, and maximising funds available to promote, support and develop the voluntary sector in South Lanarkshire.

Principal funding sources

Scottish Executive	- £269,600
South Lanarkshire Council	- £195,584
IT Infrastructure	- £40,000
Chance to Change - Reduce Re-offending	- £99,226
SLW4U	- £308,585
Making it Work Project	- £49,149

Review of year

The new charity entity provided a surplus of £251,861(2015-£256,347) for the year to 31 March 2016. As of 31 March 2016 we had £582,234(2015-£419,550) in restricted funds and £571,812 (2015- £482,635) in unrestricted funds. The total income for VASLAN was £1,110,911 (2015-£1,135,809) of which £700,466 (2015- £939,402) came in the form of grant income. The Scottish Executive and South Lanarkshire Council provided 43% (2015- 41%) of the total income for the year.

**Report of the Trustees
for the Year Ended 31 March 2016**

FUTURE PLANNING

Community Planning & Transformation

Augment operational relationships and consolidate current joint initiatives with NHS Lanarkshire, Police Scotland, Scottish Fire and Rescue Service and South Lanarkshire Local Authority and other Partners;

- underpinning understanding of VASLan as a TSI and of the value of the third sector contribution.
- Sustain and expand on the flow and exchange of Third Sector / Community information facilitating the transformation of Public Service delivery and supporting provision.
- Enhance the 'local' approach through the development of Third Sector Forum within the four main localities recognised within South Lanarkshire. Build attendance numbers and grow interest and input in the identification of local issues and the determination of solutions.

Core & Growth Development

- Review and reinvigorate the approach to Volunteering across South Lanarkshire, exploring new and innovative ways of increasing participation and enhancing volunteer experience.
- Improving the reporting framework of volunteering against a background of the increasing need to demonstrate value in voluntary action, the value that volunteering creates and the difference that volunteering makes. Our aims are:
 - Develop management information on volunteering levels
 - Inform strategic planning of volunteer programmes
 - Demonstrate cost-effectiveness to boost investment
 - Increase recognition, recruitment and retention of volunteers
 - Support organisations to attract external funding
 - Promotion of Volunteer Friendly Organisations.
- Raise and promote the importance of Volunteer Awards, Saltire Awards and Third Sector Organisation Awards through celebration and recognition events across South Lanarkshire.
- Seek continuous improvement in the delivery of highly tailored and customised training agenda including "bitesize" sessions and the expansion of on-line facilities and organisational toolkits.
- Consolidate the capacity of Social Enterprise, encouraging growth in local and inter trading and the determination of brand options. Sustain and progress the development of SLSE online forum - promoting shared experience, access to information and providing an opportunity conduit.

IT Infrastructure

- Develop & introduce bespoke VASLan CRM system to replace MILO
- Improve on the current reporting capabilities of VASLan through the utilisation of enhanced data capture and the abilities for customised interrogation.
- Expand on the capabilities for online/electronic service delivery across the TSI enhancing operational efficiency and cost reduction.

Locator

- Enhance the search and functional capacity of Locator by including all third sector organisations within a single data source.
- Development of a 'Web App' for the Locator tool facilitating external access and usage.
- Broadening the promotion of Locator tool across South Lanarkshire to all VASLans' partners.

Third Sector Forum

- Within the current framework of Community Planning seek to broaden Partners understanding of the Forum as a key resource facilitating consultation and engagement. Additionally through engagement and consultation, support communities to articulate and bring forward local solutions that address local need and provide fresh perspective for the delivery of public services.
- Aim to share good practice, discuss solutions and innovation towards local need, targeting future asset based approaches to sustainability and prevention.
- The Forum will also drive forward an agreed agenda across all four localities brokering a partnership approach to provide support and develop solutions.

**Report of the Trustees
for the Year Ended 31 March 2016**

Volunteer Friendly Awards

- Continue to roll out Volunteer Friendly through training and targeted approaches to volunteering organisations Increase profile of Volunteer Friendly and promote as a benchmark of good practice for those managing volunteering.

Community Empowerment

- Facilitate the cascade of information throughout communities to assist understanding and aid in the identification of newly established implications and responsibilities flowing from this legislation. To work alongside Partners by providing a conduit to / for information by providing the interface between statutory services and communities - an immediate area of priority being Asset Management.

Integrated Health and Social Care

- Prepare the groundwork that sustains Third Sector involvement in and input to the agenda of Integrated Health and Social Care.
- Identify or secure resources to facilitate at an operational level a consistent involvement within the Partnership Board, Commissioning Groups, Integrated Locality Planning Groups and numerous Work-streams.
- Consolidate the networking and communication arrangements that supports the Third Sector sustain a meaningful engagement and involvement with the Integration agenda.
- Work collaboratively with Health and Social Care and Third Sector partners to evidence and highlight the impact of Third Sector service provision across the Health and Social care agenda.

Locality Planning

- To maintain a commitment of support and input by the Third Sector in Locality Planning Groups and Partnerships Consolidate the networking and communication arrangements informing Third Sector involvement and assist in building local capacity capable of addressing specific needs and aspirations.

Employability

- There is a historical background to the provision of employability services aligned with VASLan TSI Volunteering activities which provided very successful outputs and outcomes complementing and enhancing partnership delivery. This aspect was integrated within an extensive Work Plan and was recognised as fully compatible and beneficial to the performance requirements placed on VASLan through formal Service Level and contractual agreements. With the recent reductions of Grant funding and also the withdrawal of support for employability projects the resources are no longer sustainable and now force a reappraisal of the cost elements of satisfying 'core' delivery in order to meet (wholly or partly) the rapidly expanding demands being placed on the TSI from local partners and also from wider afield. The TSI is planning to undertake a fundamental review of the Company structure and align this with the recognised and agreed responsibilities of a single Third Sector Interface.
- Enhanced Volunteering Initiative - The withdrawal of Local Authority funding support for this project has placed it at considerable risk. VASLan is attempting to explore and identify external funding support to secure a longer term sustainability.
- Chance to Change - Confirmation that the Reducing Reoffending Change Fund will conclude in March 2017 which threatens the future of the highly successful PSP has introduced elements of uncertainty. Strategically it is recognised that the future lies through the provision of mainstream funding however at this point there is no indication of that being the chosen line of travel with key partners. VASLan are continuing to market the project to all stakeholders with a view to secure future funding support.

**Report of the Trustees
for the Year Ended 31 March 2016**

Getting it Right for Every Child

- As an additional item out-with TSI core delivery, significant expansion and developments in this area of work has resulted in raised expectation and demands being placed on the TSI stretching already strained resources to unsustainable levels. VASLan are restructuring priorities to service immediate needs.
- Act as the link between statutory partners and third sector to maintain the profile and understanding of the GIRFEC/Early Years agenda.
- Refine communication networks and E-Bulletin tools to maximise impact and improve efficiency of information cascade and exchange.
- Develop and expand on capacity building to support the third sector in GIRFEC /Early Years agenda.
- Provide the sector with updates on key areas of activity within children's services, with particular attention on child protection and lessons learned from significant case reviews.

Third Sector Investment through Training

- Better partnership working / cross TSI working to enhance and expand on the training available.
- Consolidate South Lanarkshire wide approach and increase access to a wide range of suitable training / development.
- Focussing on the key areas of Finance, Governance, Social Media & Social Enterprise providing high quality responsive training, to build Third Sector capacity
- Introduce and develop understanding of improvement methodology with a view to embedding internally and rolling out to wider third sector.
- Broaden understanding and sector capacity in the application and usage of 'data'.
- Benchmarking, developing compelling data, and understanding usage differences

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Voluntary Action South Lanarkshire for the purposes of company law) are responsible for preparing the Report of the Trustees 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, The Kelvin Partnership Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

**Report of the Trustees
for the Year Ended 31 March 2016**

Approved by order of the board of trustees on 9 November 2016 and signed on its behalf by:


G Bennie - Secretary

Report of the Independent Auditors to the Trustees and Members of Voluntary Action South Lanarkshire

We have audited the financial statements of Voluntary Action South Lanarkshire for the year ended 31 March 2016 on pages fifteen to twenty three. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective January 2015) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and 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 charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees Responsibilities set out on page eleven, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditors under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

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 2016 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; 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.

Opinion on other matter prescribed by the Companies Act 2006

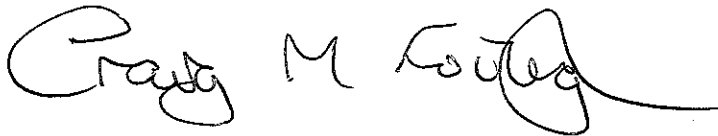
In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

**Report of the Independent Auditors to the Trustees and Members of
Voluntary Action South Lanarkshire**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.



Craig M Fotheringham Bsc CA (Senior Statutory Auditor)

for and on behalf of The Kelvin Partnership Ltd

Statutory Auditor

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Chartered Accountants

The Cooper Building

505 Great Western Road

Glasgow

G12 8HN

9 November 2016

**Statement of Financial Activities
for the Year Ended 31 March 2016**

	Notes	Unrestricted funds £	Restricted funds £	31.3.16 Total funds £	31.3.15 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	-	-	-	881
Incoming resources from charitable activities					
Incoming resources from charitable activities	3	561,724	549,187	1,110,911	1,134,928
Total incoming resources		<u>561,724</u>	<u>549,187</u>	<u>1,110,911</u>	<u>1,135,809</u>
RESOURCES EXPENDED					
Costs of generating funds					
Fundraising trading: cost of goods sold and other costs	4	2,093	2,119	4,212	3,039
Charitable activities					
Charitable activities	5	465,654	384,384	850,038	871,623
Governance costs					
Governance costs	7	4,800	-	4,800	4,800
Total resources expended		<u>472,547</u>	<u>386,503</u>	<u>859,050</u>	<u>879,462</u>
NET INCOMING RESOURCES		<u>89,177</u>	<u>162,684</u>	<u>251,861</u>	<u>256,347</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		482,635	419,550	902,185	645,838
TOTAL FUNDS CARRIED FORWARD		<u><u>571,812</u></u>	<u><u>582,234</u></u>	<u><u>1,154,046</u></u>	<u><u>902,185</u></u>

The notes form part of these financial statements

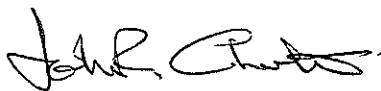
**Balance Sheet
At 31 March 2016**

	Notes	Unrestricted funds £	Restricted funds £	31.3.16 Total funds £	31.3.15 Total funds £
FIXED ASSETS					
Tangible assets	11	9,996	1,096	11,092	13,663
CURRENT ASSETS					
Debtors	12	4,648	-	4,648	13,166
Cash at bank and in hand		593,728	581,138	1,174,866	897,529
		<u>598,376</u>	<u>581,138</u>	<u>1,179,514</u>	<u>910,695</u>
CREDITORS					
Amounts falling due within one year	13	(36,560)	-	(36,560)	(22,173)
NET CURRENT ASSETS		<u>561,816</u>	<u>581,138</u>	<u>1,142,954</u>	<u>888,522</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>571,812</u>	<u>582,234</u>	<u>1,154,046</u>	<u>902,185</u>
NET ASSETS		<u><u>571,812</u></u>	<u><u>582,234</u></u>	<u><u>1,154,046</u></u>	<u><u>902,185</u></u>
FUNDS	14				
Unrestricted funds				571,812	482,635
Restricted funds				<u>582,234</u>	<u>419,550</u>
TOTAL FUNDS				<u><u>1,154,046</u></u>	<u><u>902,185</u></u>

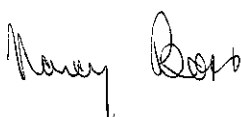
These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on 9 November 2016 and were signed on its behalf by:

J R Christie -Trustee



Ms N Barr -Trustee



The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31 March 2016**

1. ACCOUNTING POLICIES**Accounting convention**

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on reducing balance
-----------------------	---------------------------

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. VOLUNTARY INCOME

	31.3.16	31.3.15
	£	£
Donations	-	881
	<u> </u>	<u> </u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	31.3.16	31.3.15
	£	£
Grants	700,466	939,402
Other income	42,769	43,133
Project income	308,586	91,961
Wage supplemental income	3,838	3,886
Standard earned income	55,252	56,546
	<u>1,110,911</u>	<u>1,134,928</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2016

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:

	31.3.16	31.3.15
	£	£
South Lanarkshire Council	195,584	195,583
Scottish Executive	269,600	269,600
SLC-Infobase	15,000	15,000
Reshaping Care for Older People	42	120,000
Chance to Change - Reduce Re-offending	99,226	89,871
Media BIG - Young Start	-	23,005
Media Heritage Lottery Fund	86	17,840
Integrated Childrens' Services Project	31,360	39,200
Making it Work Project	49,149	107,981
VASLAN Interns	419	406
Early Years Collaborative Family Support Fund	-	36,500
Big Lottery Strollers	-	2,000
Big Lottery Investing in Ideas	-	2,416
Tackling Poverty and Faith Post	-	20,000
IT Infrastructure	40,000	-
	<u>700,466</u>	<u>939,402</u>

4. FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS

	31.3.16	31.3.15
	£	£
Purchases	<u>4,212</u>	<u>3,039</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct costs	Grant funding of activities (See note 6)	Totals
	£	£	£
Charitable activities	<u>840,746</u>	<u>9,292</u>	<u>850,038</u>

6. GRANTS PAYABLE

	31.3.16	31.3.15
	£	£
Charitable activities	<u>9,292</u>	<u>-</u>

7. GOVERNANCE COSTS

	31.3.16	31.3.15
	£	£
Accountancy	<u>4,800</u>	<u>4,800</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2016

8. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.3.16	31.3.15
	£	£
Depreciation - owned assets	<u>5,546</u>	<u>6,832</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2016 nor for the year ended 31 March 2015.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2016 nor for the year ended 31 March 2015.

10. STAFF COSTS

	31.3.16	31.3.15
	£	£
Wages and salaries	<u>609,492</u>	<u>617,977</u>

The average monthly number of employees during the year was as follows:

31.3.16	31.3.15
<u>27</u>	<u>28</u>

No employees received emoluments in excess of £60,000.

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 April 2015	68,041
Additions	<u>2,975</u>
At 31 March 2016	<u>71,016</u>
DEPRECIATION	
At 1 April 2015	54,378
Charge for year	<u>5,546</u>
At 31 March 2016	<u>59,924</u>
NET BOOK VALUE	
At 31 March 2016	<u>11,092</u>
At 31 March 2015	<u>13,663</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2016

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.16	31.3.15
	£	£
Trade debtors	4,358	13,166
Other debtors	290	-
	<u>4,648</u>	<u>13,166</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.16	31.3.15
	£	£
Trade creditors	6,679	4,077
Taxation and social security	10,952	12,545
Other creditors	18,929	5,551
	<u>36,560</u>	<u>22,173</u>

14. MOVEMENT IN FUNDS

	At 1.4.15	Net movement in funds	At 31.3.16
	£	£	£
Unrestricted funds			
General fund	482,635	89,177	571,812
Restricted funds			
NHS- Car share scheme	5,312	(1,865)	3,447
SLC-Infobase	3,076	(139)	2,937
SLW4U	114,771	304,156	418,927
SCVO-Community Jobs Fund	3,740	(3,491)	249
Reshaping Care for Older People	120,340	(51,734)	68,606
Chance to Change - Reduce Re-offending	11,734	10,954	22,688
Employability Officers Fund	24,729	(22,295)	2,434
Media BIG - Young Start	5,674	(5,674)	-
Media Heritage Lottery Fund	8,600	(8,600)	-
Digital Inclusion Fund	12,777	(12,777)	-
Integrated Childrens' Services Project	8,022	(621)	7,401
Making it Work Project	36,759	(29,979)	6,780
Early Years Collaborative Family Support Fund	41,536	(32,771)	8,765
Big Lottery Strollers	427	(427)	-
Big Lottery Investing in Ideas	2,303	(2,303)	-
Tackling Poverty and Faith Post	19,750	(19,750)	-
IT Infrastructure	-	40,000	40,000
	<u>419,550</u>	<u>162,684</u>	<u>582,234</u>
TOTAL FUNDS	<u>902,185</u>	<u>251,861</u>	<u>1,154,046</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2016

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	96,540	(7,363)	89,177
Scottish Executive	269,600	(269,600)	-
South Lanarkshire Council	195,584	(195,584)	-
	<u>561,724</u>	<u>(472,547)</u>	<u>89,177</u>
Restricted funds			
NHS- Car share scheme	-	(1,865)	(1,865)
SLC-Infobase	15,000	(15,139)	(139)
SLW4U	308,586	(4,430)	304,156
SCVO-Community Jobs Fund	5,319	(8,810)	(3,491)
Reshaping Care for Older People	42	(51,776)	(51,734)
Chance to Change - Reduce Re-offending	99,226	(88,272)	10,954
Media BIG - Young Start	-	(5,674)	(5,674)
Media Heritage Lottery Fund	86	(8,686)	(8,600)
Integrated Childrens' Services Project	31,360	(31,981)	(621)
Making it Work Project	49,149	(79,128)	(29,979)
VASLAN Interns	419	(419)	-
Early Years Collaborative Family Support Fund	-	(32,771)	(32,771)
Big Lottery Strollers	-	(427)	(427)
Big Lottery Investing in Ideas	-	(2,303)	(2,303)
Tackling Poverty and Faith Post	-	(19,750)	(19,750)
IT Infrastructure	40,000	-	40,000
Employability Officers Fund	-	(22,295)	(22,295)
Digital Inclusion Fund	-	(12,777)	(12,777)
	<u>549,187</u>	<u>(386,503)</u>	<u>162,684</u>
TOTAL FUNDS	<u><u>1,110,911</u></u>	<u><u>(859,050)</u></u>	<u><u>251,861</u></u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2016

14. MOVEMENT IN FUNDS - continued

South Lanarkshire Council - Grant Funding - for the provision and support of core TSI services across South Lanarkshire:

Scottish Government - Grant Funding - for the provision and support of core TSI services across South Lanarkshire:

Income Generated - Funding raised through internal social enterprise activities:

NHS Car Scheme - Grant Funding - The provision through volunteers of transport for patients within the Rutherglen & Cambuslang areas, attending NHS, GP, & Dental appointments in Lanarkshire and Greater Glasgow:

InfoBase South Lanarkshire - Grant Funding - Facilitates the maintenance and upkeep of the Voluntary Sector Database within South Lanarkshire:

South Lanarkshire Works 4 U - European Match Funding return - Provision of personal and employability skills for disengaged people; development of work experience programmes through Volunteering; and supporting movement into mainstream employment:

Community Jobs Fund - Award Funding facilitating the provision of youth jobs experience:

Reshaping Care for Older People - Change Fund - Supports four Locality Officers in bridging the gap between mainstream agencies and local community / voluntary provision:

Social Enterprise Network South Lanarkshire - Promotion and support of the development of a Thematic Network:

BIG - Investing in Ideas - Lottery funding exploring ideas promoted via the Third Sector Interface:

Chance to Change - Reducing Reoffending Change Fund - Youth support programme assisting young people to engage with mainstream provision:

Employability Officer - Partnership Support - Developing employability services supporting a range of disengaged young people:

Media Young Start - Lottery funding supporting the promotion and development of skills in young people:

Media Heritage - Lottery funding supporting the development of media and wider skills of young people aged 11 - 25 with their heritage:

Digital Inclusion - Social Enterprise funding (as part of TSI Partnership) promoting and supporting the introduction of Digital services to the older age groups in designated areas of South Lanarkshire:

Integrated Children's Services - Partnership Funding - supporting the development and awareness of the voluntary sector through wider networking and related activities:

Making It Work - Employability Partnership Funding - Hosting the employment of two Key Workers - providing a range of support and development activities for lone Parents:

VASLan Intern - Employability Support Funding - Facilitates the employment of a Graduate appointee undertaking a key review of internal practises within the Third Sector Interface:

EYC Family Support - EYC Change Fund - Employment of a Strategic Post supporting the integration and development of GIRFEC throughout South Lanarkshire:

Notes to the Financial Statements - continued
for the Year Ended 31 March 2016

15. UNRESTRICTED FUNDS

In the year the Board have reviewed the general reserves position of the charity which exists to cater for fluctuations in the income of VASLAN from year to year. The Board have decided upon the following desired provision:

	31.3.16	31.3.15
	£	£
Non-salary core costs	180,000	180,000
Pay in lieu of notice	69,643	69,643
Redundancy	87,415	87,415
Lease obligations @ 5 years	225,000	45,000
Provision for reinstatement/dilapidations	50,000	25,000
Pension provision	26,000	26,000
Property acquisition fund	50,000	50,000
Provision for replacement windows	60,000	
Provision for replacement heating	10,000	
Shortfall	(186,246)	(423)
General fund balance	571,812	482,635

**Detailed Statement of Financial Activities
for the Year Ended 31 March 2016**

	31.3.16 £	31.3.15 £
INCOMING RESOURCES		
Voluntary income		
Donations	-	881
Incoming resources from charitable activities		
Grants	700,466	939,402
Other income	42,769	43,133
Project income	308,586	91,961
Wage supplemental income	3,838	3,886
Standard earned income	55,252	56,546
	<hr/> 1,110,911	<hr/> 1,134,928
Total incoming resources	1,110,911	1,135,809
RESOURCES EXPENDED		
Fundraising trading: cost of goods sold and other costs		
Purchases	4,212	3,039
Charitable activities		
Wages	609,492	617,977
Rent and rates	38,828	48,474
Light and heat	22,653	21,321
Telephone & stationery	28,945	25,923
Sundries	7,127	12,599
Meeting room expenses	21,564	12,660
Travelling expenses	38,461	24,672
Professional fees	33,613	51,162
Property cleaning and maintenance	17,496	26,788
Training costs	14,872	19,240
Equipment hire and rental	604	1,927
Bank charges	62	62
Volunteers expenses	1,483	1,986
Fixtures and fittings	5,546	6,832
Grants to institutions	9,292	-
	<hr/> 850,038	<hr/> 871,623
Governance costs		
Accountancy	4,800	4,800
Total resources expended	<hr/> 859,050	<hr/> 879,462
Net income	<hr/> <hr/> 251,861	<hr/> <hr/> 256,347