

Charity Registration No. SC011689 (Scotland)

Company Registration No. SC316350 (Scotland)

FIFE WOMEN'S AID
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

FIFE WOMEN'S AID

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	R Brown R Thomson K Bell S Cameron D Grant D Bates A Bruce S Hill C Harper D Leitch Ms Y Zhang Ms M Horsley	(Appointed 4 October 2019) (Appointed 2 December 2019) (Appointed 24 June 2020) (Appointed 20 July 2020) (Appointed 20 July 2020) (Appointed 27 August 2020) (Appointed 16 October 2020)
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Charity number (Scotland) SC011689

Company number SC316350

Registered office Suite 1, First Floor
Saltire House
Pentland Park
Glenrothes
KY6 2AL

Auditor Thomson Cooper
3 Castle Court
Carnegie Campus
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KY11 8PB

Bankers Bank of Scotland
1 Bothwell Street
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FIFE WOMEN'S AID

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FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2020

The trustees present their report and financial statements for the year ended 31 March 2020.

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

The objectives of Fife Women's Aid are: -

1. To relieve the suffering and distress of women and their children (if any) who have experience of domestic abuse, whether emotional, physical and/or sexual by a partner, ex-partner and/or family member by associating with local authorities, voluntary organisations and other public bodies (where considered appropriate) to offer support, information and help to such women and children.
2. The company's objects are restricted to those set out in article 4 (but subject to article 6).
3. The company may (subject to OSCR consent) add to, remove or alter the statement of the company's objects in article 4; on any occasion when it does so, it must give notice to the Registrar of Companies and the amendment will not be effective until that notice is registered on the register of companies.

The activities of Fife Women's Aid are to:

- a. Provide refuge accommodation and accommodation based support services to women who have experienced domestic abuse.
- b. Provide drop - in services offering support and information to women who have experienced abuse.
- c. Provide an emergency out of hours on call service 365 days per year.
- d. Provide a visiting support service for women who have experienced domestic abuse and who are living in their own homes/other types of accommodations (other than refuge).
- e. Provide group work to support personal development activities for women who have experienced abuse.
- f. Provide a counselling service for women who have experienced abuse.
- g. Provide refuge based, outreach and follow up support services for children and young people who have experiences of domestic abuse.

Fife Women's Aid Housing Support services are registered with The Care Inspectorate and Fife Women's Aid Counselling Services are registered with COSCA.

Fife Women's Aid works in partnership with other local and national agencies to ensure the widest possible range of high-quality services are available to women, children and young people who have experienced abuse. Central to our multi-agency engagement is our involvement with FVAWP (Fife Violence Against Women Partnership), Fife PSP (Fife Homelessness Services Public Social Partnership) and MARAC (Multi-Agency Risk Assessment Conferencing). We have ongoing working partnerships with: Health, Education, Criminal Justice, Social Work services, CEDAR, CAMHS, Police Scotland, Women's Aid groups throughout Scotland, Fife Homelessness services, mental health services, substance misuse services and a range of third sector partners.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

Achievements and performance

The Trustees of Fife Women's Aid in 2019/20 were Daphne Grant (who took on the role of Chair in February 2020), Rhona Brown, Ruth Thomson (Vice-Chair), Jeannette Deacon, Karen Bell, Suzanne Peden, Sally Cameron. Andrea Saunders retired in May 2019 and Jodie McVicar retired in February 2020. In order to ensure that the number of trustees remained healthy, a successful recruitment led to the appointment of two more trustees, Daryl Bates in October 2019 and Ailsa Bruce in December 2019.

Together as Trustees we have legal responsibility to ensure that the organisation, its activities and its finances are properly managed. We are responsible for maintaining our charitable status and registration with Companies House and the Office of the Scottish Charities Regulator.

The trustees work at a strategic level through our Strategic Plan, which was updated during this period. The strategic direction of the organisation is being reviewed periodically to ensure it reflects the changing needs of the service. The day-to-day running of Fife Women's Aid services is carried out by our capable and committed management team. Together our aim is to work within budget and continue to provide the very best quality services to our service users - women, children and young people who have experienced domestic abuse.

In the 2019/20 period:

887	Women were supported
405	Children and Young People were supported through the CYP Service
114	Families were supported in refuge accommodation
90	Children and Young People in refuge with their mothers
167	Days was the average length of stay in refuge
450	MARAC referrals were received
142	Referrals received into our Adult Counselling Service
37	Referrals received into our CYP Counselling Service
35	Refuges throughout Fife (none of which are shared)
92%	Overall occupancy rate within refuge
32	Referrals received for Family Support
141	Referrals received for Court Support & Advocacy

2019-20 was a very busy year for Fife Women's Aid. We continued to provide our core services while also developing areas which had been identified as gaps in provision by service users. As in previous years this had to be achieved against a backdrop of continued austerity and brought challenges for staff and Trustees alike. The end to the financial year also saw the beginning of the global pandemic crisis requiring the operations of the organisation to be restructured in order for FWA to continue to operate during the lockdown that was announced in March 2020.

The year has been one of change for the organisation. Our interim Manager, Heather Williams, left in July 2019 and our new manager, Kate McCormack, joined us in June 2019. Kate has brought a fresh perspective to the running of the organisation and has been instrumental in assessing FWA's capabilities, increasing operational capacity by restructuring the staff teams and engaging continuously with the team seniors to ensure improved communication channels with all the staff. She has also commenced a full review of all policies and procedures with the support of the Board to ensure that they are in compliance with regulatory requirements.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

To this effect, the Board has undertaken this year a full review of its governing documents to ensure that the organisation is operating in accordance with the Governance Code principles and current OSCR requirements and it operates in a transparent and accountable manner. Our priority as a board is to ensure the effectiveness of FWA as an organisation and ensure that we adopt best practice in our operations. The need for a review of the Articles of Association also became a priority in relation to some funding applications where the organisation needs to evidence its adherence to the Governance Code, and it was also welcomed during the Fife Council evaluation process, as our main funding body.

We have been delighted to see the development of the Children's Counselling Service which was funded by the Robertson Trust, The Gannochy Trust, Volant Trust and Alexander Moncur Trust. The service has met all outcomes and has made a significant difference to children and young people who have experienced domestic abuse. We also welcomed continued funding for the Court Support and Advocacy Service from the Henry Smith Charity and for the Befriending Service from the National Lottery Community Fund. In addition, we received new funding from the National Lottery Community Fund to enable our Family Support Service to continue.

It is essential that we are able to evidence the positive impact that our services have upon the lives of the women, children and young people we work with and testimonies direct from service users are an important part of this.

A woman within the MARAC service noted the following: "FWA got me through a lot of things - they believed in me and had confidence and trust in me. Having one person do was great, but having all of you was amazing. Saying thank you is not enough - FWA were brilliant - the best way to say thank you is to show you (how I'm getting on with my life) and hopefully you will see that."

The CYP service user involvement groups flourished during the year and achieved the Dynamic Youth Award.

During the last year we have reviewed how we publicise our services and launched a new website in February 2020. In addition, we developed our use of social media, extending our reach on Facebook and Twitter and opening up an Instagram account. We began a review of our promotional literature and this will continue into the forthcoming year.

We were also delighted to welcome our first Lived Experience ambassador, Bee Parkinson Cameron. Bee uses her own recovery journey to inspire hope for others experiencing domestic abuse.

The Women's Support Service provides practical and emotional support to women who have experienced domestic abuse. The majority of referrals are self-referrals and support may take place in refuge, in a woman's own home, by phone, in the office or at a mutually agreed, safe location. An increase in referrals has meant that we have had to run a waiting list for support, though we work hard to manage this and make sure that women receive support with any urgent matters as soon as possible. We prioritise the high risk referrals, including referrals through MARAC (Multi Agency Risk Assessment Conference).

During the year 114 families were admitted to refuge; the average length of stay was five months. Many moved on to permanent re-housing with the Local Authority or Housing Associations but some women returned to their partner. It is important to recognise that there are many complex reasons why women return and it can often take several times of leaving before a woman can leave for good. Everyone leaves our services with reassurance that they can take up support again at any time in the future.

The Children and Young Persons' Service was accessed by 405 children and young people (CYP) during 2019-20. 90 of them lived in refuges. We provided holistic, tailored support packages to CYP up to age 18 including one-to-one sessions, group work, joint working with other agencies, signposting and advocacy. We have a team of experienced and knowledgeable support workers, from a variety of backgrounds, who access a range of innovative resources to support CYP. For younger children, or those who are unable to engage in one-to-one sessions, family sessions were offered which included developmental activities, arts & crafts, play sessions and Bookbug sessions.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

The Business Team manage a variety of tasks of which are critical to the operational effectiveness of the Fife Women's Aid. The small team undertake a range of duties including reception, supporting staff, volunteers and Trustees with administration, IT support, HR functions and finance. As part of the structural changes this year we reviewed our finance/administration requirements and have made some changes to this team. We also welcomed an Administration Apprentice in August 2019 and she has been a valuable addition to the team.

The Family Support Service's funding from CIN ended during the early part of the year and we were delighted to be awarded two year's funding from The National Lottery Community Fund to continue the work of the service.

The service provides flexible, family focused support both within refuge and on an outreach/visiting support basis. The service supports mother and children together, helping to improve communication, develop new parenting skills and repair relationships which have been damaged by abuse. Strong and resilient family units are an important protective factor for moving on after abuse and excellent outcomes have been achieved through this work.

The MARAC team has received a total of 450 referrals this year. We have five MARAC workers and they have provided advocacy and support to women and children at high risk. MARAC identifies the highest risk victims and co-ordinates services to reduce repeat victimisation, increase safety and reduce risk. The project is truly multi-agency and joins together NHS, Education, Social Work Services, Housing, 3rd Sector, Drug and Alcohol Services, Women's Aid and Police Scotland.

The Befriending Service funds a Volunteer Co-ordinator to recruit, train and support volunteers who offer befriending to women who have experienced domestic abuse. Befriending was identified by service users as a gap in provision which would assist them to settle into a new community and transition to independent living after abuse. Women who are socially isolated, experiencing anxiety or ill-health or unfamiliar with the Fife area benefit from volunteer support to "buddy" them and become involved with the local community. Together befriending partnerships have attended exercise and swimming sessions, accessed the gym, gone shopping, been for walks, been to the cinema and tried meditation classes. Volunteers have organised pamper days at local colleges and brought women together for coffee mornings and trips out of town. They have also helped with job applications and preparing CV's, accessing college or training opportunities or simply been available for a coffee and a chat.

We were delighted to receive continued funding for a further 3 years of the service from the National Lottery Community Fund, as part of a bid led by Fife Council and in partnership with the Safe, Secure and Supported at Home project.

The Court Support Service supported 141 women at Sheriff or High Court trials. The types of charges included - Section 38 (Behaving in threatening and abusive manner, causing fear and alarm); Section 39 (Stalking), Assault, Assault to Injury, Sexual Offences and Telecommunications charges. A large number of cases secured guilty verdicts for some, if not all, of the charges and women also benefitted from the experience of being heard, believed and found credible in the formal court process.

The service also provided important links with Witness Services, Procurator Fiscals, Court Officers and VIA and provided information and advocacy to cases which did not proceed to trial.

We were delighted to receive a further 3 years funding from the Henry Smith Charity to continue this vital work.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

The Women's Counselling Service operates with 2 part-time paid counsellors and several counselling volunteers. Volunteer counsellors are either fully qualified therapists or final year Counselling Diploma students on placement. The service has received 142 referrals this year; referrals came from both in-house FWA services and external services such as NHS, Social Work, Public Protection Unit and voluntary sector agencies. We provided weekly counselling sessions at a range of Fife locations, including Dunfermline, Glenrothes and Kirkcaldy.

We also received Tampon Tax funding via Foundation Scotland for group work for women on the counselling waiting list and were able to provide self-care support for two groups of women during the year.

The Children and Young Person's Counselling Service began late 2018 and has developed during the past year to provide a service to 30 children and young people who have experienced domestic abuse.

Reserves, Designated Funds and Investment Policies

The majority of our funds are operational and to be spent in the short term, therefore there is limited scope for long term investment. Where funds are not immediately required, they are held in interest bearing accounts. The Board have identified that they will review these in the next financial year.

It is the Trustees' aim to build up funds in reserve sufficient to meet current liabilities and maintain the activities of the charity for a period of at least three months. This would cover the cost of ongoing service provision in the event that funding is, for any reason, withdrawn or substantially reduced. Under these circumstances the priority would be to seek alternative sources of funding, failing which to provide for the re-settling of families into alternative support services, staff redundancies and the winding down of the business.

An on-going pension deficit is shown within our accounts, and Trustees have set aside money each year, whenever possible, to cover the pension deficit figure. In addition, Trustees have taken steps to review membership of the current pension fund and explore alternative provision. Proposed changes will seek to provide good terms and conditions to staff while also protecting the longer term future of the organisation. This review is progressing well and will continue into the next year.

Donated facilities and services

The initial set-up costs for new refuge premises are covered by Fife Women's Aid whilst the fabric of the refuge buildings is maintained by Fife Council, without charge. Fife Women's Aid are responsible for the maintenance of the decoration, garden and general standard of the properties.

Local communities across Fife continue to support our services generously, both in cash and in kind. These donations are essential to assist in the cost of leisure, social, health and educational work with children; support development group work with women; provide for the emergency needs of families in crisis; and assist with ongoing refuge upkeep. We are extremely grateful for the goodwill and ongoing support we receive from local organisations, churches and charitable groups, small businesses and many individuals across Fife.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

Plans for Future Periods

In the coming year our focus will be on embedding trauma informed practice and reviewing the pathway for women, children and young people through our services.

We will continue with prudent budgeting to ensure that we are in the best possible position to survive funding reductions whilst maintaining high quality, front line services for families who experience abuse.

Following the updating of our website, we will continue to enhance the use of social media to ensure our presence reaches a wider audience.

We will also forge closer relations with other organisations nationally to develop collaborative projects. We will also seek to establish closer partnerships with other social services providers to enhance our service set within a wider context. As a board we have also agreed to pursue opportunities that will allow FWA to become the charitable partner for businesses within the Fife region in order to increase our public profile as well as benefit from a diverse source of funding.

Further to the impact of the pandemic in March 2020 we will continue to develop our service provision to be as accessible as possible while managing the health risks, utilising a range of methods for service delivery including face-to-face contact, telephone and online support.

Our 2019-22 Strategic Plan was implemented during this year and will continue to define our strategy moving forward while ensuring we revisit some of the elements to reflect the impact of the pandemic crisis to our future operations.

Financial review

Following on from the financial changes in 2018/19, we adapted our structure to accommodate these. This mainly involved savings from our management and business support roles so as to protect frontline service roles.

Big Lottery funding for our MARAC service ended in March 2019 and we were pleased that Fife Council agreed to provide additional funding to allow the MARAC service to continue.

A potential reduction in Fife Council funding for children and young people's services has remained a concern throughout the year and Fife Council commissioned an external review of existing service provision to inform future commissioning.

We were pleased to receive continuation funding for our Befriending Service from the National Lottery Community Fund and for our Court Support and Advocacy Service from the Henry Smith Charity. We were also delighted to receive new funding for our Family Support Service from the National Lottery Community Fund, although this does not cover all costs and the charity provides a contribution from reserves to be able to continue the support.

Covid-19 has had a significant impact on the charity's operations during 2020. The Trustees recognise this as a risk however this is mitigated through additional funding received from the Scottish Government specifically to ensure the provision of service can be maintained at this time, albeit through online means. The Trustees have reviewed budgets, cash flows and future funding sources and are satisfied that the charity has sufficient cash reserves in these uncertain times.

The charity reported a surplus for the year before actuarial gains/(losses) on the defined benefit pension scheme of £42,804 (2019 - £70,809) and a post actuarial gain/(loss) of £340,804 (2019 - (£124,191)). At the Balance sheet date the charity had reserves of £1,283,664 (2019 - £942,860).

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

Structure, governance and management

The charity is a company limited by guarantee, incorporated on 12 February 2007 which has been granted exemption, under Section 59 of the Companies Act 2006, from including 'Limited' in its name. It operates under a constitution and is registered with OSCR.

Organisational Structure

Fife Women's Aid is governed by a Board of Trustees (maximum number eighteen; minimum number four) who are elected annually at the annual general meeting. As at 31 March 2020 there were eight Trustees on the Board.

Fife Women's Aid's organisational structure includes a Manager, Operational Lead and 3 teams with Team Seniors.

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:

R Brown	
J Deacon	(Resigned 13 May 2020)
R Thomson	
K Bell	
S Peden	(Resigned 24 June 2020)
S Cameron	
D Grant	
J Mcvicar	(Resigned 5 February 2020)
A Saunders	(Resigned 29 May 2019)
D Bates	(Appointed 4 October 2019)
A Bruce	(Appointed 2 December 2019)
S Hill	(Appointed 24 June 2020)
C Harper	(Appointed 20 July 2020)
D Leitch	(Appointed 20 July 2020)
Ms Y Zhang	(Appointed 27 August 2020)
Ms M Horsley	(Appointed 16 October 2020)

The charity currently has a committed group of trustees, with a range of relevant skills and experience, who have provided consistent management and leadership. The charity has developed a trustee recruitment pack and trustee information pack for new trustees.

The organisation has initiated an extensive recruitment plan to ensure that FWA attracts a new group of trustees. The Board has conducted a full assessment of the expertise and skill sets of its current trustees to identify any gaps and to ensure that we attract individuals with additional skills that would compliment the existing board.

Candidates wishing to become trustees are selected for appointment using a formal application process. New trustees go through an induction process to facilitate their learning about the organisation and all trustees are expected to undertake on-going training.

The constitution sets out how trustees are to retire from office, and that they are eligible for re-election.

Risk Management

During the year we have reviewed and revised our risk management strategy, covering all strategic issues. We have compiled a comprehensive risk register which is kept under review by the Strategy Sub Group of Trustees and reviewed quarterly by the Board. In addition, we have a Contingency Policy dealing with operational disaster recovery.

FIFE WOMEN'S AID

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) ***FOR THE YEAR ENDED 31 MARCH 2020***

Statement of trustees' responsibilities

The trustees, who are also the directors of Fife Women's Aid 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; 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 was approved by the Board of Trustees.

D Grant

Trustee

Dated: 28 October 2020

FIFE WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF FIFE WOMEN'S AID

Opinion

We have audited the financial statements of Fife Women's Aid (the 'charity') for the year ended 31 March 2020 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 2020 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

FIFE WOMEN'S AID

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF FIFE WOMEN'S AID

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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://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.

Alan Mitchell (Senior Statutory Auditor)
for and on behalf of Thomson Cooper, Statutory Auditors
Dunfermline

Date:

FIFE WOMEN'S AID

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2020

Current financial year

		Unrestricted funds general 2020 £	Unrestricted funds designated 2020 £	Restricted funds 2020 £	Total 2020 £	Total 2019 £
	Notes					
Income from:						
Donations and legacies	3	56,830	-	2,474	59,304	26,488
Charitable activities	4	761,576	-	748,734	1,510,310	1,586,667
Investments	5	603	-	-	603	3,302
Total income		819,009	-	751,208	1,570,217	1,616,457
Expenditure on:						
Charitable activities	6	759,021	30,082	738,310	1,527,413	1,545,648
Net income for the year/ Net incoming resources		59,988	(30,082)	12,898	42,804	70,809
Other recognised gains and losses						
Actuarial gain/(loss) on defined benefit pension schemes		298,000	-	-	298,000	(195,000)
Net movement in funds		357,988	(30,082)	12,898	340,804	(124,191)
Fund balances at 1 April 2019		42,235	803,000	97,625	942,860	1,067,051
Fund balances at 31 March 2020		400,223	772,918	110,523	1,283,664	942,860

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.

FIFE WOMEN'S AID

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

FOR THE YEAR ENDED 31 MARCH 2020

Prior financial year

	Notes	Unrestricted funds general 2019 £	Unrestricted funds designated 2019 £	Restricted funds 2019 £	Total 2019 £
Income from:					
Donations and legacies	3	26,488	-	-	26,488
Charitable activities	4	1,165,882	-	420,785	1,586,667
Investments	5	3,302	-	-	3,302
Total income		1,195,672	-	420,785	1,616,457
Expenditure on:					
Charitable activities	6	1,143,808	10,683	391,157	1,545,648
Gross transfers between funds		(81,816)	79,567	2,249	-
Net income for the year/ Net incoming resources		(29,952)	68,884	31,877	70,809
Other recognised gains and losses					
Actuarial gain/(loss) on defined benefit pension schemes		(195,000)	-	-	(195,000)
Net movement in funds		(224,952)	68,884	31,877	(124,191)
Fund balances at 1 April 2018		267,187	734,116	65,748	1,067,051
Fund balances at 31 March 2019		42,235	803,000	97,625	942,860

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.

FIFE WOMEN'S AID

BALANCE SHEET

AS AT 31 MARCH 2020

	Notes	2020		2019	
		£	£	£	£
Fixed assets					
Tangible assets	10		20,436		11,504
Current assets					
Debtors	11	41,902		19,796	
Cash at bank and in hand		1,311,258		1,315,955	
		<u>1,353,160</u>		<u>1,335,751</u>	
Creditors: amounts falling due within one year	12	<u>(89,932)</u>		<u>(106,395)</u>	
Net current assets			1,263,228		1,229,356
Total assets less current liabilities			1,283,664		1,240,860
Provisions for liabilities			-		(298,000)
Net assets			<u>1,283,664</u>		<u>942,860</u>
Income funds					
Restricted funds	15		110,523		97,625
<u>Unrestricted funds</u>					
Designated funds:					
General funds		400,223		42,235	
Designated funds		772,918		803,000	
	16	<u>1,173,141</u>		<u>845,235</u>	
			1,173,141		845,235
			<u>1,283,664</u>		<u>942,860</u>

FIFE WOMEN'S AID

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2020

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2020, although an audit has been carried out under section 144 of the Charities Act 2011.

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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 28 October 2020

D Grant
Trustee

Company Registration No. SC316350

FIFE WOMEN'S AID

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2020

	Notes	2020 £	£	2019 £	£
Cash flows from operating activities					
Cash generated from operations	21		31,820		200,236
Investing activities					
Purchase of tangible fixed assets		(37,120)		(2,992)	
Interest received		603		3,302	
Net cash (used in)/generated from investing activities			(36,517)		310
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(4,697)		200,546
Cash and cash equivalents at beginning of year			1,315,955		1,115,409
Cash and cash equivalents at end of year			1,311,258		1,315,955

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

Charity information

Fife Women's Aid is a private company limited by guarantee incorporated in Scotland. The registered office is Suite 1, First Floor, Saltire House, Pentland Park, Glenrothes, KY6 2AL.

As the charity is a company limited by guarantee and has no share capital, the liability of each member in the event of winding-up is limited to £1.

1.1 Accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity constitutes 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 £.

1.2 Going concern

The trustees regularly monitor the funding streams available to the charity and evaluate the projected expenditure and reserves available. The Trustees believe there is a reasonable expectation that the Charity will have sufficient cash reserves to continue in operational existence for the foreseeable future and as such, the accounts are prepared on a going concern basis.

At the date of approval of the accounts, the Trustees are aware of the potential impact on the Charity of the Coronavirus. The charity remains open, providing support and refuge where required. The trustees are actively taking all steps to mitigate any impact the virus may have on the Charity. The current situation with Coronavirus is still ongoing and therefore it is difficult to assess the full implications for the charity at this time.

1.3 Charitable funds

Unrestricted income funds comprise those funds which the directors are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the directors, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor.

1.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

(Continued)

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Income from government and other grants, whether 'capital grants or revenue grants', are recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

1.5 Expenditure

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. Expenditure is recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include office costs and governance costs and are incurred directly in support of expenditure on the objects of the charity. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are on a direct basis.

Charitable Activities

Costs of charitable activities include grants made, governance costs and an apportionment of support costs.

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:

Furniture and fittings	50% straight line
Office Equipment	33.33% - 50% reducing balance

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

1.7 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).

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

(Continued)

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.

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.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

(Continued)

1.11 Retirement benefits

The charity is a member of the Local Government Pension Scheme and therefore operates a defined benefit scheme administered by the Fife Council Superannuation Scheme. A liability for the charity's obligations under the plan is recognised net of plan assets. The net change in the net defined benefit liability is recognised as the cost of the defined benefit plan during the period. Pension plan assets are measured at fair value and the defined benefit obligation is measured on an actuarial basis using the projected unit method. Actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

The charity also operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund.

New and existing employees who were not previously in the Fife Council Pension Scheme were automatically enrolled into the defined contribution scheme unless they exercised their right to opt out of scheme membership.

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.

1.13 VAT

The charity is not registered for VAT, and accordingly all income and expenditure is stated gross of tax.

1.14 Trustee remuneration and Related Party transactions

No trustees received any form of remuneration or other benefit in cash or kind (2019: £Nil). Expenses paid to the trustees in the year totalled £626 (2019: £458) in respect of travel expenses.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds general 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds general 2019 £
Income from donations	56,830	2,474	59,304	26,488

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

4 Charitable activities

	2020 £	2019 £
Performance related grants	1,510,310	1,586,667
	<u>1,510,310</u>	<u>1,586,667</u>
Analysis by fund		
Unrestricted funds - general	761,576	1,165,882
Restricted funds	748,734	420,785
	<u>1,510,310</u>	<u>1,586,667</u>
Performance related grants		
General Business Function	15,282	42,313
Women's Support & Refuge	756,613	757,475
Children & Young People	425,885	408,408
Advocacy Counselling & Befriending	312,530	378,471
	<u>1,510,310</u>	<u>1,586,667</u>

5 Investments

	Unrestricted funds general 2020 £	Unrestricted funds general 2019 £
Interest on bank deposits	603	3,302
	<u>603</u>	<u>3,302</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

6 Charitable activities

	General Business Function	Women's Support & Refuge	Children & Young People	Advocacy, Counselling & Befriending	Total 2020	Total 2019
	2020	2020	2020	2020		
	£	£	£	£	£	£
Staff costs	43,880	458,543	340,853	261,419	1,104,695	1,206,165
Staff & volunteer expenses	9,104	19,844	20,178	12,069	61,195	59,127
Other interest - Defined benefit pension obligation	-	-	-	-	-	1,000
Conferences & training	3,984	9,642	1,080	3,979	18,685	11,479
Insurance	12,647	-	-	300	12,947	8,472
Heat & light	4,243	2,139	-	10	6,392	3,815
Repairs & maintenance	9,690	39,191	32	-	48,913	27,730
Telephone	18,954	192	60	458	19,664	20,290
Subscriptions	4,727	4,384	113	1,067	10,291	8,282
TV licences	-	5,529	-	-	5,529	5,849
Miscellaneous	5,036	10,964	3,543	4,951	24,494	24,964
Publicity & advertising	16,711	-	-	1,667	18,378	14,679
Projects	261	1,107	15,698	1,078	18,144	8,119
	<u>129,237</u>	<u>551,535</u>	<u>381,557</u>	<u>286,998</u>	<u>1,349,327</u>	<u>1,399,971</u>
Share of support costs (see note 7)	45,171	15,755	12,147	11,194	84,267	59,792
Share of governance costs (see note 7)	90,104	11	420	3,284	93,819	85,885
	<u>264,512</u>	<u>567,301</u>	<u>394,124</u>	<u>301,476</u>	<u>1,527,413</u>	<u>1,545,648</u>
Analysis by fund						
Unrestricted funds - general	238,420	520,601	-	-	759,021	1,143,808
Unrestricted funds - designated	30,082	-	-	-	30,082	10,683
Restricted funds	(3,990)	46,700	394,124	301,476	738,310	391,157
	<u>264,512</u>	<u>567,301</u>	<u>394,124</u>	<u>301,476</u>	<u>1,527,413</u>	<u>1,545,648</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

6 Charitable activities

(Continued)

For the year ended 31 March 2019

	General Business Function	Women's Support & Refuge	Children & Young People	Advocacy, Counselling & Befriending	Total 2019
	£	£	£	£	£
Staff costs	166,168	455,823	309,030	275,144	1,206,165
Staff & volunteer expenses	6,300	23,398	17,319	12,110	59,127
Other interest - Defined benefit pension obligation	1,000	-	-	-	1,000
Conferences & training	441	4,170	4,290	2,578	11,479
Insurance	6,096	(348)	1,362	1,362	8,472
Heat & light	3,575	240	-	-	3,815
Repairs & maintenance	1,536	25,986	208	-	27,730
Telephone	12,694	-	3,298	4,298	20,290
Subscriptions	3,843	2,767	686	986	8,282
TV licences	-	5,849	-	-	5,849
Miscellaneous	3,250	9,911	1,139	10,664	24,964
Publicity & advertising	3,539	(59)	2,930	8,269	14,679
Projects	2,161	545	3,490	1,923	8,119
	<u>210,603</u>	<u>528,282</u>	<u>343,752</u>	<u>317,334</u>	<u>1,399,971</u>
Share of support costs (see note 7)	24,554	16,928	4,637	13,673	59,792
Share of governance costs (see note 7)	22,033	23,600	18,799	21,453	85,885
	<u>257,190</u>	<u>568,810</u>	<u>367,188</u>	<u>352,460</u>	<u>1,545,648</u>
Analysis by fund					
Unrestricted funds - general	246,507	568,810	-	328,491	1,143,808
Unrestricted funds - designated	10,683	-	-	-	10,683
Restricted funds	-	-	367,188	23,969	391,157
	<u>257,190</u>	<u>568,810</u>	<u>367,188</u>	<u>352,460</u>	<u>1,545,648</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

7 Support costs

	Support costs	Governance costs	2020	Support costs	Governance costs	2019
	£	£	£	£	£	£
Rent & rates	55,688	-	55,688	47,683	-	47,683
Bank charges	391	-	391	657	-	657
Depreciation	28,188	-	28,188	11,452	-	11,452
Audit & accountancy	-	24,189	24,189	-	17,282	17,282
Legal and professional	-	69,630	69,630	-	68,603	68,603
	<u>84,267</u>	<u>93,819</u>	<u>178,086</u>	<u>59,792</u>	<u>85,885</u>	<u>145,677</u>
Analysed between						
Charitable activities	<u>84,267</u>	<u>93,819</u>	<u>178,086</u>	<u>59,792</u>	<u>85,885</u>	<u>145,677</u>

Governance costs includes payments to the auditors of £7,940 (2019- £7,860) for audit fees.

8 Trustees

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

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2020	2019
	Number	Number
Management and administration	3	4
Group workers	38	37
	<u>41</u>	<u>41</u>

Employment costs

	2020	2019
	£	£
Wages and salaries	853,912	950,947
Social security costs	67,774	63,389
Other pension costs	183,009	191,829
	<u>1,104,695</u>	<u>1,206,165</u>

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

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

10 Tangible fixed assets

	Furniture and fittings £	Office Equipment £	Total £
Cost			
At 1 April 2019	85,272	160,082	245,354
Additions	4,500	32,620	37,120
	<u>89,772</u>	<u>192,702</u>	<u>282,474</u>
At 31 March 2020	89,772	192,702	282,474
Depreciation and impairment			
At 1 April 2019	85,272	148,578	233,850
Depreciation charged in the year	2,250	25,938	28,188
	<u>87,522</u>	<u>174,516</u>	<u>262,038</u>
At 31 March 2020	87,522	174,516	262,038
Carrying amount			
At 31 March 2020	<u>2,250</u>	<u>18,186</u>	<u>20,436</u>
At 31 March 2019	<u>-</u>	<u>11,504</u>	<u>11,504</u>

11 Debtors

	2020 £	2019 £
Amounts falling due within one year:		
Trade debtors	15,107	-
Other debtors	15,070	3,900
Prepayments and accrued income	11,725	15,896
	<u>41,902</u>	<u>19,796</u>

12 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	12,769	39,082
Other creditors	3	16,576
Accruals and deferred income	77,160	50,737
	<u>89,932</u>	<u>106,395</u>

Provisions for liabilities

	Notes	2020 £	2019 £
Retirement benefit obligations	14	-	298,000
		<u>-</u>	<u>298,000</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

14 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 £183,009 (2019 - £191,829).

Defined benefit schemes

The charity operates a defined benefits pension scheme and a defined contribution scheme. The assets of the schemes are held separately from those of the company in independently administered funds.

The charity was liable for contributions to employees' personal pension plans totalling £183,008 (2019 - £365,811) in the year. At 31 March 2020, outstanding contributions totalled £nil (2019 - £19,037).

Defined Contribution

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund. No contributions were paid in respect of the trustees.

Defined Benefit

The defined benefits pension scheme is the Fife Council Superannuation Scheme. Employee contributions are fixed by statute.

Employers' contributions are assessed by a qualified actuary on the basis of triennial valuations and are calculated to ensure the actuarial solvency of the fund. An actuarial valuation of the fund (using the projected unit method) as at 31 March 2020 required the charity to contribute 23.3% of employee's pensionable salary in the financial year. The key assumptions as listed below:

Key assumptions

	2020	2019
	%	%
Expected rate of increase of pensions in payment	1.9	2.5
Expected rate of salary increases	2.3	3.0
Discount rate	2.3	2.4

Amounts recognised in the profit and loss account:

	2020	2019
	£	£
Current service cost	333,000	279,000
Other costs and income	35,000	16,000
Total costs	368,000	295,000

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

14 Retirement benefit schemes

(Continued)

Amounts taken to other comprehensive income:

	2020 £	2019 £
Actual return on scheme assets	250,000	(182,000)
Actuarial changes related to obligations	(755,000)	396,000
Unrecognised gain on pension surplus	207,000	(19,000)
Total costs/(income)	<u>(298,000)</u>	<u>195,000</u>

The amounts included in the balance sheet arising from the charity's obligations in respect of defined benefit plans are as follows:

	2020 £	2019 £
Fair value of plan assets	4,312,000	4,287,000
Present value of defined benefit obligations	(4,291,000)	(4,585,000)
Surplus/(deficit) in scheme	<u>21,000</u>	<u>(298,000)</u>

Movements in the present value of defined benefit obligations:

	2020 £
Liabilities at 1 April 2019	4,585,000
Current service cost	333,000
Past service cost	26,000
Change in financial assumptions	(755,000)
Other	102,000
At 31 March 2020	<u>4,291,000</u>

Movements in the fair value of plan assets:

	2020 £
Fair value of assets at 1 April 2019	4,287,000
Interest income	(250,000)
Benefits paid	(57,000)
Contributions by the employer	182,000
Contributions by scheme members	45,000
Other	105,000
At 31 March 2020	<u>4,312,000</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

14 Retirement benefit schemes

(Continued)

There is no liability included for any liability which may arise from the Guaranteed Minimum Pensions (GMP)/McCloud Judgement in Local Government Pension Schemes (LGPS).

The fair value of plan assets at the reporting period end was as follows:

	2020	2019
	£	£
Equities	3,018,400	3,172,380
Bonds	689,920	557,310
Property	388,080	342,960
Cash	215,600	214,350
	<u>4,312,000</u>	<u>4,287,000</u>

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

15 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:

	Balance at 1 April 2018		Movement in funds			Movement in funds			Balance at 31 March 2020	
	£	£	Incoming resources	Resources expended	Transfers	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	£
Children in Need	10,894	-	39,955	(38,698)	-	12,151	-	(15,320)	-	(3,169)
VAW - Counselling	-	-	47,953	(47,783)	-	170	45,422	(47,088)	-	(1,496)
DAGP Grant - Social Work	8,404	-	-	-	-	8,404	-	-	-	8,404
MARAC	11,451	-	157,519	(143,471)	-	25,499	216,807	(216,066)	5,787	32,027
FVAWP - Big Lottery	5,787	-	-	-	-	5,787	-	-	(5,787)	-
FHWA	2,824	-	-	-	-	2,824	-	-	-	2,824
SWA - Volunteering	10,000	-	-	-	-	10,000	-	-	-	10,000
Court Worker - Henry Smith Charity	1,154	-	56,419	(36,592)	-	20,981	3,149	(30,021)	-	(5,891)
Children's Counsellor - Alexander Moncur Trust	5,000	-	-	-	-	5,000	-	-	-	5,000
SSSH Befriending - Big Lottery	-	-	50,581	(56,364)	-	(5,783)	47,153	(32,872)	-	8,498
CYP Counselling	-	-	66,000	(68,249)	2,249	-	26,458	(25,587)	-	871
Sundry Income	-	-	2,358	-	-	2,358	2,474	3,990	-	8,822
Donations	10,234	-	-	-	-	10,234	-	-	-	10,234
Fife Council Social Work	-	-	-	-	-	-	325,429	(291,162)	-	34,267
Foundation Scotland - Group Counselling	-	-	-	-	-	-	10,000	(8,803)	-	1,197
Scottish Government VAW - Children & Young People	-	-	-	-	-	-	63,998	(65,724)	-	(1,726)
Big Lottery Family Support Worker	-	-	-	-	-	-	10,318	(9,657)	-	661
	65,748	420,785	420,785	(391,157)	2,249	97,625	751,208	(738,310)	-	110,523

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

15 Restricted funds

(Continued)

All restricted funds are principally funded by grants receivable, and comprise the following:

Family Support Service - Funded by Children in Need until June 2019 and by the National Lottery Community Fund from November 2019

This grant funds 1x F/T Family Support Worker who provides support to mothers and children who need some additional support around family routine/relationships.

VAW Counselling - Funded by Scottish Government and administered by Impact Funding Partners

This grant funds the provision of 2 part-time counsellors and counselling volunteers. Their remit is to provide trauma informed counselling by providing free one to one sessions in a confidential space at various locations in Fife.

VAW CYP - Funded by Scottish Government and administered by Impact Funding Partners

This grant employs 1.7 x FTE Children and Young People's workers to provide one to one and group work support.

CYP Service - Funded by Fife Council

This grant funds 5.6 x FTE Children and Young People's workers to provide one to one and group support.

MARAC - Funded by Fife Council

This fund provides 5 x MARAC Workers. MARAC is a partnership made up of various agencies and professionals that work together to identify the most at risk cases in terms of domestic abuse. The workers are there to speak on behalf of the clients at the various meetings and feed back to them as well as provide up to 12 weeks of support if required.

Befriending - Funded by the National Lottery Community Fund

Our portion of the partnership project "Safe, Secure and Supported at Home" funds a Volunteer Coordinator for befriending volunteers. Befrienders offer social, leisure and community-based activities for women who have become isolated as a result of domestic abuse.

Court Support and Advocacy - Funded by the Henry Smith Charity

This grant funds 1 full-time Court Support and Advocacy worker who supports women through Sheriff and High Court processes in relation to domestic abuse.

Children and Young Person's Counsellor - Funded by the Robertson Trust, Gannochy Trust, Volant Trust and Alexander Moncur Trust

This joint funding provides a 18 hour post dedicated children and young person's counsellor and counsellor supervision costs.

Donations

A small proportion of our donations are designated as restricted. This is due to them being specified by the donor for a particular item or service.

The restricted funds are held solely for the purpose of providing specified activities within the overall aims and objectives of the company.

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

16 Designated funds

The general fund receives core funding for the broad aims and objectives of the company.

The designated fund represents amounts set aside by the Trustees for the projected expenditure for a Fundraiser position together with amounts provided for potential obligations in respect of the pension scheme and in the event that the charity ceased to operate in its current format.

	Balance at 1 April 2018	Movement in funds			Balance at 1 April 2019	Movement in funds			Balance at 31 March 2020
		Incoming resources	Resources expended	Transfers		Revaluations, gains and losses	Incoming resources	Resources expended	
	£	£	£	£	£	£	£	£	
General Funds	267,187	1,195,672	(1,143,808)	(81,816)	42,235	819,009	(759,021)	298,000	400,223
Designated Funds	734,116	-	(10,683)	79,567	803,000	-	(30,082)	-	772,918
	1,001,303	1,195,672	(1,154,491)	(2,249)	845,235	819,009	(789,103)	298,000	1,173,141

17 Analysis of net assets between funds

Fund balances at 31 March 2020 are represented

by:

	Unrestricted funds		Designated funds		Restricted funds		Total
	2020	£	2020	£	2020	£	
Tangible assets	13,264		-		7,172		20,436
Current assets/(liabilities)	386,959		772,918		103,351		1,263,228
Provisions and pensions	-		-		-		-
	400,223		772,918		110,523		1,283,664
							42,235
							803,000
							97,625
							942,860
							9,212
							331,023
							(298,000)
							802,082
							96,251
							(298,000)
							1,374
							11,504
							1,229,356
							(298,000)

FIFE WOMEN'S AID

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

18 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2020 £	2019 £
Within one year	15,096	15,096
Between two and five years	82,046	84,782
In over five years	39,140	51,500
	<u>136,282</u>	<u>151,378</u>

19 Events after the reporting date

Since the year end the Board has reached an agreement with staff and the pension trustees to exit the Fife Pension Fund with no obligation for an exit payment.

20 Related party transactions

Remuneration of key management personnel

The charity considers its key management personnel to comprise the Manager and two Business Administrators (2019 – Manager, Business Manager and Finance Worker).

	2020 £	2019 £
Aggregate compensation	83,772	64,572

21 Cash generated from operations

	2020 £	2019 £
Surplus/(deficit) for the year	340,804	(124,191)
Adjustments for:		
Investment income recognised in statement of financial activities	(603)	(3,302)
Depreciation and impairment of tangible fixed assets	28,188	11,452
Pension scheme non-cash movements	298,000	298,000
(Increase)/decrease in debtors	(22,105)	25,115
(Decrease) in creditors	(16,463)	(6,838)
Cash generated from operations	<u>31,820</u>	<u>200,236</u>

22 Analysis of changes in net funds

The charity had no debt during the year.