

CARR GOMM

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

CARR GOMM

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CARR GOMM

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Board of Trustees	Greg MacKay, Convenor Freya Sewell Simon Mayberry Caroline Patterson George Sparrow Nicola Wee (resigned 24 November 2023) Jane Darkes Tessa Duncan (resigned 13 September 2023) Stuart Maytham Alistair Cruickshank Alan Coutts Christopher Mosedale (resigned 31 January 2024) Sarah Griffiths Sean Campbell (resigned 20 February 2024)
Company registered number	SC236436
Charity registered number	SC033491
Registered office	SPACE (Craigmillar Social Enterprise and Arts Centre) 11 Harewood Road Edinburgh EH16 4NT
Company secretary	Lucy Wren
Chief executive officer	Lucy Wren
Satutory auditors	Anderson Anderson & Brown Audit LLP 81 George Street Edinburgh EH2 3ES
Bankers	Royal Bank of Scotland 36 St Andrews Square Edinburgh EH2 2AD
Solicitors	Lindsays Caledonian Exchange 19A Canning Street Edinburgh EH2 3NS
Insurance Brokers	Keegan & Pennykid 50 Queen Street Edinburgh EH2 3NS
Pensions	The Pensions Trust Verity House 6 Canal Wharf LS11 5BQ

CARR GOMM

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

**Key Management
Personnel**

Andrew Thomson
Anne Louise Hayden
Craig Sutherland
Eilidh MacDonald
Julie Allen
Paul Marshall

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024**

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 April 2023 to 31 March 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees 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 (FRS102) (effective 1 January 2019).

Convenor's introduction

I am pleased to introduce the Trustees' Annual Report. The report and financial statements evidence the progress made by the organisation over the period April 2023 to March 2024.

During the year, we celebrated 25 years of Carr Gomm where many staff, people supported, friends and family had the opportunity to participate in the Big Carr Gomm Challenge culminating in the most spectacular 25th birthday festival at RBS, Gogarburn. Several hundred staff and people supported came together to build connections, have fun and enjoy everything that is Carr Gomm.

Over the year, the organisation also completed the final year of our 2021 to 2024 Strategic Plan. It is testament to the capability and values of the organisation that even whilst dealing with the pandemic, all strategic objectives were fulfilled to high standards.

We continued to focus on developing our greatest asset, our people, and worked on innovation initiatives such as Digital Inclusion. The organisation continues to focus on attracting and retaining talent at all levels. We continue to do everything possible to advocate for higher rates of pay for front line workers and have designed training courses that help our people see a career pathway in Adult Social Care.

The organisation was fully aware the impact the pandemic had on people supported in how they utilised day to day services such as banking. Our Digital Inclusion project has helped us identify ways we can improve people's lives utilising the technology in a variety of ways.

Innovation is at the heart of who we are and what we do, and the organisation retains its focus on filling gaps and operating at the edges. Our Move to Improve initiative has been a great example of working with partners to help define the art of the possible, helping people retain or gain increased mobility and keep themselves fitter and allowing them to stay in their homes in line with their wishes. I thank all of our partners at home and internationally who assist us in bringing the latest thinking to our services maximising the impact that we can have on people's lives.

Trustees receive excellent reports from the Management team, have frequent opportunity to ask questions, and opportunities to participate in activities throughout the organisation. This enables the Trustees to feel confident in the information they receive and knowledgeable in how to use their collective skills to provide leadership in all areas of the organisation's activities.

I am sure from reading this report you will also see the impactful work the organisation continues to do across Scotland and how it is well placed to continue to help people live their best lives in the communities in which we operate.

**Greg Mackay
Convenor**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Purpose, Objectives and Activities

a. Purpose & Principal Activity

Carr Gomm is a person-centred organisation that supports people who live with disability or vulnerability, to lead lives that are safe and to do the things they want to do: in day-to-day living, in planning for the future and in realising their dreams.

We do this by providing support to people in their home, in supported services and by developing community-based projects. All our work is delivered by skilled, trained and committed workers who are employed to deliver the range of services we have.

Carr Gomm is constituted as a company limited by guarantee in Scotland reference SC236436 and is a Scottish Charity, registration number SC033491. It is described as both a voluntary organisation and a not-for-profit company and operates within the third sector network. The governing document is its Memorandum and Articles of Association 2015.

b. Services

We work with adults and children who have support needs, enabling everyone to live safely, achieve maximum independence, pursue their interests, and lead valued lives. At the end of March 2024, we supported a total of 3,130 adults and 63 children (2022-23: 2,758 adults and 34 children), delivering approximately 19,226 hours of support per week (2022-23 19,400 hours). There is a great deal of stability within our service delivery. We are delivering to slightly more people but fewer hours, this is a trend that has persisted due to pressures on funding and recruitment challenges.

Our services include: 24 hour supported living, Care at home, Home Care, respite, responder services, link working and a wide range of Community Development projects and activities.

Current legislation supports our philosophy for working with people as unique individuals using a person-centred approach to service delivery. We are increasingly using technology to assist both the individual person, the organisation, Local Authorities, and other providers in the Sector.

The COVID-19 pandemic has significantly increased the use of technology to assist us in our work and we see this continuing into the future. We are investing in the use of technology within the organisation and opportunities that arise from our experience, in our budgets and through designating reserves funding for new development.

c. Objectives

The objectives of the Company as set out in the Memorandum of Association are:

- Carr Gomm is established for charitable objectives and purposes only.
- In particular, Carr Gomm is established for all or any of the purposes for the benefit of the community which now or hereinafter may be deemed by law to be charitable, in particular:
 1. To provide relief and support in the community to people experiencing disability, distress or ill-health;
 2. To promote the interests of people in need of such relief and support; and
 3. To develop new ways of providing support to people in need of such relief and support.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Purpose, Objectives and Activities (continued)

d. Strategic plan

The company normally works to a three-year Strategic Plan, currently (2021-2024), approved by the Board of Directors. This Trustee's report covers year three of the plan (2023-24), which has been agreed by the Board.

National Objectives for 2023 -2024

1. To use our experience and expertise to be an organisation that is influencing and relevant in a changing environment. We will show and celebrate our uniqueness as an organisation, and our commitment to delivering the best future services that people want. We will use the best tools available to support us to be vibrant and forward thinking

Key Initiatives:

- We will improve our digital marketing to help raise awareness of what is different about us
- We will pilot using technology in services
- We will promote innovation in older people services
- We will develop 'open minds' digital learning platform
- We will explore what is good practice in the wider world

The goals in Objective 1 have been fully met. We have improved our digital marketing by adding in more social media platforms and by increasing our postings of the work we do. Our digital researcher has been introducing technology to both people we support and staff while monitoring the impact it has in our work. We are discussing older people services with specific local authorities and introducing the idea of 'Move to Improve' and developing Dementia friendly communities. We have continued our exploration into 'Open Minds' and received Lottery funding to help prepare a future Lottery application and other funding opportunities. Our international project worker has made links with practitioners and researchers in a number of different countries and we are participating in conferences and exchange programmes.

2. To build and support our organisational community and develop our culture, based on our strong value base. We will encourage and promote good changes within the organisation, learning from each other.

Key Initiatives:

- Develop an empathy project – listening to each other's experiences
- We will explore how Carr Gomm can contribute to the Green Agenda
- We will continue developing different ways to communicate with the people we support
- We will encourage more local autonomy and creativity
- Helping staff to have a greater voice in the organisation
- We will create a whole career vision for staff in the organisation

The goals in Objective 2 have been fully met. The Empathy project has received a small amount of money for journalling and the Creative Group are working on storytelling that illustrates empathy in practice. We have worked with a number of external organisations who have increased our knowledge about the green agenda and sustainability. We have written our policy to reflect this increased knowledge. We have used technology to help us communicate and increase the participation of the people we support in the organisation's activities.

Individual localities have developed management structures that reflect their diversity e.g. training managers, a local finance assistant, specific/relevant lead practitioner roles. We have formed a staff forum with regular webinars. We have introduced the management and leadership training programme.

In our final year of this plan we were able to celebrate in style our 25th organisational anniversary together in the Carr Gomm Festival. This was a great opportunity to reconnect culturally and reflect on the progress Carr Gomm has made. We also introduced new staff recognition opportunities particularly recognising those that have remained in the organisation.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Purpose, Objectives and Activities (continued)

3. To show the evidence of our results from our structure, cultural approaches, practice, learning and creativity. We will show by example

Key Initiatives:

- We will have a suite of impact measures for our key approaches
- We will develop a quality framework with easy access to our evidence
- We will work on creating financial inclusion and security for the people we support
- We will develop and improve on local accountability for health and safety

The goals in Objective 3 have been fully met. We have created a quality framework which links our impact measures to our quality measures and strategy. We are introducing individual bank accounts to everyone who we normally help with their finances. We have delivered Health and Safety training to all managers and are reviewing systems for accountability with managers participation. We have introduced career pathways for staff which have included management and leadership programmes and specialist roles.

4. To collaborate, learn from, and work in partnership to achieve good changes internally and externally

Key Initiatives:

- We will develop more contractual partnership and collaborative agreements with those we work with
- We will look for more partners that can enhance what we want to deliver

The goals in Objective 4 have been fully met. When appropriate, we have agreements with partners e.g. Health by Science. We are collaborating with a number of local authorities and other organisations in common areas of interest. We have developed an internal Counselling service which we hope to make available to a wider audience through our health and wellbeing offerings.

We have participated fully in the progress of the development of the National Care Service and other opportunities where we could influence 'good change'.

Project Management Approach

In 2011 we established a Project Management Approach to progress the objectives identified through the Strategic Plan. Each objective is allocated to a relevant project lead or project group, which has membership from all parts of the organisation. The project management groups for 2023-24 were:

- Personalisation/Self Directed Support Group/person-centred working
- Learning and Development Group
- Carr Gomm Futures Group
- ATLAS (Autism) Group
- Information Management Group
- Health and Wellbeing Group
- Career Progression Group
- Working with older people Group

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Purpose, Objectives and Activities (continued)

The main differences that the charity believes its activities achieved are:

- To maintain safety and improve wellbeing of staff and people supported during the challenging environments within social care and the UK economy;
- Supporting 3,130 people as at March 2024 to live in their own home and develop or maintain relationships and interests;
- Creating opportunity for the people we support to feel valued by participating in the organisation and services;
- Learning from the expertise within the organisation and externally;
- Developing a Community Development approach to our work enhancing our added value in the marketplace, and in communities;
- Maintaining standards within the sector, by being a good example of continuing to promote "person centred" work, health and wellbeing, and recovery approaches;
- Developing our expertise in the areas we work by bringing the best knowledge and practice to the fore, keeping standards high and being ethical;
- By developing a well-trained and skilled workforce;
- By developing the use of technology in our organisation;
- By improving our monitoring and evidence base for return on investment;
- By working with new models of service delivery we are able to increase access to our organisation for more people who need support;
- By bringing creativity and innovation to the sector, and developing new ideas;
- We are influencing the development of national Policy, and the National Care Service;
- Bringing new ideas and thinking from international collaborations.

e. Future direction

As an organisation we need not only to be able to address the immediate challenges that face us today but also to embrace the future of the Care Sector and the shape it will take. This will be strongly influenced by the introduction of a National Care Service. Our three year strategic plan is developing our resilience and

contribution to the debates, and is certainly preparing us to be strong, creative and flexible for whatever the future demands of us.

Our focus is on:

- Delivering sustainable services
- Valuing our staff through financial reward, knowledge and skill development
- Flexibility in how services are delivered, particularly more choice and control to our customers, the people we support
- Developing good and efficient processes, that delivers our evidence of good practice
- Working in strategic partnerships that deliver the next generation of services
- Using technology to help us deliver better outcomes
- Creating a workforce that sees a career pathway in Care
- Meaningfully involving people who receive support in how support is delivered
- Improving and Developing ourselves using our internal knowledge better
- Having a positive impact on the Health and Wellbeing of everyone linked to Carr Gomm
- Exploring learning from other care systems and practices elsewhere in the world

We are currently stable and sustainable and able to flex ourselves to what the people we support and funders require. A challenge is to know when to withdraw when we feel our objectives are being compromised by lack of funding. We are constantly thinking of alternatives and redesign when change is necessary or appropriate. We have had a great deal of success with this approach and have redesigned and introduced services which are new to the Sector, and are what both people supported want, and that Commissioners of services are happy to fund. We will continue with this plan into the coming year.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Purpose, Objectives and Activities (continued)

f. Equal opportunities

Everyone in Carr Gomm has a responsibility to uphold Carr Gomm's Equal Opportunities policy by treating all job applicants, colleagues, people we support, and suppliers fairly and impartially. The policy clearly outlines that all behaviours and decisions are made, regardless of race, age, colour, ethnic or national origin, or because of religion, sex, disability, appearance, sexuality, responsibility for dependants or marital status.

g. Staff involvement

All workers in Carr Gomm can become Company Members, as detailed in the Recruitment of Directors & Company Membership section. All Company Members have a say and need to agree constitutional changes, can stand for election to become a Director, and elect the Company Directors.

All employees can shape the future direction of Carr Gomm via direct feedback in questionnaires, email direct to the Chief Executive, during our Strategic planning process, through our agreement with UNITE union or by submitting ideas to our Carr Gomm Futures Think Tank. These opportunities mean every team in the organisation is involved in setting objectives, which influence organisational direction and objectives. The Board and the Executive team monitor the progress towards achieving the Strategic Plan objectives. The Strategic Plan progress is reviewed quarterly, through; team meetings, Joint Reviews, Focus Groups, local business planning meetings, National Management Team, Project Management Groups and using control folder monitoring and Quarterly Executive Business Reports.

The Strategic Planning process is one example of our systematic two-way flow of information that ensures all workers are fully aware and share a common understanding of organisational issues, including financial, economic and environmental factors that impact on us, and equally can influence the organisational direction.

In 2009-10 the organisation agreed a revised Union Agreement with UNITE trade union. This established a Consultation and Negotiation Committee with shop steward and management membership. Our Health and Safety Committee also includes union representation in its membership.

h. Volunteers

Carr Gomm's work is greatly enhanced by the contribution made by a small number of dedicated volunteers, particularly in our Charity shop and in assisting us with various activities we may host. We have a volunteer policy and guidance for staff who may work with volunteers around supporting them and paying out of pocket expenses. In the future we would hope to be working with more people, in creative ways, to enhance the services we provide.

i. Employment of disabled persons

Application for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within Carr Gomm continues, and that training, appropriate adaptations and support is arranged. It is the policy of Carr Gomm that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

CARR GOMM

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

Financial review

a. Going concern

Carr Gomm's Board has reviewed and approved a Budget for 2024-25 and Strategic Plan for 2024-2027, which are based on reasonable prudent assumptions. Carr Gomm's Chief Executive has reviewed a Cashflow forecast for the period to 30 November 2025, which is based on the 204-25 Budget and 2024-2027 Strategic Plan. The Board have considered and are closely monitoring the impact of the external financial environment (cost of living and inflation) and amendments to the 2024-25 budget were made where required. After careful consideration of those reports, in the framework of the current economic climate, and the impact that this may have on the future of Carr Gomm, there is no reason to believe that the organisation will not have sufficient funds to meet its working capital requirements for at least the next twelve months following approval of these financial statements.

b. Reserves policy

Carr Gomm's Funds Policy is to develop reserves that balance the requirements:

- to have reserves;
- to meet its charitable objectives; and
- to operate its services to the standards laid down by its regulators and commissioners and to meet its legal obligations.

Carr Gomm's aim is to build up undesignated revenue funds to a maximum of six months of the total cost of running the organisation, which equates to £14.6m (2023: £13.9m) and a minimum of 10% of the expected turnover, which totals £2.9m (2023: £2.8m). This fund is made up of the aggregated contractual surplus for the past years plus other minor surpluses accumulated by Carr Gomm.

This fund can only be accessed with the approval of the Board, the Chair of the Finance Committee and Convenor if speed is required, in the case of emergencies or pro-active uses. The unrestricted fund policy is in line with established good practice by voluntary organisations delivering social care services and guidelines by national bodies.

At 31 March 2024, the charity's Unrestricted Revenue Funds amounted to £8,905,554 (2023: £8,691,710), of which free reserves were £8,179,636 (2023: £7,919,319). This is above the set minimum organisational target of £2.9m and below the current maximum target of £14.6m. Carr Gomm will restrict the use of revenue funds to only fund new projects when there is a clear short term financial return. £725,918 (2023: £772,391) of unrestricted funds has been designated by the Board for a specific use. The spending of Designated Funds, in line with their intentions, will be reported to the Finance Committee and the Board.

Restricted Funds are funds subject to specific trusts, which may be declared by the donor or created through legal process and are still operated within the wider objects of the charity. The accumulated restricted funds to date are £393,916 (2023: £342,489).

c. Results

The total incoming resources of the charity for the year were £29,446,441 (2023: £27,716,040). This includes restricted income of £674,503 (2023: £631,621) from grants and other sources. The income generated by the main operational contractual activity was £29,155,184 (2023: £27,233,315).

The day to day on-going operations of the charity have generated an unrestricted funds surplus of £213,844 in the year ended 31 March 2024, compared to a deficit of £1,100,097 in the year ended 31 March 2023.

The charity's net increase in restricted funds of £51,427 (2023: net decrease of £24,297) results in restricted reserves carried forward at 31 March 2024 of £393,916 (2023: £342,489).

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

d. Principal risks and uncertainties

Each year the Board, as part of Business Planning, identifies the key risk areas for the organisation. Systems have been designed and implemented to mitigate and manage the risk areas identified.

Fourteen specific risks were identified for monitoring in the Strategic Plan up until March 2024. The risk areas are rated by the likelihood of occurring and the potential impact. Each risk has an identified management plan to monitor and react appropriately via the Board, Committees, Executive and National Management Team.

The Board reviews and discusses the Risk Register each quarter. The internal risks are minimised by the implementation of policies and procedures. These policies and procedures are reviewed to ensure that they still meet the needs of the charity. The organisation buys in internal audits or consultancy advice where this is necessary.

The largest risk factor faced by the organisation, and indeed many other community care charities, is the recruitment and retention of staff. Carr Gomm is always looking for cost effective ways it can operate while it continues to deliver quality services. We have introduced new skills and salary structures into the organisation, reviewed how we structure services, made savings, capped the pension liability, redesigned services and tendered for new work. This action has resulted in us remaining stable during difficult times.

The five key risks identified by the Board in 2023-2024 are:

- **Insufficient funding to cover service delivery costs**

We mitigate by: Relationships with Commissioners, Active negotiation, evidence based decision making, quarterly operational business report and financial monitoring, ending contracts that are unviable.

- **Low growth – overall reduction in service delivery**

We mitigate by: Quarterly operational business reports and business development report, monitoring Care Inspection Grading, Quarterly Board of Trustees risk management report.

- **Not making timely changes with changes to income**

We mitigate by: Monitoring contract compliance by hours delivered on rotas - through our information management system, operational business reports, monitoring of variances in staffing.

- **Not maintaining recruitment levels/non-compliance with contracts**

We mitigate by: Quarterly recruitment report and monitoring through control meetings.

- **Instability and destabilisation caused by COVID-19 related factors**

We mitigate by: Reviewing balance of risk and likelihood of continuation through quarterly business planning report.

Factors that may influence financial performance include:

- **Employment legislation and guidance that changes the cost of delivering our model of service**

We mitigate by: Discussing with funders changes in the law and the need to reflect this in funding, working with Community Care Providers Scotland in reflecting the impact of changes in the law, adjustments in our employment terms and conditions to make savings that balance the impact of the additional costs.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

- **Scottish Government and Local Authority expectation of the Sector paying the Scottish Living Wage to all employees**

We mitigate by: Taking the same actions as above to reflect the additional costs in delivering a service.

- **A rise in cost of our historical pension liability**

We mitigate by: Monitoring fluctuations in our liability, maintaining a balance in our overhead costs to reflect the liability, maintain overall budget surplus, an agreement with the Pensions Trust to have a 2 year repayment plan of the historical debt.

- **Using expensive alternatives (agency) when recruitment is difficult**

We mitigate by: Regular and routine recruitment, focused recruitment at specific times, monitoring of agency use and senior management approval for use

e. Funding

Twelve local councils fund Carr Gomm's services via council/NHS partnerships and indirectly in a small proportion by Direct Payments and self-funders. Most of the people supported have come through formal assessment and referral processes agreed with the commissioners. Services are not funded by voluntary fundraising or one-off payments. This is a key part of our Risk Management and Service Development Strategy.

Initiatives funded through donations and grant income enhance the services provided by Carr Gomm to the people we work for and the communities they live in, adding value to the individuals and Society. At the same time these initiatives and projects should support the Government's strategy and desired outcomes.

Some services have a set contract price for the service that has been commissioned and this is periodically reviewed. Other services consist of individual contracts for an agreed number of hours agreed individually or as part of a framework and so the services' income comes from a potentially changing number of hours of support for different people.

f. Money held for people supported

Included within other creditors is an amount relating to service user's money, held on their behalf by Carr Gomm. It is the company's policy to only hold people's money when there is no alternative. There is a formal and open procedure to ensure that monies are not misused and are held in interest bearing accounts. These monies are shown within the bank balance at the year end and as a matching creditor.

g. Investment policy and performance

Carr Gomm investment income of £178,918 (2023: £65,046) is comprised wholly of bank interest.

Carr Gomm owns seven properties in Edinburgh and a retail unit in Inverness. One out of the seven properties was purchased in January 2024. Residential properties are not seen as financial investments. The purpose in purchasing six residential properties was to ensure continuity in the lives of the people we support that live in those properties as the properties were being sold. The retail unit houses the Carr Gomm Charity Shop, donated as a going concern to the organisation by Crossroads Inverness and has been active since 2011. The charity shop was closed for six months in the prior year due to flooding.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Structure, governance and management

a. Constitution

Carr Gomm is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Recruitment of Trustees & Company Membership

In 2006 we opened our company membership to; members of the public, people we support, relatives and employees. As at March 2024 we have:

- 122 Company Members
- 21 Employees
- 84 Members of the public
- 4 Relatives
- 13 People we support

The number of members has remained consistent this year, after significantly reducing in previous years following a mail out to the membership to conform with GDPR regulations which required confirmation of the individuals wish to continue as a member and receive mailings. The membership composition over the year has changed with an increase in members of the public and a slight reduction in employees and people supported. We will continue to promote membership of the organisation particularly among new staff and people supported.

The Board is made up as follows:

- The skills and experience of Board members include Finance and Risk management, Employment Law, general Law, Education, a current staff member, IT, Business Development, Marketing and Events, Health and Wellbeing, People coaching.
- The Board currently has five vacancies, which we hope to recruit for and confirm at November 2024 AGM.

Board members are expected to use their knowledge and experience to advise and guide the organisation in its decision making. Board members, through information and development sessions at Board meetings and away days, have the opportunity to explore and share with Senior Managers their individual experience, knowledge and thoughts about the direction we take as an organisation.

The organisation has a policy for "Recruiting and Training of Board Directors & Trustees". The policy outlines the process for recruiting new Directors, including interviews to confirm capacity and ensure understanding of the responsibilities of being a Director. The recruitment process allows somebody to stand for election or to be co-opted until the next AGM.

The skills audit, and our policy and process for recruiting Board members has been used effectively in the recruitment of the new Directors over recent years. The Board has the option to recruit five places for members who use Carr Gomm services or their families, and two places for staff members. There is currently one staff member on the Board and nobody who uses our services.

The Board delegates the day-to-day management and running of the organisation to the Chief Executive, Lucy Wren and the Executive Team of four Senior Operations Managers and Community Development Senior Manager. We appointed a Deputy Chief Executive with responsibility for Business Development and HR in April 2023.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Structure, governance and management (continued)

c. Trustee training and induction

The organisation's policy on "Recruiting and Training of Board Directors & Trustees" outlines the process for inducting and training Trustees. The induction is made up of a set of core induction sessions for all new Directors and additional slots can be added to meet the requirements of individual Directors. Each new Director is given a manual and has a specific information portal on the organisational intranet which includes key statements, policies and information on being a Director.

Each year Directors have an opportunity to meet the Convenor of the Board to talk over their views on how the Board operates their role, any issues and training requirements.

The Board has used an evaluation tool to self-evaluate individual strengths, development needs and training requirements. Any topics that Directors have identified as training requirements are developed as part of the Board's training plan for the following year. Training can consist of participating in external training courses, conferences, internal training or special events and away days.

d. Governance

The Board of Directors is responsible for the governance of the company, which it carries out through six Board meetings throughout the year and when appropriate additional topic specific meetings. The Board also has a Finance sub-committee, which meets four times a year, and the Board is also represented at the Health and Safety Committee. Internal Audits are carried out by the National Management Team, with monitoring, control and risk management reports being prepared quarterly for the Executive team and the Board.

The Board held development presentations/events with the National Management Team in May, July, September, October, November 2023 and January, February 2024, topics included:

Board Development:

- May 23 – International Collaboration Project
- July 23 – 25th Birthday celebration, Designated Reserves Policy, Pension Scheme update, Digital inclusion, Questionnaire Findings
- Sept 23 – Health and Wellbeing presentation, Audit Plan, Futures Review
- Oct 23 – Strategic Planning 2024-27, Focusing on Culture and Maximising Impact
- Nov 23 – Audit findings, GDPR and RGDP data protection officer, Board role and responsibilities
- Jan 24 – 25th Birthday fundraising review, Audit Tender, 2023/24 Futures Review, Questionnaire results
- Feb 24 – Draft Strategic Plan 2024-27, Data Protection Committee

The Health & Safety Committee includes; management, union representation, and a Board member. It monitors the level of incidents/accidents and the organisation's policy/practices that relate to Health and Safety. The committee meets four times a year. Union membership continues to be small and representation at meetings problematic, but papers and reports continue to be circulated.

A staff Question and Answer webinar has been introduced with opportunities to ask Senior Managers and The Board any organisational questions.

e. Management

The strategic management of the organisation is carried out through the Executive Group (Chief Executive, Deputy Chief Executive, four Senior Operations Managers, Community Development Senior Manager) and the National Management Team (Executive and Operations Managers). Our Health & Safety Adviser (competent person) is outsourced to ensure independent expertise and is provided by the organisation Mentor.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Structure, governance and management (continued)

f. Senior management remuneration

The Executive team (including the Chief Executive Officer) have a salary review every two years. A Board remuneration committee will benchmark with other organisations, evaluate the current financial performance or future risks, and make decisions on any pay award to those senior employees. The guidance around Fair Work Practice is also used when considering salaries within the organisation.

The company is a member of the Community Care Providers Scotland, which is a charitable membership company to promote the interests of voluntary sector community care organisations and is also a member of the Scottish Council for Voluntary Organisations.

g. Related party transactions

Board members receive out of pocket expenses for any activity they undertake on behalf of the organisation. We have one Board member whose social enterprise business receives payment for working with staff members and people supported to deliver health and wellbeing programmes.

Another Board member is a paid employee of the organisation.

There are no other financial transactions with any other Board members apart from the reimbursement of their expenses.

h. Financial risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes 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. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

Disclosure of information to auditors

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

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditor

The auditor, Anderson Anderson & Brown Audit LLP, has indicated its willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Caroline Patterson
Trustee



Jane Darkes
Trustee

Date: 7 November 2024

CARR GOMM

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CARR GOMM

Opinion

We have audited the financial statements of Carr Gomm (the 'charity') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 2024 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CARR GOMM (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion 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 Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, 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 charitable company'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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CARR GOMM (CONTINUED)

Auditors' 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 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 Auditors' 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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable group for fraud. The laws and regulations we considered in this context for the UK operations were Anti-fraud, bribery and corruption legislation, Taxation legislation, Health and safety legislation and Charity regulations.

We identified the greatest risk of material impact on the financial statements from irregularities including fraud to be:

- Management override of controls to manipulate the charitable group's key performance indicators to meet targets.
- Recognition of revenue in an incorrect period.
- Compliance with relevant laws and regulations which directly impact the financial statements and those that the charitable group needs to comply with for the purpose of trading

Our audit procedures to respond to these risks included:

- Testing of journal entries and other adjustments for appropriateness
- Evaluating the business rationale of significant transactions outside the normal course of business
- Vouching revenue transactions to source documentation and performance obligations, assessing the revenue recognition
- Reviewing judgments made by management in their calculation of accounting estimates for potential management bias
- Enquiries of management about litigation and claims and inspection of relevant correspondence
- Reviewing legal and professional fees to identify indications of actual or potential litigation, claims and any non-compliance with laws and regulations
- Analytical procedures to identify any unusual or unexpected trends or relationship
- Reviewing minutes of meetings of those charged with governance to identify any matters indicating actual or potential fraud

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CARR GOMM (CONTINUED)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, its members, as a body, and its trustees, as a body for our audit work, for this report, or for the opinions we have formed.



Andrew Shaw (Senior statutory auditor)

for and on behalf of

Anderson Anderson & Brown Audit LLP

Statutory Auditor

81 George Street

Edinburgh

EH2 3ES

Date: 14 November 2024

Anderson Anderson & Brown Audit LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

CARR GOMM

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	21,299	24,878	46,177	24,133
Charitable activities	4	28,512,537	642,647	29,155,184	27,233,315
Other trading activities	5	59,184	6,978	66,162	182,387
Investments	6	178,918	-	178,918	65,046
Other income	7	-	-	-	211,159
Total income		28,771,938	674,503	29,446,441	27,716,040
Expenditure on:					
Raising funds	8	93,286	-	93,286	71,108
Charitable activities	9	28,454,443	633,441	29,087,884	27,669,326
Total expenditure		28,547,729	633,441	29,181,170	27,740,434
Net income/(expenditure)		224,209	41,062	265,271	(24,394)
Transfers between funds	22	(19,126)	19,126	-	-
Net movement in funds before other recognised gains/(losses)		205,083	60,188	265,271	(24,394)
Other recognised gains/(losses):					
Actuarial losses on defined benefit pension schemes	27	-	-	-	(1,100,000)
Net movement in funds		205,083	60,188	265,271	(1,124,394)
Reconciliation of funds:					
Total funds brought forward		8,691,710	342,489	9,034,199	10,158,593
Total funds carried forward		8,896,793	402,677	9,299,470	9,034,199

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 23 to 50 form part of these financial statements.

BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	16	1,981,897	1,721,401
		<u>1,981,897</u>	<u>1,721,401</u>
Current assets			
Stocks	17	2,105	754
Debtors	18	2,955,322	2,945,755
Cash at bank and in hand		7,322,598	6,844,995
		<u>10,280,025</u>	<u>9,791,504</u>
Creditors: amounts falling due within one year	19	(2,962,452)	(2,478,706)
Net current assets		<u>7,317,573</u>	<u>7,312,798</u>
Total net assets		<u><u>9,299,470</u></u>	<u><u>9,034,199</u></u>
Charity funds			
Restricted funds	22	402,677	342,489
Unrestricted funds			
Designated funds	22	725,918	772,391
General funds	22	8,170,875	7,919,319
Total unrestricted funds	22	<u>8,896,793</u>	<u>8,691,710</u>
Total funds		<u><u>9,299,470</u></u>	<u><u>9,034,199</u></u>

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Caroline Paterson
Trustee



Jane Darkes
Trustee

Date: 7 November 2024

The notes on pages 23 to 50 form part of these financial statements.

CARR GOMM**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	2024 £	2023 £
Cash flows from operating activities			
Cash flows generated by/(absorbed by) operations	24	626,116	(1,332,814)
Cash flows from investing activities			
Proceeds from the sale of tangible fixed assets		6,446	-
Purchase of tangible fixed assets		(333,877)	(34,550)
Interest received		178,918	65,046
Net cash (used in)/generated from investing activities		<u>(148,513)</u>	<u>30,496</u>
Change in cash and cash equivalents in the year		477,603	(1,302,318)
Cash and cash equivalents at the beginning of the year		6,844,995	8,147,313
Cash and cash equivalents at the end of the year	25	<u><u>7,322,598</u></u>	<u><u>6,844,995</u></u>

The notes on pages 23 to 50 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

1. General information

Carr Gomm is a private company limited by guarantee incorporated in Scotland. It is also a registered Scottish charity described as both a voluntary organisation and a not-for-profit. The principal activity is to support people disadvantaged by disability or circumstances to lead their lives safely and to do the things they want to do: in day-to-day living, in planning for the future and in realising their dreams. The registered office is Craigmillar Social Enterprise And Arts Centre, 11 Harewood Road, Edinburgh, EH16 4NT.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity is a Public Benefit Entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention.

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 £.

2.2 Going concern

Carr Gomm's Board has reviewed and approved a Budget for 2024-25 and Strategic Plan for 2024-2027, which are based on reasonable prudent assumptions. Carr Gomm's Chief Executive has reviewed a Cashflow forecast for the period to 30 November 2025, which is based on the 2024-25 Budget and 2024-2027 Strategic Plan. The Board have considered and are closely monitoring the impact of the external financial environment (cost of living and inflation) and amendments to the 2024-25 budget were made where required. After careful consideration of those reports, in the framework of the current economic climate, and the impact that this may have on the future of Carr Gomm, there is no reason to believe that the organisation will not have sufficient funds to meet its working capital requirements for at least the next twelve months following approval of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.3 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.

Critical judgements

Residential properties

Residential properties are not financial investments and were acquired to ensure continuity in the lives of the people we support that live in those properties as the properties were being sold. The retail unit houses the Carr Gomm Charity Shop and was donated as a going concern to the organisation by Crossroads Inverness. Property assets are held at historical value.

Key sources of estimation uncertainty

Defined benefit obligation

The charity makes use of a valuation online tool promoted by the Scheme administrator in order to assess its discounted liability in recognising the pension provision.

Management's estimate of the defined benefit obligation is based on a number of critical underlying assumptions such as standard rates of inflation, mortality, discount rate and anticipation of future salary increases. Variation in these assumptions may significantly impact the liability and the annual defined benefit expenses (as analysed in note 20). The net defined benefit pension asset at the year end was £nil, being limited to the amount recoverable from the scheme (2023: nil).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.4 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.

Generally, any amounts received in advance of provision of full services unless free for use are treated as deferred income with the exception of grants income.

Deferred income is accounted for in relation to those contracts where surpluses have been made and the related contract is not fully operational or has not been formally signed off.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Governance costs relate to the staff cost associated with compliance with constitutional and statutory requirements, audit and other professional fees, Board, Committees and AGM related costs. Under FRS102 this has been included within support cost under charitable activities.

All expenditure is inclusive of irrecoverable VAT.

2.6 Interest receivable

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 institution with whom the funds are deposited.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.7 Taxation

Carr Gomm has charitable status for UK tax purposes and is exempt from tax on income and gains so long as they apply to its charitable activities.

2.8 Intangible assets

Development costs are expensed until a project becomes technically feasible and commercial returns are generated. Research costs are expensed through the SOFA. Development costs are capitalised at cost in the balance sheet and have been amortised from the date of completion over their estimated useful economic lives, with amortisation posted to expenditure on charitable activities; and are subject to impairment reviews taking account of the expected income generating period.

Other Intangible assets are capitalised at cost and are amortised to income and expenditure over their useful lives as follows:

Computer software	33% straight line
-------------------	-------------------

2.9 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Heritable property	-	2% straight-line
Motor vehicles	-	50% straight-line

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

2.10 Stocks

Stock is stated at the lower of cost and net realisable value. Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

2.11 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.

2.12 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 six months or less from the date of acquisition or opening of the deposit or similar account.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.13 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 Charity 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 in the Statement of financial activities as a finance cost.

2.14 Financial instruments

The Charity 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.15 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

The organisation contributed to the industry-wide multiemployer Social Housing Pension Scheme, a defined benefit pension scheme. On 1 April 2013 all current members contributing transferred to a defined contribution scheme also administered by the Social Housing Pension Scheme. The new defined contribution scheme is open to new entrants and is fit for auto-enrolment purposes.

Carr Gomm employees were auto enrolled in October 2013.

The contribution levels up to 31 March 2013 in the defined benefit scheme were determined by qualified actuaries and charged to the income and expenditure account so as to spread the cost over the service lives of the employees in such a way that the pension cost is a substantially level percentage of current and expected future pensionable payrolls.

Social housing pension scheme (the scheme)

Current service cost and costs from settlements and curtailments are charged against net income. Past service costs were recognised in the prior reporting period within the statement of financial activities. Interest is calculated on the net defined benefit liability. Remeasurements are reported in other recognised gains/ losses. Refer to note 20 for more details.

Scheme liabilities are measured on an actuarial basis using the projected unit credit method. The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation, less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information. The value of a defined benefit pension net asset is limited to the amount that may be recovered from the scheme.

2.16 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.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

2. Accounting policies (continued)

2.17 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity 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.

3. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations and gifts	21,299	24,878	46,177	24,133

Key donations received in the year include £20,000 (2023: £20,000) from Baillie Gifford as part of a three year funding commitment for delivering projects in partnership with local organisations.

4. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Support services	25,180,574	642,647	25,823,221	23,898,371
Sleepovers	1,212,145	-	1,212,145	1,223,644
Direct payments	321,431	-	321,431	401,696
Independent living fund	257,678	-	257,678	241,515
Self-funding	81,154	-	81,154	105,846
Property income	83,186	-	83,186	82,951
Housing management	141,717	-	141,717	132,993
Rent income from housing benefit	1,217,191	-	1,217,191	1,125,224
Other	17,461	-	17,461	21,075
	<u>28,512,537</u>	<u>642,647</u>	<u>29,155,184</u>	<u>27,233,315</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

5. Income from other trading activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Shop income	53,584	-	53,584	25,727
Trading activity income: other	5,600	6,978	12,578	156,660
	<u>59,184</u>	<u>6,978</u>	<u>66,162</u>	<u>182,387</u>

Shop income consists of income generated from sales at the Inverness Charity Shop of £53,584 (2023: £25,727) which after deduction of related expenditure, generated a profit of £10,990 (2023: loss of £9,975). The loss in 2023 excludes £11,836 of business interruption insurance income received in relation to flooding at the shop which is included within the prior year other income balance.

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Interest receivable	178,918	178,918	65,046
	<u>178,918</u>	<u>178,918</u>	<u>65,046</u>

7. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Other income	-	-	211,159
	<u>-</u>	<u>-</u>	<u>211,159</u>

Other income includes £nil (2023: £199,323) relating to local authority business support following the outbreak of COVID-19. It also includes insurance income of £nil (2023: £11,836) relating to flooding.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

8. Expenditure on raising funds

Fundraising and publicity expenses

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	44,737	44,737	32,769
Support costs	5,955	5,955	2,637
	<u>50,692</u>	<u>50,692</u>	<u>35,406</u>

Other trading expenses

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Operating charity shops	<u>42,594</u>	<u>42,594</u>	<u>35,702</u>

9. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Operational staff salaries	23,437,165	633,441	24,070,606	23,754,117
Direct service costs	1,023,972	-	1,023,972	353,209
Property and rent	1,303,684	-	1,303,684	1,328,448
Bad and doubtful debts	174,177	-	174,177	(73,784)
Support costs	2,183,788	-	2,183,788	2,011,115
Governance costs	331,657	-	331,657	296,221
	<u>28,454,443</u>	<u>633,441</u>	<u>29,087,884</u>	<u>27,669,326</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

10. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support and governance costs 2024 £	Total funds 2024 £	Total funds 2023 £
Operational staff salaries	24,070,606	-	24,070,606	23,117,481
Direct service costs	1,023,972	-	1,023,972	992,482
Property and rent	1,303,684	-	1,303,684	1,328,448
Bad and doubtful debts	174,177	-	174,177	(73,784)
Support costs	-	2,183,788	2,183,788	2,008,478
Governance costs	-	331,657	331,657	296,221
	<u>26,572,439</u>	<u>2,515,445</u>	<u>29,087,884</u>	<u>27,669,326</u>

Analysis of support costs

	Support costs 2024 £	Governance costs 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	1,151,633	275,424	1,427,057	1,221,271
Depreciation	64,575	-	64,575	51,495
Board and committee	-	11,471	11,471	12,828
Establishment expenses	505,379	-	505,379	408,988
Travel and subsistence	12,868	-	12,868	9,868
Telephone	50,237	-	50,237	30,273
Repairs and renewals	23,094	-	23,094	120,991
Printing and copying	18,980	-	18,980	14,670
Membership fees	6,932	-	6,932	5,221
Training	9,383	-	9,383	11,783
Recruitment	78,079	-	78,079	130,478
Health & safety	1,649	-	1,649	1,489
Marketing	27,324	-	27,324	27,428
Insurance	219,074	-	219,074	204,057
Bank charges	5,281	-	5,281	4,555
Audit and accountancy fees	-	44,762	44,762	50,678
Other	9,300	-	9,300	1,263
	<u>2,183,788</u>	<u>331,657</u>	<u>2,515,445</u>	<u>2,307,336</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Governance analysis

	2024	2023
	£	£
Staff costs	275,424	232,715
Audit and accountancy fees	44,762	50,678
Board and committee fees	<u>11,471</u>	<u>12,828</u>
	<u><u>331,657</u></u>	<u><u>296,221</u></u>

11. Auditors' remuneration

	2024	2023
	£	£
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	30,250	33,960
Fees payable to the Charity's auditor in respect of: All non-audit services not included above	<u>4,590</u>	<u>13,170</u>

12. Staff costs

	2024	2023
	£	£
Wages and salaries	21,492,225	21,078,728
Social security costs	1,656,931	1,702,614
Other pension costs	1,408,867	614,711
Agency fees	<u>120,094</u>	<u>141,382</u>
	<u><u>24,678,117</u></u>	<u><u>23,537,435</u></u>

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Operational	835	852
Administrative	58	47
	<u>893</u>	<u>899</u>

The full-time equivalent number of employees substantially differs from the average number of employees identified above. On a full-time equivalent basis, the number of employees was 740 (2023: 720)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	-	6
In the band £70,001 - £80,000	6	-
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	1	-

The Executive team is the key management personnel of the charity. There were 7 (2022-23: 7) managing directors and members of the Executive team including the Chief Executive.

Key management personnel costs

	2024 £	2023 £
Emoluments paid to the highest paid staff member	119,121	109,663
Pension contributions	29,780	10,986
Emoluments paid to other key management personnel	433,212	385,243
Pension contributions to other key management personnel	<u>87,917</u>	<u>30,819</u>
	<u><u>670,030</u></u>	<u><u>536,691</u></u>

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, expenses were reimbursed or paid directly to 2 Trustees (2023 - to 1 Trustee) broken down as follows:

	2024 £	2023 £
Travel	532	229
Accommodation	-	83
	<u>532</u>	<u>312</u>

None of the Board received any other remuneration, other than those disclosed in Note 29.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

**14. Prior year Statement of Financial Activities
comparative note**

	Unrestricted funds £	Restricted funds £	Total 2023 £
Income and endowments from:			
Donations and legacies	2,230	21,903	24,133
Charitable activities	26,625,597	607,718	27,233,315
Other trading activities	180,387	2,000	182,387
Investments	65,046	-	65,046
Other income	<u>211,156</u>	<u>-</u>	<u>211,159</u>
Total income	27,084,419	631,621	27,716,040
Expenditure on:			
Raising funds	71,108	-	71,108
Charitable activities	<u>27,013,408</u>	<u>655,918</u>	<u>27,669,326</u>
Total resources expended	27,084,516	655,918	27,740,434
Net (expenditure) for the year	(97)	(24,297)	(24,394)
Other recognised gains and losses			
Actuarial loss on defined benefit pension schemes	(1,100,000)	-	(1,100,000)
Net movement in funds	1,100,097	(24,297)	(1,124,394)
Total funds brought forward	9,791,807	366,786	10,158,593
Total funds carried forward	<u><u>8,691,710</u></u>	<u><u>342,489</u></u>	<u><u>9,034,199</u></u>

CARR GOMM

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

15. Intangible assets

	Click-Go project £	Computer software £	Total £
Cost			
At 1 April 2023	314,121	125,201	439,322
At 31 March 2024	<u>314,121</u>	<u>125,201</u>	<u>439,322</u>
Amortisation			
At 1 April 2023	314,121	125,201	439,322
At 31 March 2024	<u>314,121</u>	<u>125,201</u>	<u>439,322</u>
Net book value			
At 31 March 2024 and 31 March 2023	<u>-</u>	<u>-</u>	<u>-</u>

16. Tangible fixed assets

	Heritable property £	Motor vehicles £	Total £
Cost or valuation			
At 1 April 2023	1,998,903	34,550	2,033,453
Additions	224,430	109,447	333,877
Disposals	-	(12,100)	(12,100)
At 31 March 2024	<u>2,223,333</u>	<u>131,897</u>	<u>2,355,230</u>
Depreciation			
At 1 April 2023	300,535	11,517	312,052
Charge for the year	40,913	26,022	66,935
On disposals	-	(5,654)	(5,654)
At 31 March 2024	<u>341,448</u>	<u>31,885</u>	<u>373,333</u>
Net book value			
At 31 March 2024	<u>1,881,885</u>	<u>100,012</u>	<u>1,981,897</u>
At 31 March 2023	<u>1,698,368</u>	<u>23,033</u>	<u>1,721,401</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

17. Stocks

	2024 £	2023 £
Finished goods and goods for resale	2,105	754

18. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	1,891,780	1,718,814
Other debtors	106,650	188,342
Prepayments and accrued income	956,892	1,038,599
	<u>2,955,322</u>	<u>2,945,755</u>

The trade debtors balance is net of bad debt provisions of £93,071 (2023: £69,633 added back to trade debtors).

Prepayments amounts to £250,589 (2023: £280,247) and mostly represents licences and subscriptions paid on an annual basis for a period that extends beyond the year-end.

Accrued income amounts to £706,303 (2023: £758,352) and represents revenue earned but not yet received as at the year-end.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

19. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	628,136	171,715
Other taxation and social security	350,574	385,674
Other creditors	853,909	814,723
Accruals and deferred income	1,129,833	1,106,594
	<u>2,962,452</u>	<u>2,478,706</u>
	2024 £	2023 £
Deferred income at 1 April 2023	54,406	40,107
Resources deferred during the year	44,476	54,406
Amounts released from previous periods	(54,406)	(40,107)
	<u>44,476</u>	<u>54,406</u>

Other creditors includes £137,108 (2023: £131,034) in respect of amounts due in relation to defined contribution pension schemes at year end. Also included within other creditors is an amount of £593,247 (2023: £582,645) relating to service user money. These balances are held on behalf of service users in bank accounts held in the name of Carr Gomm. As such these are shown within the bank balance at the year end and as a matching creditor.

During the year £54,406 (2023: £40,107) of the £54,406 (2023: £40,107) deferred income brought forward from the prior year was released to the Statement of Financial Activities. Deferred income at the year end is comprised of £44,476 (2023: £54,406) income received in the year which has been deferred.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

20. Retirement benefit schemes

The company participates in the Social Housing Pension Scheme (the Scheme), a multiemployer scheme which provides benefits to some 500 non-associated employers. The Scheme is a defined benefit scheme in the UK.

The Scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The last completed triennial valuation of the scheme for funding purposes was carried out as at 30 September 2023. This valuation revealed a deficit of £693m. A Recovery Plan has been put in place with the aim of removing this deficit by 31 March 2028.

The Scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the Scheme. Participating employers are legally required to meet their share of the Scheme deficit on an annuity purchase basis on withdrawal from the Scheme.

Valuation

For accounting purposes, a valuation of the scheme is carried out with an effective date of 30 September each year. The liability figures from this valuation are rolled forward for accounting year-ends from the following 31 March to 28 February inclusive.

The latest accounting valuation was carried out with an effective date of 30 September 2023. The liability figures from this valuation were rolled forward for accounting year-ends from the following 31 March 2024 to 28 February 2025 inclusive.

The liabilities are compared, at the relevant accounting date, with the company's fair share of the Scheme's total assets to calculate the company's net deficit or surplus.

Under the defined benefit pension accounting approach, the SHPS net deficit as at 31 March 2024 and 31 March 2023 is £nil.

Under the new Recovery Plan deficit contributions were increased annually by 2% from 1 April 2022 and on each 1 April thereafter until September 2028. The charity agreed to pay the 6 years of deficit contributions in advance in two instalments. £1,183,444 was paid in 2021-2022 and £1,248,533 was paid in 2022-2023. There were no contributions paid in 2023-24.

Details of the Scheme, produced in accordance with Section 28 of FRS102 are set out below. Calculations are based on membership data as at 30 September 2023.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Key assumptions

	2024	2023
	%	%
Discount rate	4.91	4.84
Expected rate of salary increases	3.79	3.79
Inflation (RPI)	3.12	3.17
Inflation (CPI)	2.79	2.79
Allowance for commutation of pension for cash at retirement	75% of maximum allowance	75% of maximum allowance

Mortality assumptions

The assumed life expectation on retirement at age 65 are:

	2024 Years	2023 Years
Retiring today		
- Males	20.5	21.0
- Females	23.0	23.4
Retiring in 20 years		
Males	21.8	22.2
Females	24.4	24.9

	2024 £	2023 £
Amounts recognised in the income statement		
Net interest on defined benefit liability	-	(12,000)
Other costs and income	<u>20,000</u>	<u>19,000</u>
Total costs	<u>20,000</u>	<u>7,000</u>
Amounts taken to other comprehensive income	-	-
Actual loss on scheme assets	-	4,507,000
Less: calculated interest element	-	366,000
Loss on scheme assets excluding interest income	-	4,873,000
Actuarial changes related to obligations	-	(4,382,000)
Asset not recognised due to asset ceiling	-	<u>609,000</u>
Total costs	<u>-</u>	<u>1,100,000</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

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

	2024	2023
	£	£
Present value of defined benefit obligations	8,457,000	8,495,000
Fair value of plan assets	<u>(8,576,000)</u>	<u>(9,104,000)</u>
(Surplus) in scheme	(119,000)	(609,000)
Asset not recognised due to asset ceiling	<u>119,000</u>	<u>609,000</u>
Total liability recognised	<u><u>-</u></u>	<u><u>-</u></u>

Movements in present value of defined benefit obligations:

Liabilities at 01 April 2023	8,495,000
Benefits paid	(208,000)
Actuarial gains and losses	(257,000)
Interest costs	407,000
Other	<u>20,000</u>
At 31 March 2024	<u><u>8,457,000</u></u>

The defined benefit obligations arise from plans which are wholly or partly funded.

Movements in the fair value of plan assets:

Fair value of assets at 01 April 2023	9,104,000
Interest income	437,000
Return on plan assets (excluding included in net interest)	(777,000)
Benefits paid	(208,000)
Contributions by the employer	<u>20,000</u>
At 31 March 2024	<u><u>8,576,000</u></u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

The fair value of plan assets at the reporting period end was as follows:	2024	2023
	£	£
Global equity	855,000	170,000
Absolute Return	335,000	98,000
Distressed Opportunities	302,000	276,000
Credit Relative Value	281,000	344,000
Alternative Risk Premia	272,000	17,000
Emerging Markets Debt	111,000	49,000
Risk Sharing	502,000	670,000
Insurance-Linked Securities	44,000	230,000
Property	344,000	392,000
Infrastructure	866,000	1,040,000
Private Equity	7,000	-
Private Debt	338,000	405,000
Opportunistic Illiquid Credit	335,000	389,000
High Yield	1,000	32,000
Opportunistic Credit	-	1,000
Cash	169,000	66,000
Long Lease Property	55,000	275,000
Secure Income	256,000	418,000
Liability Driven Investment	3,491,000	4,192,000
Currency Hedging	(3,000)	17,000
Net Current Assets	<u>15,000</u>	<u>23,000</u>
Total assets	<u>8,579,000</u>	<u>9,104,000</u>

21. Financial commitments, guarantees and contingent liabilities

TPT Retirement Solutions (TPT) has notified Carr Gomm that the estimated employer debt on withdrawal from the Social Housing Pension Scheme is £3,560,411. This is based on the 30 September 2023 valuation. Carr Gomm is not intending to withdraw from the scheme.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

22. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
Designated funds					
Cyclical Replacement of Furniture & Maintenance	283,329	51,219	(59,506)	-	275,042
Future Rent Voids	155,067	30,799	(33,741)	-	152,125
Health and Wellbeing	3,045	-	(331)	-	2,714
Development/Seed Fund	143,292	-	(43,340)	-	99,952
Having a Voice Fund	50,000	-	-	(50,000)	-
Inclusion Fund	50,000	-	-	(50,000)	-
Pension Review	23,691	-	-	(23,691)	-
International Collaboration Project	33,072	-	(37,243)	26,928	22,757
Digital Inclusion Project	30,895	-	(14,151)	80,000	96,744
Employee Assistance Programme and Counselling Service	-	-	(38,945)	100,000	61,055
25 years of Carr Gomm celebrations	-	-	(55,537)	55,537	-
L& D post; progression of Management and Leadership programme	-	-	(17,116)	30,000	12,884
Health and Wellbeing	-	-	(67,355)	70,000	2,645
	<u>772,391</u>	<u>82,018</u>	<u>(367,265)</u>	<u>238,774</u>	<u>725,918</u>
General funds					
General Funds	<u>7,919,319</u>	<u>28,689,920</u>	<u>(28,180,464)</u>	<u>(257,900)</u>	<u>8,170,875</u>
Total Unrestricted funds	<u>8,691,710</u>	<u>28,771,938</u>	<u>(28,547,729)</u>	<u>(19,126)</u>	<u>8,896,793</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

22. Statement of funds (continued)

Restricted funds

Lochend Garden Project/Craigmillar Community Grows	17,867	54,111	(40,509)	-	31,469
Google Impact Challenge	37,098	-	(6,148)	-	30,950
New Technology CEC	7,830	-	(5,661)	-	2,169
Community Compass - Scot Government	9,768	-	-	-	9,768
Community Compass - Alliance	3,766	135,396	(127,548)	-	11,614
Community Contacts - SDS	20,585	132,020	(129,047)	-	23,558
Men In Isolation Edinburgh	11,774	26,525	(22,473)	-	15,826
Other	3,976	23,115	(5,045)	-	22,046
Rivers Project	90,063	100,000	(123,376)	-	66,687
Oban Activity Fund	1,880	-	-	-	1,880
Support in the Right Direction - Highland Project	19,609	140,007	(140,300)	-	19,316
Tesco Bags of Help	1,000	-	(1,000)	-	-
Flexible Emergency Fund	7,519	-	(5,944)	-	1,575
Carr Gomm Futures Group (funding)	92,050	11,856	(1,703)	19,126	121,329
Scottish Government Food Fund	2,624	-	-	-	2,624
Wellbeing Fund/Boredom Package Fund	591	-	-	-	591
National Lottery Awards for All	4,539	-	(4,539)	-	-
SCVO Digital Pioneers Mental Health Fund	-	34,693	(3,368)	-	31,325
Scottish Social Services Council	-	16,780	(16,780)	-	-
Inspiring Scotland - WF Wellbeing	9,950	-	-	-	9,950
	<u>342,489</u>	<u>674,503</u>	<u>(633,441)</u>	<u>19,126</u>	<u>402,677</u>
Total of funds	<u>9,034,199</u>	<u>29,446,441</u>	<u>(29,181,170)</u>	<u>-</u>	<u>9,299,470</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

22. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2023 £
Unrestricted funds						
Designated funds						
Cyclical Replacement of Furniture & Maintenance	445,599	20,437	(182,707)	-	-	283,329
Future Rent Voids	163,683	29,336	(37,952)	-	-	155,067
Health and Wellbeing	3,597	-	(68,552)	68,000	-	3,045
Development/Seed Fund	199,915	-	(56,623)	-	-	143,292
Having a Voice Fund	50,000	-	-	-	-	50,000
Inclusion Fund	50,000	-	-	-	-	50,000
Pension Review	37,788	-	(16,309)	2,212	-	23,691
International Collaboration Project	53,804	-	(26,928)	6,196	-	33,072
Digital Inclusion Project	-	-	(49,105)	80,000	-	30,895
Space Refurbishment	-	-	(28,727)	28,727	-	-
Spark Replacement	-	-	(12,609)	12,609	-	-
	<u>1,004,386</u>	<u>49,773</u>	<u>(479,512)</u>	<u>197,744</u>	<u>-</u>	<u>772,391</u>
General funds						
General Funds	8,787,420	27,034,646	(26,605,003)	(197,744)	(1,100,000)	7,919,319
Total Unrestricted funds	<u>9,791,806</u>	<u>27,084,419</u>	<u>(27,084,515)</u>	<u>-</u>	<u>(1,100,000)</u>	<u>8,691,710</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

22. Statement of funds (continued)

Restricted funds

Lochend Garden Project	3,766	67,155	(53,054)	-	-	17,867
Google Impact Challenge	54,184	-	(17,086)	-	-	37,098
New Technology CEC	7,830	-	-	-	-	7,830
Community Compass - Scot Gov	9,768	-	-	-	-	9,768
Community Compass - Alliance	9,766	137,047	(143,047)	-	-	3,766
Community Contacts - SDS	33,478	133,314	(146,207)	-	-	20,585
Men in Isolation Edinburgh	13,364	20,976	(22,566)	-	-	11,774
Other	71	3,905	-	-	-	3,976
Rivers Project	82,664	106,212	(98,813)	-	-	90,063
Oban Activity Fund	1,880	-	-	-	-	1,880
Support in the Right Direction - Highland Project	21,335	123,314	(125,040)	-	-	19,609
Tesco Bags of Help	1,000	-	-	-	-	1,000
Flexible Emergency Fund	10,634	-	(3,115)	-	-	7,519
Carr Gomm Futures Funding	98,831	-	(6,781)	-	-	92,050
Carr Gomm Futures Funding	2,624	-	-	-	-	2,624
Health and Wellbeing	591	-	-	-	-	591
Digital Participation Charter Fund	15,000	-	(15,000)	-	-	-
National Lottery Awards for All	-	9,950	(5,411)	-	-	4,539
VSDF	-	19,800	(19,800)	-	-	-
Inspiring Scotland - WF Wellbeing	-	9,950	-	-	-	9,950
	<u>366,786</u>	<u>631,623</u>	<u>(655,920)</u>	<u>-</u>	<u>-</u>	<u>342,489</u>
Total of funds	<u>10,158,592</u>	<u>27,716,042</u>	<u>(27,740,435)</u>	<u>-</u>	<u>(1,100,000)</u>	<u>9,034,199</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Notes to the funds

Designated Funds

Designated Funds Cyclical Replacement of Furniture & Maintenance: These funds relate to surpluses accumulated on the management of service user's accommodation. Carr Gomm intends to utilise these resources to cover higher level expenditure of maintenance that can have replacement cycles longer than one financial year. This reserve is expected to be utilised over the next 10 years on a rolling basis.

Future Rent Voids: Is a designated fund related to people living in shared accommodation. In the event of a tenant leaving and creating a rent void, the fund allows Carr Gomm to cover the shortfall and complete void repairs. This is expected to be spent within three years.

Health and Wellbeing: To fund a Health and Wellbeing Co-ordinator and a partnership with external Health and Wellbeing experts to enable us to develop an organisation-wide health and wellbeing programme for staff which can be incorporated into our work with people supported. In 2023/24 the board approved the designation of a further £70,000 of unrestricted reserves to continue this work. We intend to integrate this into our normal business activity and will fund-raise for this where required.

Development/Seed Fund: To progress and pilot projects such as "Open Minds", explore Absence Intervention strategies and 'Green Agenda' projects. These funds are expected to be spent over the next year.

Having a Voice Fund: To develop our strengths in podcasts/video/empathy - YouTube projects. These funds are expected to be spent over the next year.

Inclusion Fund: To deliver digital training and develop impact measurements of our approaches e.g. Joy in Work, Health and Wellbeing, etc. These funds are expected to be spent over the next year.

Pension Review: To review the Defined Benefits Pension scheme to understand the current pension deficit liability and understand/explore any options related to this and review the existing Defined Contributions Pension scheme to ensure we are providing the best affordable pension scheme/retirement options for all staff. These funds are expected to be spent over the next year.

International Collaboration Project: Carr Gomm's vision is to improve the health and wellbeing of individuals, families and communities throughout the world by sharing global knowledge, wisdom, experiences, innovations and resources. To start to achieve this vision we will explore partnerships and develop resources that illustrate international best practice to governments, NGOs and community groups throughout the world. Our first step is to invest in exploring similarities and differences across cultures with international partners: exploring concepts, approaches, methodologies and initiatives, and understanding similar challenges and explanatory models from different bio-psycho-socio-cultural perspectives. The Board approved the designation of £60,000 in 2023-24. These funds are expected to be spent over the next year.

Digital Inclusion Project: During the year the board agreed to designate £80,000 of unrestricted revenue funds towards a research project to develop creative, person-centred approaches in providing digital inclusion support. These funds are expected to be spent over the next year.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

Restricted funds

The Lochend Garden Project: has been developed in partnership with local people and Carr Gomm, with support (including funding) from the City of Edinburgh Council.

Google Impact Challenge: is funded by the New Technology CEC grant and the Scottish Government Section 10 grants and the Google Impact challenge grant. This project is developing of a new simple computer application that can help the people supported to manage their own support via the internet.

Community Compass: responds to a growing interest in social prescribing as means of addressing health issues in areas of multiple deprivation. The project utilises Link Workers to give people time to outline their key problems, plan how to address these and support people to follow through the plan.

Community Contacts - SDS: is piloting a new model of support using volunteers to provide local Independent Support, Advice and Information on Self-Directed Support.

Men in Isolation Edinburgh: relates to income from NHS Lothian to enable isolated men to develop new skills and meet new people.

Rivers Project: relates to funds received from the NHS to assist with the restoration with the Fountainbridge trauma centre for faster access and to reduced waiting lists.

Oban Activity Fund: for the benefit of people living within the Oban area to combat loneliness and isolation.

Support in the Right Direction - Highland Project: for the benefit of people living within the Highland Council area, to deliver our Community Contacts project offering impartial support, information and advice to citizens requiring assistance with Self Directed Support (SDS).

Tesco Bags of Help: for the benefit of people living within the Argyll & Bute Council area, to deliver activities and training to improve confidence and self-esteem, build new skills, and tackle the issues of social isolation and loneliness.

Flexible Emergency Fund: to assist households in homeless and potentially homeless situations faced with an emergency which may affect their ability to secure and sustain permanent housing.

Carr Gomm Futures Funding: a staff innovation programme which provides an opportunity for staff to provide ideas, suggestions and request funding to address social isolation and loneliness in the areas we provide support.

Health and Wellbeing: to tackle the consequences of the coronavirus outbreak, specifically supporting community-led responses in identifying and supporting vulnerable groups/individuals, and finding ways to support/improve their mental and/or physical health and wellbeing. The funding enabled us to provide 382 bespoke SpreadKindness packages throughout Scotland that helped maintain people's health and wellbeing. We submitted Wish Lists to Amazon, supporting people to pick the items and activities they would like in order to alleviate boredom and anxiety. The choices varied and included puzzles, colouring books, games, reading books, and arts and craft materials.

Digital Participation Charter Fund: to establish a device loan bank in our Argyll & Bute Home Care services (Lochgilhead, Rothesay, Campbeltown, and Dunoon) - helping to bring tablets and laptops, MiFi connectivity, and digital enrichment support to older people living with dementia and reduced mobility. Through embedding digital, we supported people to have more choice and control in their everyday lives, maintain connections with their families and wider communities, and explore their hobbies and interests online.

National Lottery Awards for All: funding towards Open Minds, a secure online space to enhance social connection, wellbeing and personal development.

VSDF/SSSC: to ensure that eligible staff are able to gain a qualification to meet SSSC registration.
Inspiring Scotland - WF Wellbeing: a creative journaling project.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

23. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	1,981,897	-	1,981,897
Current assets	9,877,348	402,677	10,280,025
Creditors due within one year	(2,962,452)	-	(2,962,452)
Total	8,896,793	402,677	9,299,470

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	1,721,401	-	1,721,401
Current assets	9,449,015	342,489	9,791,504
Creditors due within one year	(2,478,706)	-	(2,478,706)
Total	8,691,710	342,489	9,034,199

24. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	265,271	(24,394)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	66,935	51,495
Investment income recognised in statement of financial activities	(178,918)	(65,046)
Difference between pension charge and contributions	-	(1,286,000)
Decrease/(increase) in stocks	(1,351)	193
Increase in debtors	(9,567)	(200,487)
Increase in creditors	483,746	191,425
Net cash provided by/(used in) operating activities	626,116	(1,332,814)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

25. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	7,322,598	6,844,995
Total cash and cash equivalents	7,322,598	6,844,995

26. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	6,844,995	477,603	7,322,598
	6,844,995	477,603	7,322,598

27. Pension commitments

The charity maintains a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £1,393,748 (2023 - £614,711) which were payable to the fund during the financial year with £137,108 (2023: £131,034) outstanding at the year-end.

28. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	645,443	403,231
Later than 1 year and not later than 5 years	846,510	180,035
Later than 5 years	298,194	-
	1,790,147	583,266

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2024 £	2023 £
Operating lease rentals	899,672	825,445

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

29. Related party transactions

One Board member is also a director of Health By Science who provide health and wellbeing services to the charity. Costs incurred for the services during the year were £53,077 (2023: £52,071) and the amount due by the charity at year end was £nil (2023: £nil). The balance due is unsecured, interest free and repayable on demand.