

**THE VOLUNTEER CENTRE – THE CENTRE FOR
VOLUNTEERING COMMUNITY ACTION
and EMPLOYMENT INITIATIVES**

Operating As

**VOLUNTEER GLASGOW
(A Company Limited by Guarantee)**

REPORT and FINANCIAL STATEMENTS

For the year ended 31 March 2020



**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
and EMPLOYMENT INITIATIVES**

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Legal and administrative information

For the year ended 31 March 2020

Directors

T Berry, Chair
A Kirkwood
S Burgess
G Cowan
C Anderson
D Petrie (appointed 23 September 2019)
E Kauranen (appointed 23 September 2019)
L Lynn (appointed 23 September 2019)
A Fernandez (appointed 23 September 2019)
S J Reid (appointed 22 April 2020)
S Kinn (resigned 27 August 2019)

Company Registered Number

SC166042

Charity Registered Number

SC005462

Registered Office

Abbey House
10 Bothwell Street
Glasgow
G2 6IU

Chief Executive Officer and Company Secretary

D Maxwell (Chief Executive from 17 June 2019)

Independent Auditor

Chiene + Tait LLP
Chartered Accountants and Statutory Auditor
61 Dublin Street
Edinburgh
EH3 6NL

Bankers

Bank of Scotland
235 Sauchiehall Street
Glasgow
G2 3EY

Solicitors

CMS Cameron McKenna Nabarro Olswang LLP
1 West Regent Street
Glasgow
G2 1AP

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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DIRECTORS' REPORT

For the year ended 31 March 2020

The Directors who are also Trustees for the purposes of charity law, present their annual report together with the audited financial statements of the charitable company for the year to 31 March 2020. The Directors confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2015) as amended by Update Bulletin 2 (effective October 2018).

Since the charitable company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

The charitable company operates under the name Volunteer Glasgow.

OBJECTIVES AND ACTIVITIES

Policies and Objectives

Volunteer Glasgow is governed by a Board of Directors who work with 24 staff employed by the charitable company and around 90 people volunteering in a variety of other roles for the organisation to benefit the inhabitants of the West of Scotland through: -

Promoting citizenship and community development by:

- (a) Establishing and providing the means by which individuals interested in volunteering may receive information, training, assistance or support that shall enable them to play an active role in volunteering;
- (b) Assisting other voluntary and statutory bodies to extend the range of volunteering opportunities;
- (c) Providing assistance to individuals, groups, charitable bodies or statutory agencies concerned with community action, volunteering and employment;
- (d) Providing and assisting in the provision of training and learning opportunities with a view to developing skills which will assist people to find work;
- (e) Disseminating information in order to promote good policy and practice in volunteering.

And the relief of need by:

- (f) Developing facilities and opportunities of benefit to unemployed people and other disadvantaged groups, including temporary employment and training projects and related initiatives;
- (g) Developing and sustaining a range of community-based care and support services for disadvantaged families and individuals.

Review of activities and key performance indicators

Our Strategic Plan for 2019-24 set out clear ambitions to meet the relevant needs of the city and included key change projects and measures of success. It was developed with stakeholders and informed by the parallel process of refreshing the city's Volunteering Strategy which we facilitated on behalf of the Community Planning Partnership.

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DIRECTORS' REPORT (continued)

For the year ended 31 March 2020

Our Key Change Projects (2019-24) – progress at end of year 1

- Communications, public and supporter relations: We were able to appoint two new Directors with professional communications expertise and both have been able to provide valuable additional support to the staff team. The creation of a new sole fundraising post and staff appointment in April 2019 has established robust systems, increased the range of our activities and increased the number of people supporting the charity. We are further developing our marketing of new and existing services.
- Organisation structure: The review was completed on schedule in August 2019. Following the transfer of Carers Support Services and our colleagues' posts to new contract providers on 1st May 2019, our Management and Finance functions and our Volunteering Services posts were restructured in line with city priorities, enabling us to focus our efforts more effectively and deliver best value. The support and professionalism of the charity's employees has been outstanding throughout.
- Financial governance and administration: We updated our Articles of Association at our 2019 AGM, have recently appointed a new Treasurer to the Board, implemented a new fundraising strategy, refined our internal accounting systems, developed or updated key policies such as procurement and have continued to manage reserves and risk effectively in a challenging environment.
- Premises: A review of our existing premises has allowed us to plan effectively for the future with the invaluable support of external advisers.

Our Measures of Success (2019-24) – progress at end of year 1

- Reach of our Digital Volunteering Services: we have seen year on year growth with 64,640 and 69,260 unique visitors to our two website domains respectively in 2019-20. The strength of our digital services has been confirmed by an independent external review. We have also identified improvements that should be made on the basis of user feedback to increase both the functionality of some aspects of our digital services and the effectiveness of our communications.
- Inclusion in Volunteering: the number of people from a BAME background interested in volunteering increased by 5% to 18% of all the people accessing our information, guidance and support programme services (Glasgow BAME population 12%). The proportion of people using these services that were resident in the first quintile of SIMD data zones was 38% (Glasgow population 44% - SIMD 2020) and the number of disabled people was 9%. Our engagement and inclusion work has been strengthened during the year by the restructuring of staff teams and there are significant opportunities to work more effectively with partners with a shared vision for the city in terms of empowerment and a fairer, more inclusive economy.
- Beneficiaries of our Befriending & Mentoring Services: the number of people benefiting from these services increased by 12% in the year to 154 after we received new funding from BBC Children in Need and the National Lottery Communities Fund in 2018. This enabled us to establish our Young Persons Befriending Service in the North East of Glasgow with the support of a number of local public and third sector partners.
- Diversity of People Volunteering in our Befriending & Mentoring Services: There are still significantly more women who volunteer with the Services than men. While it is not good practice to automatically match males with males and females with females in befriending and mentoring, there are often very good reasons to match a boy or young man with a male befriender or mentor who can be a positive adult male role model: this, in addition to the higher number of boys and young men referred to our services, means that we need to increase the number of men coming forward to volunteer as befrienders and mentors. Service development time to address this imbalance in the year was diverted into successfully securing alternative grant funding for the continuation of existing services when it became clearer that continued funding from Glasgow City Council under the new Communities Fund was increasingly unlikely.

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DIRECTORS' REPORT (continued)

For the year ended 31 March 2020

- Number of Volunteering Opportunities advertised: although our data collection methods have changed since the baseline was established for this measure, the number of people needed by the city's third and public sector organisations to volunteer to help them in the roles and opportunities we advertised increased significantly to 800 opportunities looking for an estimated 8,000 people in the year.
- Increased Signatories to Glasgow's Volunteering Charter: after the restructuring of our Volunteering Services, staff concentrated on providing support to 12 community planning partners in the public sector to enable them to become signatories to the Charter with agreed pledges, baselines and action plans. As a result, there were no increases before the year end. We hope to see more progress during year 2 after prioritising support for third sector organisations.
- Continued facilitation of the Community Planning Partnership's (CPP) Volunteering Strategy for the city: we continue to chair and facilitate the Governance Group for the Strategy, working with partners to achieve the overall objective of, "a statistically significant increase in the number of Glasgow citizens volunteering on both a formal and informal basis by 2024". The volunteering response to covid-19 has been outstanding and we are now working with Glasgow Life and GCVS and the other Governance Group members to capitalise on the Covid-19 volunteering response and to undertake a review of the Strategy in light of the city's priorities for recovery and renewal, using the available evidence and stakeholders' expertise to determine the optimal combination of policies, programmes, services and activities for meeting the city's needs.

FINANCIAL REVIEW

Going Concern

The Directors receive detailed Finance Reports and updates to the Risk Register every quarter as a minimum with the Audit Committee also meeting quarterly, enabling close monitoring with the development of additional plans and mitigation activity when required.

The charitable company has responded quickly and effectively since mid-March to the covid-19 pandemic: providing guidance and advice to people interested in volunteering, to mutual aid groups, to public and third sector volunteer-involving organisations; enabling people to connect with appropriate volunteering opportunities to help; providing lockdown support to both new and existing Befriending & Mentoring Services beneficiaries; supporting local and central Government colleagues with appropriate advice on strategic volunteering issues. The Directors, all our staff and a considerable proportion of people volunteering directly for Volunteer Glasgow prior to lockdown have worked tirelessly throughout the period since March. Our principal grant funders have provided additional support and the flexibility to use existing resources differently in order to help deliver robust responses to covid-19. The finances of the charitable company have not been adversely affected.

The Directors are therefore confident that the charitable company has adequate resources and appropriate risk mitigation plans to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Reserves Policy

The company must hold adequate reserves to pursue its charitable objectives and to meet the costs of potential liabilities. At 31 March 2020, we held total reserves of £243,241 (2019: £242,934) of which £173,076 (2019: £78,505) were held in unrestricted reserves after accounting for our agreed and capped pension debt payment liabilities. We have used reserves for a range of legitimate purposes over the last 5 years to help us meet the needs of the city and to meet our obligations as an employer and tenant.

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DIRECTORS' REPORT (continued)

For the year ended 31 March 2020

Our refreshed reserves policy is based on updated assessments conducted in August 2019 and in February 2020 of potential property and staff employment liabilities and to make provision for the replacement of ICT hardware, service development, staff cover and recruitment costs. Our assessments require replenishment of unrestricted reserves.

Furthermore, with continuing restrictions in public sector funding and increased competition for other forms of grant funding, the charity has a clear need to continue diversifying its funding sources to ensure the sustainability of services for the benefit of the city. As a result, the Directors adopted a new fundraising strategy in 2019 which includes community and events fundraising, grant income from existing and additional sources, potential developments in primary purpose trading and major donor/legacy fundraising, with the addition of a specialist staff post.

STRUCTURE, GOVERNANCE and MANAGEMENT

Constitution

The charitable company, which is registered as a charity in Scotland, is also registered as a company limited by guarantee and was set up by a Memorandum of Association. It is exempt from taxation under Section 50 of the Income & Corporation Taxes Act 1988.

Following the development of a Strategic Plan for 2019-24 which was co-produced with our key stakeholders, the charitable company's objects and Articles of Association were reviewed by the Directors and management team. The proposed updates and revisions were then approved by the members at the Annual General Meeting in November 2019 with the consent of the Office of the Scottish Charity Regulator (OSCR) and the support of Senscot Legal.

Method of Appointment or Election of Directors

The management of the charitable company is the responsibility of the Directors, who are elected and co-opted under the terms of the Articles of Association.

Pay Policy for Senior Staff

The Directors, who are also Trustees for the purposes of charity law, consider the Board of Directors and the senior management team comprise the key management personnel of the charitable company with responsibility for directing, running and operating the charitable company on a day-to-day basis. All Directors give of their time freely and no Director received remuneration or expenses in the year.

The pay of senior staff is reviewed alongside all other staff remuneration. In 2019/20, the Board approved recommendations for all staff to receive a 2% cost of living pay award following a comprehensive review of staff structures and overall rewards packages. This was only the second cost of living pay award in a decade. The Directors are determined to provide appropriate employment terms and conditions for a highly motivated and committed staff team within the context of an increasingly competitive charity funding environment.

Related Party relationships

The charitable company has a close relationship with Glasgow City Council and the Scottish Government, both of which provide funding to enable the charitable company to carry out its charitable objectives. Glasgow City Council has the right to nominate Observers. The sums received and the related project costs are as shown in the financial statements. There are no related party transactions with Directors.

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DIRECTORS' REPORT (continued)

For the year ended 31 March 2020

Risk Management

The Directors have identified the principal risks and uncertainties facing the organisation. Our risk register is reviewed and updated quarterly. Our current priorities for risk management include:

- The safe provision of our services and re-opening of our offices as we emerge from the covid-19 lockdown in line with Government public health guidance and updated health and safety risk assessments in consultation with staff, volunteers, Unite the union, the office building property management team and our advisers.
- Continued engagement with our funders, stakeholders and the Community Planning Partnership on the basis of a review of the city's shared Volunteering Strategy in the light of people's covid-19 volunteering responses and the needs of Glasgow for recovery/renewal, ensuring our unique role in delivering agreed partnership priorities for the city continues to be robustly designed, fit for purpose and widely supported.
- Effective planning and preparation for imminent decisions by Glasgow City Council on grant funding in order (a) to provide for the welfare of existing service beneficiaries, our volunteers and staff, (b) to avoid or minimise the need for any staff redundancies should the Council reduce grant funding, and (c) to safeguard the financial stability of the charity for the future benefit of the city's people.
- Further implementation of our Strategic Plan key change projects including improved promotion of services, public and supporter relations and the diversification of our fundraising activities to improve our sustainability and maintain an appropriate level of reserves.

PLANS FOR FUTURE PERIODS

Future Developments with a Clear Vision

We believe that people's unpaid contributions to their communities and city need to be better recognised, supported and valued in order to make Glasgow and Scotland healthier, smarter, more resilient and inclusive.

People's volunteering responses to the coronavirus (Covid-19) crisis have been outstanding and have served to illustrate the fundamental importance of people's unpaid contributions to communities and the wider economy not just during the emergency, but always.

Our ambition to work with partners to provide excellent services that meet the city's needs remains unchanged. As we emerge from lockdown, however, those needs are developing rapidly: we will continue to respond effectively, seeking continuous improvement in our services.

We are determined to work with our partners at Glasgow Life and at GCVS to conduct a review of the city's Volunteering Strategy on behalf of Glasgow's Community Planning Partnership as we emerge from the covid-19 lockdown and strive as a city to "build back better". There are a range of significant challenges faced by everyone involved in volunteering in all its forms across Glasgow. The review must develop recommendations for effective action, shaping appropriate responses to priorities and enabling all partners to make evidence-based decisions on how resources should be deployed.

The Directors will do all that we can to ensure that Volunteer Glasgow (a) empowers more people to take up appropriate, high quality, inclusive volunteering opportunities in the organisations and communities across the city that need their support and (b) facilitates and delivers high-quality learning, guidance, and capacity-building programmes for both volunteer-involving organisations and for people requiring additional support to volunteer.

We are equally determined to continue helping the city to "get it right for every child" enabling children and young people facing difficulties to benefit from people volunteering to provide community-based mentoring and befriending support. We have put in place telephone befriending systems for people isolated and shielding during the covid-19 lockdown and will continue providing community support services for adults when they need them. We are very grateful to the increasing number of grant funders, donors and supporters who are enabling us to do even more.

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DIRECTORS' REPORT (continued)

For the year ended 31 March 2020

PLANS FOR FUTURE PERIODS

Future Developments with a Clear Vision (continued)

We may need to develop new ways of working. There is an opportunity for the charitable company to help the city and the country realise the vision of the national network of Third Sector Interfaces, "of a Scotland where each of us are empowered to participate and contribute to a fairer, wellbeing economy in different ways: through properly rewarded paid work but also through a variety of appropriate, unpaid roles - that are often undervalued – including the distinct roles of unpaid (family) care and volunteering. We continue to share the Government's vision of a Scotland '*where everyone can volunteer, more often, and throughout their lives*' (Volunteering for All, 2019)."

DISCLOSURE OF INFORMATION TO THE AUDITOR

Each of the persons who are Directors, at the time when this Directors' report is approved, has confirmed that:

- So far as that Director is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- That Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

Auditor

The auditor, Chiene + Tait LLP, has indicated its willingness to continue in office. The Directors will propose a motion re-appointing the auditor at a meeting of the Directors.

This report was approved by the Directors on 19 August 2020 and signed on their behalf by:



.....
T Berry
Director

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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STATEMENT of DIRECTORS RESPONSIBILITIES

For the year ended 31 March 2020

The directors are responsible for preparing the Directors' 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 directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Opinion

We have audited the financial statements of the Volunteer Centre (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cashflows and 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 Charity's affairs as at 31 March 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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.

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 Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Directors 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 Directors are responsible for the other information. The other information comprises the information included in the Directors' 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, except to the extent otherwise explicitly stated in our report, 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

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

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

INDEPENDENT AUDITOR'S REPORT TO THE DIRECTORS OF

THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION and EMPLOYMENT INITIATIVES



Responsibilities of Directors

As explained more fully in the Directors' Responsibilities Statement set out on page 6 the Directors 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 Directors 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 Directors 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 Directors 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 under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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: 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 Director's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the company'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 charitable company's members and Directors those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, its members as a body for our audit work, for this report, or for the opinions we have formed.

Jeremy Chittleburgh CA
For and on behalf of
CHIENE + TAIT LLP
Chartered Accountants and Statutory Auditor
61 Dublin Street
Edinburgh, EH3 6NL

27 August 2020

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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**STATEMENT of FINANCIAL ACTIVITIES
(including Income and Expenditure Account)**

For the year ended 31 March 2020

	Notes	Un- Restricted Funds £	Restricted Funds £	Total 2020 £	Un- Restricted Funds £	Restricted Funds £	Total 2019 £
Income from:							
Donations and grants	4	7,352	773,539	780,891	9,672	1,228,882	1,238,554
Investment income	5	154	-	154	164	-	164
Charitable Activities	6	12,346	-	12,346	75,505	33,813	109,318
Total income		19,852	773,539	793,391	85,341	1,262,695	1,348,036
Expenditure on:							
Raising funds		4,387	-	4,387	180	10,709	10,889
Charitable activities	7,8,9	70,856	717,841	788,697	39,555	1,281,195	1,320,750
Total expenditure	10	75,243	717,841	793,084	39,735	1,291,904	1,331,639
Net income/(expenditure) before transfers		(55,391)	55,698	307	45,606	(29,209)	16,397
Transfers between funds	18	149,962	(149,962)	-	(5,416)	5,416	-
Net income/(expenditure) before other recognised gains and losses		94,571	(94,264)	307	40,190	(23,793)	16,397
Net movement in funds		94,571	(94,264)	307	40,190	(23,793)	16,397
Reconciliation of funds:							
Total funds brought forward		78,505	164,429	242,934	38,315	188,222	226,537
Total funds carried forward		173,076	70,165	243,241	78,505	164,429	242,934

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

All income and expenditure derive from continuing activities.

The notes on pages 16 to 27 form part of these financial statements.

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BALANCE SHEET

As at 31 March 2020

	Notes	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	13		7,838		15,022
Current assets					
Debtors	14	8,534		22,846	
Cash at bank and in hand		331,346		413,536	
		-----		-----	
		339,880		436,382	
Liabilities: amounts due within one year	15	(89,527)		(180,870)	
		-----		-----	
Net current assets			250,353		255,512
			-----		-----
Total assets less current liabilities			258,191		270,534
Liabilities: amounts due after more than one year	16		(14,950)		(27,600)
			-----		-----
Net assets			243,241		242,934
			=====		=====
Funds					
Unrestricted funds	18		173,076		78,505
Restricted funds	18		70,165		164,429
			-----		-----
			243,241		242,934
			=====		=====

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 and authorised for issue by the Directors on 19 August 2020 and are signed on their behalf by:



T Berry

Registered No. SC166042
Charity No. SC005462

The notes on pages 16 to 27 form part of these financial statements.

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STATEMENT of CASH FLOWS

As at 31 March 2020

	Notes	2020	2019
		£	£
Cash flows from operating activities			
Net cash (used on)/provided by operating activities	20	(82,190)	73,770
		-----	-----
Change in cash and cash equivalents in the year		(82,190)	73,770
Cash and cash equivalents brought forward		413,536	339,766
		-----	-----
Cash and cash equivalents carried forward	21	331,346	413,536
		=====	=====

The notes on pages 16 to 27 form part of these financial statements

THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION and EMPLOYMENT INITIATIVES

NOTES to the FINANCIAL STATEMENTS

For the year ended 31 March 2020

1. Company information

The charitable company is a company limited by guarantee, incorporated in the United Kingdom and registered in Scotland (Company Number: SC166042). It is a recognised charity registered in Scotland (Charity Number: SC005462). Details of the registered office can be found on page 1. The members of the company are the directors named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

2. Statement of compliance

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102) (October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) Updated for Bulletin 2 (October 2018) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The Volunteer Centre – The Centre for Volunteering Community Action and Employment Initiatives meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Going concern

The financial statements have been prepared on a going concern basis. The directors have assessed the charitable company's ability to continue as a going concern and have reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing these financial statements and are satisfied that no material uncertainties exist in respect of going concern. Further information relating to going concern and the impact of Covid-19 measures are set out in note 27.

Income

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

European Social Fund Grants and other grants awarded on the basis of incurring specific expenditure are credited to the income and expenditure account to the extent funding has been received in the period approved expenditure takes place.

Due to the inherent uncertainty with regard to the amount of grant receivable, grants are credited to the income and expenditure account on receipt or when the amount due becomes known with certainty and also on the basis that conditions for receipt have been complied with. Where conditions are attached to the defrayment of monies, the income is restricted. Where no such conditions exist, the income is unrestricted.

No amounts are included in the financial statements for services donated by volunteers.

Expenditure

All expenditure is included on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities, these have been allocated on a basis consistent with the use of the resources.

The charity is not registered for VAT and irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Support costs are those costs incurred directly in support of expenditure on the objects of the charitable company and include project management carried out at headquarters. Governance costs and those costs incurred in connection with the administration of the charitable company and compliance with constitutional and statutory requirements.

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2020

3. Accounting policies (continued)

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes the costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Tangible fixed assets and depreciation

Equipment, furniture and improvements to property for specific projects that are grant funded have been written off in the statement of financial activities against grants received. The assets purchased remain the property of the funding agency and are not considered fixed assets of the charity. All other assets costing more than £500 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the varying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities (incorporating Income and Expenditure Account).

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Tenant's improvements	-	Straight line – over the term of the lease
Fixtures and fittings	-	Straight line – over 10 years
Computer equipment	-	Straight line – over 4 years

Interest receivable

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

Operating lease

Rentals under operating leases are charged to the Statement of Financial Activities (incorporating Income and Expenditure Account) on a straight line basis over the lease term.

Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities (incorporating Income and Expenditure Account) over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities (incorporating Income and Expenditure Account) as the related expenditure is incurred.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at Bank and in Hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2020

3. Accounting policies (continued)

Liabilities and Provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year in accordance with the rules of the scheme.

The company also operates a defined benefit pension scheme for certain employees. The assets of the scheme are held separately from that of the company. The contributions to the scheme are charged to the income and expenditure account to spread the cost of pensions over the service lives of employees. Variations from the regular costs are spread over the average expected remaining working lives of current members of the scheme.

Critical accounting estimates and areas of judgement

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires the Directors to exercise judgement in applying the charitable company's accounting policies. The Directors have reviewed these and concluded there are no areas requiring a higher degree of judgement, or complexity, and no areas where assumptions or estimates are most significant to the financial statements.

4. Donations and grants	Unrestricted Funds	Restricted Funds	Total 2020	Unrestricted Funds	Restricted Funds	Total 2019
	£	£	£	£	£	£
Grants	-	769,687	769,687	9,672	1,228,882	1,238,554
Donations	7,352	3,852	11,204	-	-	-
	-----	-----	-----	-----	-----	-----
	7,352	773,539	780,891	9,672	1,228,882	1,238,554
	=====	=====	=====	=====	=====	=====

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2020

4. Donations and grants (continued)

Included within income relating to grant income are the following grants	2020	2019
	£	£
Restricted Funds		
Glasgow City Council – Carers Centre Contract Funding	28,283	339,400
Glasgow City Council – IGF Grant (Volunteering)	325,638	325,638
Glasgow City Council – IGF Grant (Elderly Home Visiting and Day Care Service)	34,268	34,267
South West Young Persons Befriending Service IGF Grant	39,983	39,983
West Young Persons Befriending Service IGF Grant	31,734	31,734
Pollokshields & Southside Central Volunteering Initiative IGF Grant	22,000	22,000
Scottish Government Third Sector Interface (VG share)	142,236	142,236
Carers Grants	240	2,320
Big Lottery Fund	22,777	30,483
Shared Care Time to Live	-	17,430
Cash for Kids Grant	-	5,575
BBC Children in Need	31,871	22,057
HSPC Respite Fund	-	25,000
CIS Core Grant	-	35,350
CIS Training Grant	6,667	60,247
Intandem Project	55,540	56,712
Included Project	28,450	28,450
CATS Fund Income	-	10,000
	-----	-----
	769,687	1,228,882
Unrestricted Funds		
Community Jobs Scotland	-	5,782
CATS Fund Income	-	3,890
	-----	-----
	769,687	1,238,554
	=====	=====

5. Investment income	Unrestricted Funds 2020	Restricted Funds 2020	Total 2020	Total 2019
	£	£	£	£
Bank interest	154	-	154	164
	=====	=====	=====	=====

6. Income from Charitable Activities	Unrestricted Funds 2020	Restricted funds 2020	Total 2020	Total 2019
	£	£	£	£
Other incoming resources	12,346	-	12,346	109,318
	=====	=====	=====	=====

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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(A Company Limited by Guarantee)**

NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

7. Direct Costs	Activities	Total	Total
	£	2020	2019
		£	£
Other direct charitable expenditure	100,027	100,027	130,838
Wages and salaries	469,655	469,655	814,177
National insurance pension	45,156	45,156	66,071
Pension cost	22,141	22,141	27,717
	-----	-----	-----
	636,979	636,979	1,038,803
	=====	=====	=====
8. Support Costs	Activities	Total	Total
	£	2020	2019
		£	£
Office costs	46,044	46,044	163,299
Management and administration	4,784	4,784	65,066
Wages and salaries	88,857	88,857	36,039
National insurance	-	-	89
Pension cost	-	-	1,883
	-----	-----	-----
	139,685	139,685	266,376
	=====	=====	=====
9. Governance costs	Unrestricted	Restricted	Total
	Funds	Funds	2020
	2020	2020	2019
	£	£	£
Auditor's remuneration	10,530	-	10,530
Professional fees	1,503	-	1,503
	-----	-----	-----
	12,033	-	12,033
	=====	=====	=====
10. Analysis of Expenditure by Expenditure Type	Staff	Other	Total
	Costs	Costs	2020
	2020	2020	Total
	£	£	£
Expenditure on raising voluntary income	-	4,387	4,387
	-----	-----	-----
Costs of raising funds	-	4,387	4,387
Activities undertaken directly – project costs	625,809	150,855	776,664
Expenditure on governance	-	12,033	12,033
	-----	-----	-----
	625,809	167,275	793,084
	=====	=====	=====

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

11. Net Income	2020	2019
	£	£
This is charged after charging:		
Depreciation of tangible fixed assets – owned by the charity	7,184	7,182
Auditor’s remuneration – audit	10,530	12,506
Pension costs	22,141	29,600
	=====	=====

During the year no directors received any remuneration or benefits in kind or expenses (2019: £Nil)

12. Staff costs	2020	2019
	£	£
Staff costs were as follows:		
Wages and salaries	558,512	850,217
Social security costs	45,156	66,160
Other pension costs	22,141	29,600
	-----	-----
	625,809	945,977
	=====	=====

	No.	No.
The average number of persons employed by the charity during the year was as follows:		
	28	42
	==	==

No employee received remuneration amounting to more than £60,000 in either year.

Certain employees who have the authority and responsibility for planning, directing and controlling the activities of the charity are considered to be key management personnel. Total remuneration including social security in respect of these employees is £51,230 (2019: £57,022)

13. Tangible fixed Assets	Freehold Property	Fixtures and Fittings	Computer Equipment	Total
	£	£	£	£
Cost				
At 1 April 2020 and 31 March 2019	38,317	17,082	8,937	64,336
	-----	-----	-----	-----
Depreciation				
At 1 April 2019	30,715	9,662	8,937	49,314
Charge for year	5,475	1,709	-	7,184
	-----	-----	-----	-----
At 31 March 2020	36,190	11,371	8,937	56,498
	-----	-----	-----	-----
Net book value				
At 31 March 2020	2,127	5,711	-	7,838
	=====	=====	=====	=====
At 31 March 2019	7,602	7,420	-	15,022
	=====	=====	=====	=====

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

14. Debtors	2020	2019
	£	£
Prepayments and accrued income	8,534	22,846
	=====	=====

15. Creditors: amounts falling due within one year	2020	2019
	£	£
Other taxation and social security	19,506	16,724
Pension scheme liability	13,800	13,800
Accruals and deferred income	56,221	150,346
	-----	-----
	89,527	180,870
	=====	=====

Deferred income relates to funding received in advance.

Deferred income

Deferred income at 1 April 2019	94,044
Resources deferred during the year	41,796
Amounts released from previous years	(94,044)

Deferred income at 31 March 2020	41,796
	=====

16. Creditors: amounts falling due after more than one-year	2020	2019
	£	£
Pension Scheme liability	14,950	27,600
	=====	=====

Details of the pension scheme liability are shown in note 23 to the accounts.

17. Financial Instruments	2020	2019
	£	£
Financial assets measured at amortised cost	339,880	428,500
	=====	=====
Financial liabilities measured at amortised cost	69,898	97,903
	=====	=====

Financial assets measured at amortised cost comprise other debtors and cash at bank and on hand.

Financial liabilities measured at amortised cost comprise other creditors and accruals.

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

18. Statement of Funds - 2020	Balance at 1 April 2019 £	Income £	Expend- iture £	Transfers in/out £	Balance at 31 March 2020 £
Designated funds					
IT Development Fund	5,500	-	-	-	5,500
General Funds					
General Funds – all funds	73,005	19,852	(75,243)	149,962	167,576
Total Unrestricted Funds	78,505	19,852	(75,243)	149,962	173,076
Restricted funds					
Glasgow City Council IGF Grant (Volunteering)	16,287	325,638	(307,326)	(10,818)	23,781
Scottish Government Third Sector Interface	14,570	142,236	(145,712)	(2,375)	8,719
Drumchapel Home Visiting & Daycare Service	849	35,458	(29,383)	(2,173)	4,751
West Young Persons Befriending Service	-	32,556	(31,792)	(764)	-
South West Young Persons Befriending Service	5,523	40,833	(37,713)	(2,589)	6,054
Pollokshields & Southside Central Volunteering Initiative	-	22,000	(20,005)	(1,627)	368
Robertson Trust YC Mentoring	10,322	-	-	(10,322)	-
Intandem Mentoring Programme	10,295	55,925	(52,089)	(3,915)	10,216
North East Young Persons Befriending Service Included Project	12,366	55,253	(47,488)	(3,855)	16,276
West Glasgow Carers Centre	7,057	28,450	(25,000)	(10,507)	-
West Glasgow Carers Centre	24,023	17,475	10,272	(51,770)	-
South West Carers Centre	62,362	17,715	(31,605)	(48,472)	-
Glasgow Transformation RCOP Fund	775	-	-	(775)	-
Total Restricted Funds	164,429	773,539	(717,841)	(149,962)	70,165
Total Funds	242,934	793,391	(793,084)	-	243,241

The transfer between restricted and unrestricted funds includes a small surplus of funds from the Included project which ceased on 31 March 2020 where approved overhead costs were not charged within the year and funds raised from a wide variety of sources between 1995 and 2016 to enable the charity to support unpaid (family) carers: these latter funds are required to meet potential liabilities that the Directors have assessed may arise as a direct result of our work to support carers which ceased in 2019.

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

Statement of Funds - 2019	Balance at 1 April 2018	Income	Expend- iture	Transfers in/out	Balance at 31 March 2019
	£	£	£	£	£
Designated funds					
IT Development Fund	-	-	-	5,500	5,500
General Funds					
General Funds – all funds	38,315	85,341	(39,735)	(10,916)	73,005
Total Unrestricted Funds	38,315	85,341	(39,735)	(10,916)	78,005
Restricted funds					
West Glasgow Carers Centre	46,275	249,511	271,763	-	24,023
Drumchapel Home and Daycare Visiting Services	52	35,467	34,670	-	849
Glasgow City Council IGF (Volunteering)	16,297	336,372	336,382	-	16,287
Scottish Government Third Sector Interface	12,088	144,385	141,903	-	14,570
West Young Persons Befriending Service	802	32,885	35,515	1,828	-
South West Carers Centre	69,523	260,266	267,427	-	62,362
South West Young Persons Befriending Service	6,277	42,833	42,587	-	5,523
Pollokshields & Southside Central Volunteering Initiative	(1,440)	22,000	24,148	3,588	-
Glasgow Transformation RCOP Fund	775	-	-	-	775
Robertson Trust YC Mentoring	17,143	500	7,321	-	10,322
Intandem Mentoring Programme	7,884	56,712	54,301	-	10,295
North East Young Persons Befriending Service	5,712	53,314	46,660	-	12,366
Included Project	6,834	28,450	28,227	-	7,057
Total Restricted Funds	188,222	1,262,695	(1,291,904)	5,416	164,429
Total Funds	226,537	1,348,036	(1,331,639)	-	242,934

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NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

The projects/services managed by the charity at the year end 2019 and 2020 are listed below:

West Glasgow Carers Centre – provided support, advice and respite to carers and young carers in west Glasgow.

South West Glasgow Carers Centre – provided support, advice and respite to carers and young carers in south west Glasgow.

Dumchapel Home Visiting & Day Care Service - provides one-to-one home visits by volunteers to housebound elderly and also provides a twice-weekly lunch club to other elderly clients.

West Young Persons' Befriending Service – provides one-to-one support by volunteers via regular meetings/outings with young people aged 8 – 18 who are experiencing difficulties in life.

South West Young Persons' Befriending Service – provides one-to-one support by volunteers via regular meetings/outings with young people aged 8 – 18 who are experiencing difficulties in life.

Pollokshields and Southside Central Volunteering Initiative – provides volunteering taster programmes, individual support to people facing barriers and support to local volunteer-involving organisations.

Volunteering, Learning and Employability Service – make it easier for people to find suitable volunteering opportunities, provide a range of training and SQA Approved Centre programmes and develop volunteering initiatives for the city.

North East Young Persons' Befriending Service – provides one-to-one support by volunteers via regular meetings/outing with young people aged - 18 who are experiencing difficulties in life.

INCLUDED – a Big Lottery funded programme delivered in partnership with Yoker Resource Centre and designed to recruit and manage volunteers to help disabled people to become more engaged in their community.

Intandem – provides one-to-one mentoring support by volunteers via regular meetings with young people aged 8 – 14 who are looked after at home.

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

19. Analysis of Net Assets Between Funds	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Tangible fixed assets	7,838	-	7,838
Current assets	227,919	111,961	339,880
Creditors due within one year	(47,731)	(41,796)	(89,527)
Creditors due in more than one year	(14,950)	-	(14,950)
	-----	-----	-----
	173,076	70,165	243,241
	=====	=====	=====

Analysis of Net Assets Between Funds - 2019	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
Tangible fixed assets	15,022	-	15,022
Current assets	148,936	287,446	436,382
Creditors due within one year	(57,853)	(123,017)	(180,870)
Creditors due in more than one year	(27,600)	-	(27,600)
	-----	-----	-----
	78,505	164,429	242,934
	=====	=====	=====

20. Reconciliation of Net Movement in Funds to Net Cash Flow from Operating Activities

	2020 £	2019 £
Net income for the year (as per Statement of Financial Activities)	307	16,397
Adjustment for:		
Depreciation charges	7,184	7,182
Decrease/(increase) in debtors	14,312	18,226
Increase/(decrease) in creditors	(103,993)	31,965
	-----	-----
Net cash provided by/(used in) operating activities	(82,190)	73,770
	=====	=====

21. Analysis of Cash and Cash Equivalents

	2020 £	2019 £
Cash in hand	2,703	2,703
Bank current account	131,139	88,483
Bank deposit account	197,504	322,350
	-----	-----
	331,346	413,536
	=====	=====

**THE VOLUNTEER CENTRE – THE CENTRE FOR VOLUNTEERING COMMUNITY ACTION
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NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 March 2020

22. Analysis of changes in net debt

	As at 31 March 2019	Cashflows	As at 31 March 2020
	£	£	£
Cash	413,536	(82,190)	331,346
	=====	=====	=====

23. Pensions

The charity operates a defined contribution scheme for its employees. The charge to the income and expenditure accounts was £22,141 (2019: £29,600). There were contributions outstanding at the year end of £19,505 (2019: £4,845).

The company also participated in the Strathclyde Pension Fund (the 'Fund') for certain members of staff.

In accordance with the cessation agreement there is an amount due to the Strathclyde Pension Fund amounting to £28,750 (2019: £41,400) which is payable in equal annual instalments over the next two years.

24. Operating lease commitments

At 31 March 2020, the total of the charity's future minimum lease payments under non-cancellable operating leases was:

	2020	2019
	£	£
Amounts payable:		
Within 1 year	23,147	22,300
Between 1 and 5 years	5,963	10,878
	-----	-----
	29,110	33,178
	=====	=====

25. Related party transactions

The charity has a close relationship with Glasgow City Council and the Scottish Government, both of which provide funding to enable the charity to carry out its charitable objects. Glasgow City Council has the right to nominate Observers. The sums received and the related project costs are as shown in the financial statements.

26. Controlling party

In the option of the directors, there is no controlling party.

27. Post balance sheet events

Since the year end the charity has faced new challenges relating to COVID-19. The Directors have prepared budgets and forecasts and are reviewing all aspects of the ongoing needs of the charity depending on the different scenarios relating to the confirmation of funding for projects. The charity is well placed to support its activities due to the continuing funding sources in place together with the cost-cutting measures being taken and the utilisation of additional funding sources made available by the Government. Therefore, the Directors remain satisfied that the charity remains a going concern.