



Trustee Update

For the year ended 31 March 2023



The trustees of Age Scotland have the pleasure of presenting the Trustees' Update for the year ended 31 March 2023

The directors of the charitable company (the charity) are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The Group consists of the charity together with two wholly owned trading subsidiaries; Age Scotland Trading Ltd and Age Scotland Enterprises Ltd and Care & Repair, of whom Age Scotland became the sole member on 1 June 2018.

Age Scotland is the national charity for older people.

We work to improve the lives of people over the age of 50 and promote their interests and rights.

Our vision is a Scotland which is the best place in the world to grow older.

Our mission is to inspire, involve and empower older people in Scotland, and influence others so that people enjoy better later lives.

The charity has identified seven positive long-term outcomes for older people in Scotland and all of our work contributes to this.

Older people:

- Are more able to influence change
- Have improved health and wellbeing
- Are more included in society
- Are more connected
- Have increased independence
- Are more secure
- Face fewer inequalities

Our activities include:

- Campaigning and influencing
- Providing information, advice and friendship
- Supporting and enabling older people's community groups
- Promoting age friendly workplaces and communities
- Delivering health and wellbeing programmes



Chair's Report

Stuart Purdy

It is a great honour to be the chair of the board of trustees at Age Scotland, and to work with colleagues across the charity to influence, support, enable and deliver campaigns, as well as offer advice and provide support in communities. Our work allows greater numbers of older people to enjoy better later lives.

It is clear from this report that there has been significant growth in our impact and services across our charity to support older people and their families. As Covid-19 restrictions eased further, we were able to offer more in-person events and activities than in the previous year. This has also helped to establish new partnerships and opportunities to serve older people.

The effects of the Covid-19 pandemic have been severe for older people, and they will be long lasting. They include the challenges of accessing health and care and an ongoing crisis linked to the rapidly rising cost of living. This has been a significant challenge, particularly for households on low and modest incomes. Fuel poverty among older people has surged and many face stark financial challenges just trying to keep up with the cost of essentials. We are determined to stand with older people and campaign for greater financial support and equitable access to vital services.

Calls to our helpline increased and our team conducted a considerable number of benefits checks, resulting in a surge in the amount of unclaimed benefits and social security payments identified by the team. Our relatively new friendship line goes from strength to strength supporting increasing numbers of people who value contact with our volunteers and staff with a regular or on demand phone call.

There has been a tremendous rise in demand for our information service with unprecedented numbers of paper guides and downloads requested. Hundreds of workshops on topics to support older people have taken place across Scotland.

At the end of 2022, our longstanding chief executive, Brian Sloan, decided to step away from Age Scotland after ten years of leadership. The charity is very grateful to Brian for his dedicated service and leadership, particularly through the challenges of the pandemic when the charity succeeded in maintaining its vital services.

Katherine Crawford joined the charity in July 2023 initially as interim and now as our permanent chief executive. Katherine, a qualified solicitor, brings significant charity experience gained in senior roles at Parkinson's UK, both in Scotland and as a member of their UK Executive responsible for operations and service delivery across the UK. I look forward to reporting on the progress we are making under Katherine's leadership.

2022 -23 was also a year when a number of trustees stepped down, with some colleague's terms drawing to a close after many years of service. We thank them for their dedicated work on behalf of older people.

Working in partnership with a specialist charity recruitment advisor, we recruited a number of new trustees to the Board, from a range of different backgrounds and from different parts of Scotland. They all share a passion for the work of the charity and I thank our new trustees for their work in supporting our executive team and staff. Our priority is to understand how we can best develop the services and activities of Age Scotland as older people and wider society emerge from Covid-19 facing greater challenges than before. We are focussing our efforts on tackling the challenges of loneliness and isolation, access to health and social care and financial hardship.

In a very challenging fundraising environment we have been able to establish a broad range of partnerships with government, corporates and trusts to invest in our frontline services and help us grow our impact and support for older people. We thank them and those who have thought of us in a very important way by leaving Age Scotland generous legacies. As we look ahead, we will use financial reserves to maintain our work and make strategic investments to help us build where older people tell us they need further support.

I am grateful to staff and volunteer colleagues at Age Scotland, the senior management team, and trustees for their commitment and dedication.

Stuart Purdy

Chair of the Board of Trustees, Age Scotland

Financial Review

The Group's result for the year before taxation was a surplus of £224,583 (2022 - £2,052,569).

There was a surplus after taxation of £737,780 on unrestricted activities (2022: £85,982 deficit), due mainly to increased Legacy income. Restricted activities recorded a deficit of £513,979 (2022: surplus of £2,138,592) as restricted funding received in previous years was drawn down.

Legacies

During the year, Age Scotland benefitted from £2,402,674 (2022: £652,740) in legacy gifts.

Donations

The Group received £270,874 (2022: £352,158) from donations during the year.

Trading

Age Scotland Enterprises Ltd

Our Enterprises business generated a profit of £83,233 (2022: £88,269), which was gift aided to the charity.

Age Scotland Trading Ltd

During the 2022/23 financial year Age Scotland Trading Limited remained dormant.

Care and Repair Edinburgh Ltd

For the year ending 31 March 2023 Care and Repair Edinburgh recorded a deficit of £31,351 (2022: surplus of £113,024) due to the drawing down of restricted funds received in previous years.



A summary of our activity

Helpline

Our national helpline handled 29,084 calls from older people and their families, a 5% increase on the previous financial year and around 33% higher than pre-pandemic levels. This included more than 6,000 calls to run benefit entitlement checks.

Helpline advisers conducted benefit and entitlement checks which identified £710,085 extra social security and financial support. This is a 45% increase on the previous year.

The most common call types were about social security, social care in the community, household energy support, money issues, residential social care, and housing issues.

The work of our helpline was recognised by being shortlisted at the Business Charity Awards and Utility Week Awards.

Friendship

Demand for our friendship line has grown with a 73% increase in calls from older people compared to 2021-2022, and a 10% increase in regular, scheduled calls back from our staff and volunteer team.

- 94% of callers believe that with the Friendship Service, I have someone to turn to or talk to
- 97% say they feel less lonely
- 98% are very satisfied or satisfied with the Friendship Service

Colleagues volunteered time on Christmas Day to make calls to lonely older people and meet the 33% increase in demand for this service.

Our free friendship offering has developed since it was launched at the start of the Covid-19 pandemic. It has been supported by a strong base of volunteers from members of the public and from our corporate partnerships. Employees of Sky, Scottish Water, Amazon and SGN have volunteered their time to be part of this service.

Our Comradeship Circles, a free telephone friendship service for groups of the ex-armed forces community, took place 227 times.

Information

We have 70 information guides on a wide range of topics including social security, health, social care, money matters, housing, dementia, legal issues and energy available for free in paper form and online.

In 2022/23 we distributed 100,122 paper guides to older people and their family members, an increase of 78% compared to the previous year, and online guides were downloaded 27,417 times.

The most popular paper guides were Benefits Maze, Warm and Well, Power of Attorney, Caring for Someone with Early-Stage Dementia and Attendance Allowance.

On our website, the most popular downloads were for information about Attendance Allowance, care home funding, Power of Attorney, benefit checks, and care and support at home.

Around 9,000 copies of our popular calendar were distributed to older people via our helpline, website orders, politicians and partner organisations.

A new guide, Building Resilience, was developed for the Aberdeenshire Resilience Project. It is a comprehensive guide including a range of information, including guidance on what to do in a powercut, flood or other emergency.

Health and Wellbeing

We increased our engagement with older people in group settings, including fun active games for strength and balance taster sessions and ‘ageing well’ workshops.

In total, 1,002 older people participated in 65 fun, active games hosted by our Health and Wellbeing Team, and 72 staff and volunteers from older people’s groups and services were trained to run them.

208 older people took part in 13 ageing well talks and workshops, and 40 professionals and volunteers joined talks and workshops on good practice to support older people’s health and wellbeing.

‘The Wellbeing Flower’ was launched for groups and services to help them understand how they contribute to older people’s health and wellbeing, and how to build on that impact.

Our ‘Expert Friends’ panel of academics, charity partners and older people helped develop two new advice guides to empower older people to reduce their risk of falls-related harm.

Supporting Community Groups

The community development team benefitted from being able to work face to face with member groups again after the easing of Covid-19 restrictions. This included holding network meetings, supporting Men’s Sheds, delivering talks, and facilitating events with the African and Caribbean Elders Scotland Network, and the Scottish Highland, Inverness and Moray Chinese Association.

There were 722 members of Age Scotland in this financial year, of which 482 were community groups supporting older people.

We conducted an extensive survey of our member groups to identify the challenges they were facing to stay open and serve their communities. After publishing our “Keeping the Doors Open” report we secured £175,000 from the Scottish Government to award grants of between £350 and £5,000 to 155 member groups to help them with their operating costs and activities. This included member groups from 10 island communities. Applications came to more than double the available grant pot.

We awarded a further £86,292 of small grants from our Supporting Good Connections fund to community groups, and 1,260 Christmas gifts were provided to member groups.

Campaigning, research and influencing

Throughout the year we campaigned on the issues older people brought to us such as pensioner poverty and low income in later life, mitigating against the increasing cost of living, carers' rights, access to health and social care, support for community groups, housing issues, and human rights.

We ran our "Check in, Cash out" campaign to raise awareness of social security, tackling stigma and how to claim what older people are entitled to. The campaign in conjunction with SOPA for an Older People's Champion in each local authority grew, with two thirds of councils establishing this important position. Our "Know Your Rights" campaign focussed on carers to help raise awareness of their rights and how to access support.

We provided five debate briefings for Members of the Scottish Parliament and took part in 19 government and parliamentary policy consultations.

We were invited to give expert evidence at five Scottish Parliament committees, which included two on the formation of a National Care Service.

The team took part in 12 cost of living advice events across Scotland, which MPs and MSPs organised for their constituents.

We published reports, survey finding and polling covering older people's household energy issues, the challenges facing older people's community groups, loneliness and isolation, the attitudes to financial comfort when it came to retirement, and older people's experiences of customer service.

We also began developing the case for an independent commissioner for older people, working with Scottish Labour MSP Colin Smyth, who would start the process in the Scottish Parliament for the position to be established.

Media Impact

As the leading voice of older people in the Scottish media, we used our platform to amplify older voices and challenge negative stereotypes about ageing and later life, regularly responding to and proactively commenting on issues such as social care, health issues, loneliness and the impact of the cost-of-living crisis such as energy bills.

We are a regular broadcast contributor to BBC Radio Scotland, BBC Reporting Scotland STV News programmes, often supporting case study requests to provide first-hand accounts which illustrate older people's experiences and contributions to society. Our news stories also gain wide coverage across national, regional and local newspaper titles, as well as regional radio stations and TV channels.

Diversity and Inclusion

We have been working to embed diversity and inclusion in the work of the charity so that older people from ethnic minorities and the older LGBTQ+ community know more about how we can support them in later life.

This work included the development of an organisational diversity and inclusion strategy, nine colleague training sessions, and recruiting new roles to support and enable groups and communities.

The Scottish Ethnic Minority Older People Forum was re-launched in the summer of 2022, now supported by Age Scotland. It held two forum meetings, took part in four government policy consultations, met with MSPs to discuss pressing issues.

A new network for LGBTQ+ older people was established as a platform to amplify their voices and uphold their rights. There were eight meetings of the group, including two policy consultation events, and a meeting with the Minister for Equalities and Older People.

Energy and Benefits Workshops

We delivered free in-person and online workshops across Scotland to more than 1,100 older people and those who support them to raise awareness of social security and household energy matters.

There were 399 attendees at 37 benefit workshops which covered benefits for people over State Pension age, how to apply for Attendance Allowance, and devolved benefits for older people.

Our range of energy workshops designed to help people better understand how to prepare for a powercut, energy matters, electric cars, future energy and heating options, and our joint project with Aberdeenshire Council on building resilience were run on 61 occasions with 730 participants.

Age Inclusive Workplaces

Our four main areas of work cover age-inclusive HR consultancy, retirement issues, health and wellbeing, and inclusion.

There were 1,346 participants at 111 workshops.

We developed a new virtual reality dementia experience in partnership with VR-EP and our About Dementia team. The product highlights how design choices can improve the lives of people living with Dementia. This product won the 2022 Herald and Genanalytics “Design for Diversity” award.

Work with the Scottish tourism industry began to help them make the sector more attractive to older workers. Scottish Government funding enabled us to launch new workshops aimed at line managers to help tackle ageism in the workplace.

Dementia Training

We developed and delivered digital and in-person workshops for individuals, organisations and groups to boost awareness of dementia, inclusion and rights.

There were 1,578 participants at 200 workshops in the last financial year, including 35 run as part of our Age Inclusive Workplaces. 221 people signed up for self-study carers courses on dementia awareness and inclusion.

About Dementia

This was a significant year for About Dementia with the announcement of plans for a new National Dementia Strategy. We were successful in persuading the Scottish Government to involve people living with dementia and unpaid carers in the governance of the new strategy with the formation of a National Lived Experience Panel. We engaged widely as the strategy was being developed, meeting with 83 individuals living with dementia, 84 unpaid carers, 20 groups, and 100 volunteers and professionals about what they wanted to see change.

Our partnership with the Scottish Government to support Dementia Friendly Communities saw the team co-design our Encouraging and Supporting Grass Roots Activity Grant which led to 19 awards to community groups supporting people living with dementia to remain active and at home for longer. £194,921 was awarded over two grant schemes.

Veterans

The Unforgotten Forces consortium, led by Age Scotland, provided support to more than 6,500 veterans and their families. In over 20% of cases, at least two Unforgotten Forces partners collaborated to provide the necessary support, ensuring that the greatest impact possible was delivered.

We distributed three editions of the Unforgotten Forces magazine to 1,700 subscribers and issued over 2,400 veteran-related advice guides in the year.

A total of 338 people, mostly staff from consortium partner organisations, attended the 26 training events.

The Scottish Government confirmed in March 2023 that they would provide almost £1 million to sustain the Unforgotten Forces consortium until March 2026.

Awards

The 2022 awards recognised the hard work and dedication of those who make a positive difference to the lives of older people in Scotland. The ceremony was hosted by broadcaster Kaye Adams and attended by 150 people, including 41 member groups.

The award winners were:

- Services to Older People: Harlawhill Day Centre
- Jess Barrow Award for Campaigning and Influencing: Anne McCreadie, Merkinch Community Centre
- Patrick Brooks Award for Best Working Partnership: Cowal Elderly Befrienders
- Volunteer of the Year: Margaret Berry, Larbert and Stenhousemuir Age Concern
- Member Group of the Year: Age Concern Hurlford
- Inspiration Award: Wing Hong Chinese Elderly Centre

Fundraising

Fundraising performance remained strong despite the challenging financial environment linked to the cost-of-living crisis.

We raised £225,202 of unrestricted donations through appeals to the public and community events. Once again, we have been touched by the number of people who have donated and took part in events to help older people across Scotland.

We also raised £200,169 of unrestricted funds through new and existing corporate partnerships and charitable trust donations. We commenced a three-year strategic charitable partnership with the Prince of Wales Charitable Fund which contributed to this.

We generated a further £966,988 of restricted funding which enables the charity to deliver services and projects which meet our strategic aims and positively impact older people. This included funding from SGN to deliver energy advice and information and the National Lottery Community Fund which allowed us to deliver more income maximisation conversations via our helpline, improving the finances of older people struggling with the increase in their cost of living.

A further £2,087,991 was raised from generous legacies.

Our vital work is only made possible due to our incredible supporters and partners, and we can't thank them enough.

Volunteers

We are grateful to the volunteers who have supported our work and benefitted the lives of older people in Scotland in many ways. Their time and contribution have enhanced our work in a wide range of areas such as our retail shop in Broxburn, fundraising, facilitating workshops, and friendship.

We are grateful to the partnerships with Sky, SGN, Scottish Water, Amazon and BNP Paribas for creating opportunities for their staff to play a key role in our work, which in turn has supported us as we have increased the volunteering opportunities on our friendship line.



Chief Executive's Note

Katherine Crawford

I was delighted to join the team at Age Scotland in July 2023. This report tells of the powerful and impactful work that staff, volunteers and the charity's member groups do to improve older people's lives in every part of Scotland.

As a new Chief Executive, it is inspiring and impressive to learn first-hand about the work that the charity is already doing, and to know that we have the opportunity to develop even further thanks to the people and organisations who give so generously of their time and money to support us in our work.

The external landscape is really challenging for older people in Scotland. The economic situation is uncertain, and public sector services, already stretched before the pandemic, are further impacted by workforce and funding pressures.

Older people speak to us every day about the challenges that life throws up for them. Many are struggling with loneliness and isolation, negotiating the health and social care system and with financial hardship. That is why colleagues and I at Age Scotland are determined to stand alongside older people as we work to influence positive change and develop our services to deliver even greater impact for older people.

I look forward to learning more about the Age Scotland community directly from our members and to sharing more of our plans with you and over the coming year.

Katherine Crawford
Chief Executive, Age Scotland

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

(Including Consolidated Income and Expenditure Account)

	Notes	2023			2022		
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Income from:							
Donations & legacies		2,851,717	24,647	2,876,364	1,344,217	471,250	1,815,467
Other trading activities		787,710	-	787,710	755,746	-	755,746
Investments		52,985	-	52,985	6,374	-	6,374
Charitable activities		339,562	2,186,057	2,525,619	237,144	3,896,214	4,133,358
Total income	3	4,031,974	2,210,704	6,242,678	2,343,481	4,367,464	6,710,945
Expenditure on:							
Costs of raising funds		59,509	14,203	73,712	76,326	31,562	107,000
Fundraising trading; costs of goods sold and other costs		976,297	-	976,297	961,036	-	961,036
Charitable activities							
Fieldwork and service delivery		1,711,844	2,772,333	4,484,177	991,114	2,181,509	3,172,623
Policy		429,972	53,937	483,909	343,825	73,004	416,829
Total expenditure	4	3,177,622	2,840,473	6,018,095	2,372,301	2,286,075	4,658,376
Net income / (expenditure) before transfers		854,352	(629,769)	224,583	(28,820)	2,081,389	2,052,569
Transfers between funds	16,18	(115,790)	115,790	-	(57,203)	57,203	-
Net movement in funds		738,562	(513,979)	224,583	(86,023)	2,138,592	2,052,569
Taxation		(782)	-	(782)	41	-	41
		737,780	(513,979)	223,801	(85,982)	2,138,592	2,052,610
Reconciliation of funds							
Funds brought forward		5,453,451	2,715,571	8,169,022	5,539,433	576,979	6,116,412
Balance at 31 March	16,18	6,191,231	2,201,592	8,392,823	5,453,451	2,715,571	8,169,022

The statement of financial activities includes all gains and losses recognised in the year. All activities relate to continuing activities.

CONSOLIDATED BALANCE SHEET AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Tangible fixed assets	10a		470,673		471,517
Goodwill	11b		-		-
			<u>470,673</u>		<u>471,517</u>
Current Assets					
Stock	12	61,557		16,601	
Debtors	13	2,265,665		885,575	
Cash at bank and in hand		<u>6,591,432</u>		<u>7,642,586</u>	
		8,918,654		8,544,762	
Creditors:					
Amounts falling due within one year	14,15	<u>(616,104)</u>		<u>(500,057)</u>	
Net current assets			<u>8,302,550</u>		<u>8,044,705</u>
			8,773,223		8,516,222
Creditors:					
Amounts falling due after more than one year	14		(290,400)		(257,200)
Provisions for liabilities	14a		<u>(90,000)</u>		<u>(90,000)</u>
Net Assets			<u>8,392,823</u>		<u>8,169,022</u>
Unrestricted Funds					
Designated Funds					
Pension Liability		228,200		244,500	
Business Continuity Charitable Services		750,000		750,000	
		<u>2,231,623</u>		<u>2,254,570</u>	
		3,209,823		3,249,070	
General Funds		<u>2,981,407</u>		<u>2,204,381</u>	
			6,191,230		5,453,451
Restricted Funds					
Income Funds	18		<u>2,201,593</u>		<u>2,715,571</u>
	20		<u>8,392,823</u>		<u>8,169,022</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

CONSOLIDATED STATEMENT OF CASH FLOWS

	2023	2022
	£	£
Net Income for the year	224,583	2,052,569
Adjustments for:		
Depreciation	114,136	99,650
Investment Income	(52,985)	(6,374)
(Increase)/decrease in stocks	(44,956)	(16,601)
(Increase)/decrease in debtors	(1,380,090)	284,070
Increase in creditors	165,547	409
Increase in provisions	-	20,000
Taxation	(782)	41
Net cash generated from operating activities	(974,547)	2,433,764
Cash flows from investing activities:		
Investment Income	52,985	6,374
Purchase of fixed term deposits	(1,500,000)	(1,500,000)
Purchase of tangible assets	(113,292)	(33,715)
Net cash generated/ (utilised) from invested activities	(1,560,307)	(1,527,341)
Cashflow from financing activities:		
Repayment of Pension Liability	(16,300)	(16,300)
Net cash utilised from financing activities	(16,300)	(16,300)
Net movement in cash and cash equivalent	(2,551,154)	890,123
Net cash brought forward	6,142,586	5,252,463
Cash and Cash equivalents carried forward	3,591,432	6,142,586
Analysis of cash and cash equivalents:		
Cash and cash equivalents:		
Cash	3,591,432	6,142,586
Fixed term deposits	3,000,000	1,500,000
Cash per balance sheet	6,591,432	7,642,566

CHARITY STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

(Including Income and Expenditure Account)

Notes	2023			2022		
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Income from:						
Donations & legacies	2,911,252	2,647	2,913,899	1,412,120	333,000	1,745,120
Other trading activities	647,816	-	647,816	604,517	-	604,517
Investments	52,985	-	52,985	6,374	-	6,374
Charitable activities	169,865	1,930,338	2,100,203	150,955	3,640,549	3,791,501
Total income	3,781,918	1,932,985	5,714,903	2,173,966	3,973,549	6,147,515
Expenditure on:						
Raising funds	990,728	14,203	1,004,931	993,259	31,562	1,024,821
Charitable activities	2,089,872	2,364,949	4,454,821	1,289,172	1,893,978	3,183,150
Total expenditure	3,080,600	2,379,152	5,459,752	2,282,431	1,925,540	4,207,971
Net income / (expenditure) before transfers	701,318	(446,167)	255,151	(108,465)	2,048,009	1,939,544
Transfers between funds	(4,392)	4,392	-	(39,425)	39,425	-
Net movement in funds	696,926	(441,775)	255,151	(147,890)	2,087,434	1,939,544
Reconciliation of funds						
Funds brought forward	5,202,827	2,547,410	7,750,237	5,350,717	459,976	5,810,693
Balance at 31 March	5,899,753	2,105,635	8,005,388	5,202,827	2,547,410	7,750,237

The statement of financial activities includes all gains and losses recognised in the year. All activities relate to continuing operations.

CHARITY BALANCE SHEET AS AT 31 MARCH 2023

		2023	2022
	Notes		
Tangible fixed assets	10b	314,440	312,260
Investments	11a	299,366	299,366
		<u>613,806</u>	<u>611,626</u>
Current Assets			
Debtors	13	2,291,987	938,722
Bank and Cash in hand		<u>6,120,034</u>	<u>6,997,333</u>
		8,412,021	7,936,055
Creditors:			
Amounts falling due within one year	14	<u>(640,039)</u>	<u>(450,244)</u>
Net current assets		<u>7,771,982</u>	<u>7,485,811</u>
		8,385,788	8,097,437
Creditors:			
Amounts falling due after more than one year	14	(290,400)	(257,200)
Provision for liabilities	14a	<u>(90,000)</u>	<u>(90,000)</u>
Net Assets		<u>8,005,388</u>	<u>7,750,237</u>
Unrestricted Funds	17		
Designated Funds			
Pension Liability		228,200	244,500
Business Continuity		750,000	750,000
Charitable Services		<u>2,168,679</u>	<u>2,164,879</u>
		3,146,879	3,159,379
General Funds		<u>2,752,872</u>	<u>2,043,448</u>
		5,899,751	5,202,827
Restricted Funds	19		
Income Funds		<u>2,105,637</u>	<u>2,547,410</u>
	21	<u>8,005,388</u>	<u>7,750,237</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.



Trustees

Stuart Purdy
Martin Ambrose
Naseem Anwar
Allan Johnstone
Glen Johnstone
Elaine Maddison
Penelope Blackwell
Alan Gardiner
Gavin MacGregor

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