



YWCA Scotland
(A Company Limited by Guarantee)
Report and Financial Statements
For the Year Ended
31 March 2022



Company Number: SC246153

Charity Number: SC034132

YWCA Scotland
Financial statements for the year ended 31 March 2022

Contents

	Pages
Report of the Directors	2 - 17
Independent auditor's report	18 - 21
Statement of Financial Activities (including Income & Expenditure Account)	22
Balance Sheet	23
Cash Flow Statement	24
Notes to the Financial Statements	25 – 35

Report of the directors

REFERENCE AND ADMINISTRATIVE DETAILS

Company registration: SC246153
Company Limited by Guarantee

Charity registration: SC034132
Scottish Charity

Registered office and principal office address: Wellpark Enterprise Centre, 120 Sydney Street, Glasgow, Scotland, G31 1JF

Directors:

The following served as directors during the year and since year end:

Anastacia Elle Ryan (Chair) (appointed 27th November 2022)
Briana Pegado (Chair) (resigned 30th May 2022)
Catherine Henry (Vice-Chair)
Molly Brown (Treasurer)
Gabrielle Blackburn
Catherine Wilson
Mridul Wadhwa (resigned 16th June 2021)
Alyson Donaldson (appointed 1st April 2021, resigned 25th August 2022)
Gail Thomson (resigned 28th November 2021)
Elizabeth Connaughton (appointed 1st April 2021)
Ramandeep Kaur (appointed 7th April 2021, resigned 25th August 2022)
Pauline Lunn (appointed 1st April 2021)
Lauryn Mwale (appointed 1st April 2021)
Kate Tobin (appointed 27th November 2022)
Amanjit Uppal (appointed 27th November 2022)
Carly Elliot (appointed 27th November 2022)
Clare Fegan (appointed 27th November 2022)
Roz Weaver (appointed 27th November 2022)

Secretary:

Anastacia Elle Ryan (from 27th November 2022)
Catherine Henry (from 16th June 2022 to 27th November 2022)
Patrycja Kupiec (from 1st April 2021 to 30th May 2022)

Chief Executive Officer (CEO):

The following served as Chief Executive Officer during the year and since year end:

Patrycja Kupiec (until 31st May 2022)
Briana Pegado (interim CEO from 31st May – 1st August 2022)
Jennifer Snell (from 1st August 2022)

Report of the directors

REFERENCE AND ADMINISTRATIVE DETAILS (continued)

<i>Bankers:</i>	Unity Trust Four Brindley Place Birmingham B1 2HB
<i>Solicitors:</i>	Murray Beith Murray 3 Glenfinlas Street Edinburgh EH3 6AQ
<i>Investment Managers:</i>	Casenove Capital 24-25 Charlotte Square Edinburgh EH2 4ET
<i>Senior Statutory Auditor:</i>	Kevin Cattnach
<i>External Auditor:</i>	Whitelaw Wells 9 Ainslie Place Edinburgh EH3 6AT

Report of the directors

The Directors present their report and the financial statements of the charity for the year ended 31 March 2022. The information on pages 2 and 3 form part of this report.

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

The Directors serving during the year and since the year end are detailed on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

YWCA Scotland is a charity registered with the Office of the Scottish Charity Regulator (OSCR) and a Company Limited by Guarantee in Scotland. It is governed by its Memorandum and Articles of Association. YWCA Scotland is a single tier membership organisation, with members comprising only the Board of Directors.

Organisation

YWCA Scotland is committed to young women's leadership and has an independent board of directors, at least 50% of whom are women under 30. At any given time, over 50% of the Directors shall be women and at least 25% of the women serving on the Board must be aged 30 years or under, in line with the World YWCA's conditions of affiliation of member associations.

In 2021 we developed new subcommittees to provide opportunities for both staff and trustees to work together on key strategic projects. These committees cover two areas: Finance and Fundraising, and Human Resources.

In addition to a board, YWCA Scotland has an advisory panel that comprises of 24 young women, some new to YWCA Scotland as an organisation, and some alumni from our programmes. They are recruited once per year as volunteers and are offered training and support during our Volunteers Week and from our Senior Leader Team. They meet four times per year as a collective group to help shape and offer input to the organisation's programmes, research, communications campaigns and strategic direction. They also participate in key decision-making moments for the organisation for example the recruitment of new Trustees or the CEO.

Once a year the board, advisory panel, and staff meet for a strategic away day. Overall, the main board and each subcommittee meet quarterly, with ad hoc meetings of working groups (including the CEO) as necessary. The board is responsible for setting the strategic direction of the charity and providing ongoing governance support.

Responsibility for day-to-day management, implementation of the strategic plan and performance monitoring is delegated to the CEO.

Trustee appointment, induction and training

As an organisation that believes and invests in young women's leadership, we recruit trustees in line with the World Young Women's Christian Associations conditions for affiliation of members associations, which requires that, at any given time, over 50% of the directors shall be women and at least 25% of women serving on the board of directors are aged 30 years or under.

Report of the directors

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Before recruiting new board members, existing trustees complete a skills audit to identify any gaps in knowledge and experience. Trustees are recruited through open recruitment, with interviews (most recently in October 2022). Trustee recruitment is open and transparent, and conducted by a panel consisting of trustees and the Advisory Panel. Opportunities are shared across our many networks and contacts in the women's sector, wider voluntary sector and beyond to ensure we have the skills and experiences required for good governance.

New trustees receive training and induction on joining the board (e.g. 2 half days training from Social Enterprise Academy in April 2021), and mentorship from an existing board member. Training includes the basics of charity governance, their legal obligations under charity and company law, and an introduction to our Articles of Association, decision-making processes, strategic plan, and recent financial performance of the charity. During their induction period new trustees meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Remuneration

None of the directors or advisory panel are remunerated (except for expenses incurred in the attendance of meetings). The remuneration of the charity's key personnel is decided by benchmarking roles and salary levels against similar sized charities in the feminist sector in Scotland. This exercise was last undertaken by the HR subcommittee in the autumn of 2021.

Related parties and co-operation with other organisations

YWCA Scotland is guided by the aims and values of the YWCA World movement and has contributed to World YWCA's "Envisioning 2035".

On 31st March 2021, YWCA Scotland demerged from the YPeople Group to allow both organisations to pursue their strategic objectives. YWCA Scotland is now a fully independent charity with no controlling interests and no subsidiary undertakings.

We work in partnership with organisations in the private, statutory and third sectors to improve opportunities and outcomes for young women and girls in Scotland.

OBJECTIVES AND ACTIVITIES

YWCA Scotland is a feminist organisation and part of a worldwide movement of women leading change. We are a national women's rights organisation creating transformational spaces and delivering programmes that empower women and girls.

We have a bold vision: a fairer Scotland for all self-identifying women and girls. A Scotland where women and girls are not held back by outdated ideas and stereotypes, but are able to choose their own futures and pursue their own dreams. We want to see equal representation in decision-making with meaningful involvement of women and girls and communities, and especially those who are currently under-represented in many areas of Scottish society, in decisions that affect their lives. As part of a worldwide movement, we are committed to joining with others to uphold human rights and to challenge gender inequality in every area of our lives and at every point along our journey.

Report of the directors

OBJECTIVES AND ACTIVITIES (continued)

Our objectives

Our long term objective, as stated in our articles of association (refreshed in March 2021), is “to advance education among women, especially those under 30, in issues related to them so far as charitable in law, to relieve their needs resulting from poverty and to promote any other charitable purpose for the benefit of women.”

This includes:

- promoting the personal, social and spiritual development of women and young people;
- promoting participation, leadership and active citizenship in society by women and young people;
- developing and participating in youth, community or education projects which further the objects of the company;
- identifying and responding to women and young people in marginalised groups and communities through the quality provision of resources, services and facilities;
- raising public awareness and support for the needs and views of women and young people, which are relevant to the objects of the company;
- providing training, lifelong learning, personal development and volunteering opportunities;
- providing opportunities to explore spirituality in a multi-faith context with women of all faiths and none;
- contributing to policy development to promote and secure the social inclusion of women;
- sharing responsibility for the work of the World YWCA;
- working in partnership with local, national and international organisations to further the objects of the company; and
- doing anything else which is lawful and furthers the objects of the company.

In the short term, our objectives centre around three pillars of our most recent 3-year strategy (2018-2021):

- Young women's leadership
- Young women leading design
- Young women driving change

This year we have been developing a new 3-year strategy which will inform our priorities.

How we measure success

YWCA Scotland has a holistic approach to measuring success. We combine qualitative and quantitative assessments of each of our programmes into an annual impact report. This year we hired our first full time Research and Impact Manager, to support our monitoring and evaluation as we grow.

Our activities

Our programmes empower and support women to build connections, skills, confidence and to fulfil their potential. In 2021-22, we supported women to become changemakers in their local communities, strengthening their sense of civic engagement, and gave them an opportunity to create innovative solutions to inequality and lead the change they want to see on their own terms. Through this process, women felt they gained the skills they needed to progress in their journeys.

Report of the directors

OBJECTIVES AND ACTIVITIES (continued)

Empowering women to become leaders in their lives and in society

Young Women Lead (YWL) is 6-month leadership programme that provides young women with a unique and exciting safe space to work together to affect tangible change. Working in different local authority areas across Scotland, we encourage young women's engagement with local democracy, provide training opportunities, and facilitate a group project tackling a local issue.

We delivered programmes of YWL within the reporting period in Glasgow, Dundee and Renfrewshire and East Renfrewshire.

Empowering Pathways for Women (EPW) is our Glasgow focussed programme, that is accessible to all regardless of their needs or background. We deliver the programme both at our centre in Glasgow, and in community spaces as an outreach course with our partners Phoenix Futures and the Cranhill Development Trust. We delivered programmes through a blended learning approach online and at our centre in Glasgow, and next steps programmes with our partners, to support women to access further opportunities in their journey of empowerment and leading change in their own life.

We supported women to improve their digital skills and capabilities through our supportive digital programmes delivered at our Glasgow Centre. These programmes introduce women to basic IT, participants progress onto our Digital Participation Skills course, where they use their new skills to design a business plan. We also support women to participate in the Open University Course 'Digital Skills: Succeeding in a Digital World'.

YEquality courses ran in 4 primary schools across Glasgow in 2021 in partnership with Saint Francis of Assisi Primary, Holy Cross Primary, Saint Bride's Primary and Saint Martha's Primary. YEquality is a schools programme designed to reduce the barriers girls face to becoming successful learners, confident individuals, responsible citizens and effective contributors. In 2022, we have spent time redeveloping and updating the programme to be delivered in autumn 2022.

ScotWomenSkills is a free 6-week online programme designed to equip young women with skills and build a network of other young women across the country as they enter, or re-enter, the job market. We had a group of women who participated in the pilot programme, and learned and shared with each other.

Young women driving change

Status of Young Women in Scotland 2020/2021 (published July 2021)

Since 2015, we have contributed to improving outcomes for young women in Scotland by publishing our Status of Young Women in Scotland report annually, which explores barriers young women face across Scotland on a particular topic. This year, we explored young women's employment experiences and the impact of the Covid-19 pandemic. Young women have been disproportionately affected economically by the pandemic. We engaged over 200 16-30-year-olds across Scotland to understand how the pandemic has been affecting their work experiences. Our research highlighted different ways young women in Scotland experience inequality in the workplace and how it impacts on their health, wellbeing, family life, career prospects, and lifelong financial security.

Report of the directors

OBJECTIVES AND ACTIVITIES (continued)

Young Women Know is a partnership programme between YWCA Scotland and NSPCC Scotland. It has been set up to work with young women aged 16-18 living in different local authority areas to create toolkits to support young people in their understanding of healthy relationships, consent and safe spaces. A core group of young women in Dundee came together to develop tailored resources to help ensure that every young woman and girl in Dundee knows what a healthy relationship looks like and where to go if they need advice or support if they find themselves or a friend in an unhealthy or 'toxic' relationship. We have begun a formal partnership with Perth and Kinross council to deliver the programme there in 2022.

Young Women Rise is a research and digital campaign group led by 10 young women from across Scotland. We support this project alongside Scottish Women's Aid, who aim to use the findings of the research to better understand young women's needs and perspectives on unhealthy relationships, domestic abuse and access to support.

Amplifying Women's Voices

Our online platforms, presence and community enables the women we work with to be at the forefront of driving change. This year, our social media focused on introducing our digital community to new ideas, people and opportunities. We hosted takeovers on Instagram and Twitter from Take One Action, Scottish Borders Rape Crisis Centre, Enough!! Glasgow Women's Aid, Free Pride Glasgow, The Electoral Commission and The Bothy at Glasgow Science Centre.

The Scottish Feminist Blogger Network gives women across Scotland a dedicated space to improve their writing skills, explore their creativity, consider issues with a feminist lens, and grow their networks of activists and writers.

Tailored training sessions delivered by our in-house communications expert and guest facilitators have equipped them a range of tools and insights, improving their blogging knowledge while also building awareness of their rights, responsibilities and safety while sharing feminist or other personal and political ideas and experiences online.

The Importance of Being Feminist Podcast explores issues affecting women in Scotland and beyond and is hosted by our Blog Editor Iris. We released 9 episodes of our podcast within the reporting period.

Our Volunteers

23 incredible volunteers have supported us on our research projects and work at the Glasgow Centre (GC). Volunteers analysed data and transcribed focus group recordings, supported the writing of the report and gained valuable research skills along the way. At the GC, volunteers provide peer support in sessions, co-facilitating and programme admin; greeting programme participants and taking calls and messages for our team. Volunteers provide on average, a total of 16 hours (two days) of support in the time they spend working on a programme.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE

In 2021, our young women-led programmes, research and campaigns enabled young women to make a tangible difference. They shifted public perception, gained commitments from local governments to implement changes and recommendations, influenced policy and built understanding and awareness about issues that affect all women.

For example, for the first time in 2021, our flagship political leadership programme for young women, Young Women Lead, was adapted to engage with local issues in local authority areas, rather than at a national level. Within the reporting year, two project groups were established in Glasgow and Dundee with around 20 participants in each. The Glasgow cohort's project explored feminist town planning in Glasgow, with a focus on women and non-binary people's experiences of Glasgow's parks and buses. The outcome is a report highlighting the issues facing women in Glasgow and recommendations for change which has been presented to Glasgow City Council. Since its release, the report has garnered much media attention as it provided important context to the issues arising around town planning in Glasgow that resulted from COP26. Project participants were interviewed for various news outlets, including Reporting Scotland. Findings were presented to the Glasgow Social Recovery Taskforce, and participants have gone on to present the research to panel discussions too. Dundee's cohort came together for the first time in November 2021, the group have decided to focus their campaign on sex education and gender studies in school settings.

Participants said the programme encouraged them to strive for more senior positions, consider a career path they had not previously, or had boosted their confidence and motivation. Young women gained valuable skills, which in some cases, has already led to a few participants progressing into more senior roles or seeking new job opportunities. For example, two participants have used their experience on Young Women Lead on their personal statements in higher education applications, and three alumna are part of a mentoring programme that will support them into board positions.

"I would love to be a councillor- it seems like such a great way to actively create positive change and to have your work be impacting your local area would be a great feeling. I really respect the job that councillors carry out and think it would be a great job to have." – Young Women Lead participant, 2021

"I felt the need to become an expert in everything before. Plus, I felt like nobody would listen to me. I developed more confidence to be able to give my opinions even though I don't know the answers to everything." – Young Women Lead participant, 2021

At our Glasgow Centre, we work with some of the most marginalised women in the city, empowering them to find a pathway that fits with their own life journey and choices. They may experience poverty and lack of opportunities; be new to Scotland through seeking asylum or refuge; experience prejudice and discrimination; be affected by addictions, violence, mental illness, family breakdown; or homelessness. We also work with women who have missed out on education and who may want to brush up on their literacy and numeracy. Women who accessed our programmes last year have felt part of a community and a cohesive group. They have talked of feeling more confident and able to contribute in group discussions which has positively impacted self-esteem. Women have noticed changes within themselves; they are able to better articulate their needs, interests and choices and some have chosen positive pathways towards greater participation in all aspects of their lives.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE (continued)

We can see from the feedback from Empowering Pathways participants, that women have felt part of a community and a cohesive group. They have talked of feeling more confident and able to contribute in group discussions which has positively impacted self-esteem. Women have noticed changes within themselves; they are able to better articulate their needs, interests and choices and some have chosen positive pathways towards greater participation in all aspects of their lives.

"I've learned that I should reduce the amount of negative inputs in my life. There are many ways of accomplishing my goals. I must get over my past since it can't define my future. I have to create my own definition of success. Helping and assisting others also helps me to become better. I understand stereotypes in women are solely meant to make our lives difficult. I should choose being active over passive whenever possible. If I want to be noted I need to do something worthy being noticed" – Empowering Pathways participant, 2021

"I had a recent relationship breakup that physically and mentally drained me and the course assisted me in seeing how to become a more powerful individual in standing up for my rights, which I find very challenging" – Empowering Pathways participant, 2021

Finally, our online platforms, presence and community enables the women we work with to be at the forefront of driving change. Our digital strategy means we prioritise giving our platform to others, especially marginalised women and communities, so their voices are heard. We also actively work to attract new feminists to our community and promote our programmes to empower more women through our digital channels. Our most popular post on Instagram last year was our 4-day week announcement, suggesting our forward-thinking operational strategy is both inspiring and exciting for our community. Our work reached national and international audiences in 2021. We have been featured in the BBC, STV, The Times, The Guardian, Third Force News, and The Guilty Feminist.

Our Status of Young Women in Scotland Research launched in summer 2021 highlighted different ways young women in Scotland experience inequality in the workplace and how it impacts on their health, wellbeing, family life, career prospects, and lifelong financial security. The COVID-19 pandemic exacerbated these inequalities - young women who are in precarious work felt disposable and unsupported; young women with caring responsibilities struggled with having to juggle it all without recognition or support; young disabled women were putting their lives at risk by still going to work; mental health and general wellbeing suffered and was not adequately supported in the workplace.

The report's findings highlight the pressing need for the Scottish Government, employers and official bodies to support women in the labour market, and the urgency with which Scotland must recognise and act on the persisting toxic work cultures across industries and sectors which leave young women vulnerable economically and health-wise.

"I am, as always, grateful to the Young Women's Movement for continuing to research issues important to young women and for giving young women a voice. I would personally like to thank and applaud their extraordinary contribution to the economy and society as we move to recover from the pandemic and thank those who took part in this study, for sharing your stories." – Nicola Sturgeon, First Minister of Scotland.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE (continued)

We build opportunities for reflection into all our programmes both formally and informally, which provide evidence for our evaluation processes. As part of the YWL programme, participants fill in a reflective journal which is used to evolve our programme based on their needs and feedback, as well as enabling us to use their entries anonymously in our reporting. The journal can be filled in through our online form, or through a video, picture or voice memo entry. We ask for a reflection once a month and they answer journal prompts like; 'what learning or skills will you take forward from this stage?' and 'how are you feeling about being on YWL now? Has this changed from when you first started?'.

We also ask one quantitative question at the end of each YWL programme to establish change in levels of confidence, community engagement, skills and connection building. We've received 24 journal entries for YWL within the reporting period, which have been used to explore impact in this report. Participant's feedback is essential to the development of our programmes and we embed evaluation in all that we do.

Participants have many opportunities to tell us how they feel about our programmes, and what we can do to adapt them to suit their needs. For example, we ask our Empowering Pathways for Women participants; 'what went well?' and 'even better if?' after each session. These questions enabled us to adapt our digital delivery to include more breakout discussions.

Challenges

The ongoing COVID-19 pandemic and the rise of Omicron towards the end of 2021 has caused continuing impact on in person programme delivery. While we make every effort to ensure our digital delivery is to the same standard as in-person, it is harder to create a community without the opportunity to meet face to face. Recruitment for our programmes has been challenging, with young people struggling with the impacts of the pandemic on mental health affecting their ability to participate fully. The reporting period covered the launch of recruitment for Young Women Lead Dundee. Whilst this recruitment was successful and we reached our target number of young people, there has been varied continuous engagement throughout the programme with some participants disengaging and then returning. We support people to participate in a way that suits them, but inevitably, some participants cannot maintain continued engagement throughout. Some women are cautious when engaging with programmes due to the pandemic, many of them still prefer digital delivery as they feel nervous about being in a group environment. This has had an impact on the number of women we have been able to engage with face-to-face however we have ongoing measures in place to assure women that we take their safety and health seriously. We discuss women's concerns openly and honestly with them and reassure them that we are doing all that we possibly can to keep them safe. Practically, we clean each room prior to and after a group has used it, we have given each participant space around their seating area, we provide masks, sanitiser and antibacterial wipes for each group. We also encourage women and external facilitators/visiting partners to continue wearing masks if they wish to. We continue to monitor and risk assess within the centre. We are also offering a blended learning approach to women who prefer to access services digitally. Uncertainty with ongoing restrictions has led to partners being more cautious about committing to programmes, and some outreach partners staffing capacity has been reduced which has slightly delayed one of our EPW outreach programmes. We are currently discussing dates for delivery with this partner. We have faced operational challenges due to our Programmes Co-ordinator who delivers YEquality requiring long term leave for health reasons. We have put robust plans in place to manage this and to continue to deliver on our commitments to partners, beneficiaries and funders.

Report of the directors

ACHIEVEMENTS AND PERFORMANCE (continued)

2021-2022 in numbers:

(Note that YWCA Scotland does not have any specific numerical targets)

- **49** young women and non-binary people have taken part in Young Women Lead across three different programmes in the reporting period; in Glasgow, Dundee and Renfrewshire and East Renfrewshire.
- **37** women from a range of backgrounds participated in our flagship Empowering Pathways for Women programme at our Glasgow Centre. Most of which were delivered for women who identified as coming from an ethnic minority background. 33 women participated in Empowering Pathways for Women Outreach to support the growth of this programme.
- Our 'Succeed in Learning' accredited/non accredited courses were delivered to women in our centre collaboratively with three colleges, Glasgow City College, Kelvin College and Clyde College. **189** certificates were gained (175 accredited and 14 non-certificated).
- **169** young people participated in our services across Glasgow: in our YEquality programme in primary schools, (73 girls and 96 boys).
- STEM activities continued in partnership with Glasgow Science Centre to encourage women on our Empowering Pathways for Women programme to consider STEM subjects as either a career or possible avenue for further opportunities. **20** women participated in these activities.
- We worked with **4** young women on our Young Women Know partnership programme delivered with NCPCC within Dundee. We are currently building partnerships with local authorities to bring Young Women Know to their area.
- **263** women progressed into further learning opportunities through our partnerships.
- We have paid **27** young feminist contributors for their writing, artwork, training, and consultancy.
- We have launched a second season of our podcast – The Importance of Being a Feminist, we streamed **10** episodes in the reporting period.
- **16** young women participated in our Feminist Leadership training focussed on personal journeys to leadership, defining role models, the causes of imposter syndrome and tackling it, defining values, recognising privilege, self-care and building networks, support and mentoring. Bespoke sessions were delivered to staff and volunteers at Stirling Students Union, Kairos Women+ and Empower Women For Change.
- We have launched a new employability and wellbeing support programme, ScotWomenSkills, with **22** participating in the reporting period.
- We are developing our consultancy offer at YWCA, and have delivered two pieces of commissioned work within the reporting period.
 - The first, a partnership with Women's Aid where we set up an advisory panel called Young Women Rise are a research and digital campaign group led by **10** young women from across Scotland. The research project engaged with nearly **500** young women across Scotland and the findings of the research have helped Women's Aid to better understand young women's needs and perspectives on unhealthy relationships, domestic abuse and access to support.
 - The second piece of work has been commissioned by Edinburgh Rape Crisis Centre, and Women's Aid East and Midlothian, to conduct a similar study but within East Lothian. The advisory panel consists of **8** young women from East Lothian and has engaged with **100** young women within the local authority area.
- In July 2021, we launched our annual Status of Young Women in Scotland research which engaged with **267** young women across Scotland and was supported by a small team of volunteers.

Report of the directors

PLANS FOR FUTURE PERIODS

YWCA Scotland is in the process of finalising a new three-year strategic plan, with a corresponding operational plan. Our new strategy provides us with the vision we need to create a more sustainable organisation. Our objectives here cover two main themes: broadening our portfolio of grant funding, trusts, and foundations; and generating income through our research and policy expertise. In addition to this, we want to cement our position as the go-to organisation for young women in Scotland, by further developing our brand and our programme offering to women and girls.

Broadening Our Grant Portfolio

We have a solid foundation of core and project funding in place for the next year, and we will build on our reputation as a reliable delivery partner for funders, by maintaining already successful relationships with funders and using our evidence to welcome new funders to be a part of our impact. We invested in this approach in 2021 by recruiting, for the first time, a Business Development Manager, who brings expertise in generating funding and building lasting relationships with a wide range of supporters. We are conscious of the ever-changing funding landscape, and have learned a great deal from our past, and so our funding pipeline and monitoring systems have been improved to ensure we have good visibility across all our programmes and core work, with processes that allow us to better describe our impact.

Generating Income Through Policy and Research

As a result of multiple years' investment in developing our research methodology and producing national research through Status of Young Women in Scotland, we have unique experience in citizen-led research. We recognised a gap in the market for a research and policy organisation that works in a feminist and participatory way, and so we invested in developing this approach by recruiting our first ever Research and Impact Manager in 2021. Through this post, and in line with our strategy, we plan to build our offering of research and policy consultancy to organisations who wish to utilise the knowledge of their stakeholders to inform their understanding of the challenges they face.

Developing Our Brand

As an organisation with a rich history, the brand of YWCA is recognisable to many across Scotland. Although much of our work focuses particularly on young women and girls, our strategy and vision make it clear that we are here for all self-identifying women in Scotland. As a result of this, we will be undertaking a project that develops new messaging to support this, and using our successful digital media channels to reinforce this message.

Developing Our Programme Offering

It is important that we continue to offer programmes that are relevant to women and girls in Scotland, and which can adapt to their needs. Our investment in impact monitoring has given us a richer understanding of the impact we are making, and so we will continue to develop the programmes we offer in the future.

Report of the directors

FINANCIAL REVIEW

Total charity income for the year, amounted to £571,735, which is a 75% increase on the previous year income £327,339. Operating costs within the year were £423,269, which is an increase of 48% on the prior year costs of £286,062. Net gains on investments in the year were £837 (2021: £20,686). This has resulted in a surplus for the year of £149,303 of which £37,188 related to restricted funds (2021: £61,963 of which £(13,123) related to restricted funds)

The Charity holds total funds of £277,118 (2021: £127,815), restricted funds of £40,775 (2021: £3,587), designated funds of £84,498 (2021: £nil) and general funds of £151,845 (2021: £124,228). For more detailed information, see Note 13. Designated funds will be spent in the next financial year.

The 2021-2022 financial year was a very successful one for YWCA Scotland. We recognised deferred income of ~£135k from the previous financial year (as agreed with funders and in recognition of the unique challenges owing to Covid-19), and were successful in securing core grant funding to expand our activities.

In addition to our existing core funding from the Paul Hamlyn Foundation, Esmée Fairbairn, Trusthouse, and Glasgow City Council, we secured three new 3-year grants, to ensure programme continuity, and help us expand the core staff team:

- 3 years' funding from Scottish Government Equalities and Human Rights (£53,739 21/22)
- 3 years' funding from Scottish Government, Delivering Equally Safe (£13,509 21/22)
- 3 years' funding from Joseph Rowntree Charitable Trust (JRCT) (£32,933 21/22)

As a result, the charity was able to expand both its staff team and activities. We recruited a new Research and Policy manager to lead those activities, and a new Business Development Manager responsible for fundraising and income generation activities. Our National Programmes team also welcomed two new members of staff, and we were joined by a Communications Assistant through the Scottish Government Kickstart scheme.

YWCA Scotland is in a position of financial stability moving into financial years 2022-23 and beyond, with secure funding for most core staff. Our financial priorities are to ensure we have diverse income streams going forwards, with less reliance on grant funding and more income generation. Our new three-year strategy outlines a plan for growing our revenue through training and consultancy, and building our levels of unrestricted funding.

Risk

The board has an active finance subcommittee that monitors financial risks in detail on a quarterly basis. The current main risk would be the discontinuation of one or more grants (some of which are decided on a recurring annual basis). To mitigate this risk, we maintain close relationships with all funders, monitor our impact, and ensure that each programme has a diversified revenue stream. If a funding gap for any programme opened up in future, then we would restructure the programme before going ahead (if at all).

The board also has an active HR Subcommittee that monitors HR and personnel risks in line with wider strategic risks. For example, the current economic climate impacting staff retention within the charity sector. We mitigate this by embedding robust staff wellbeing and support policies throughout our organisation that are shaped collaboratively with the staff team. If a staff member was to leave, we have a strong recruitment process in place to help minimise impact on capacity and programme delivery.

Report of the directors

FINANCIAL REVIEW (continued)

Risk (continued)

The nature of our work means we are often working with vulnerable groups of self-identifying young women, women and non-binary people. We have robust safeguarding policies, processes and procedures and monitor these at both an operational and a strategic level to mitigate any potential risks.

Our organisational risk register is monitored and updated regularly at quarterly board meetings.

Going Concern

Due to securing multi-year funding for core costs this financial year and the levels of reserves held, the trustees consider that the charity has more than sufficient resources to continue in operational existence for the foreseeable future. For this reason, the trustees continue to adopt the going concern basis in preparing the entity's financial statements.

Investment Policy

Since at least 2014, YWCA Scotland has restricted direct investment in unethical activity such as tobacco, arms, and any investment that could compromise the reputation of the charity.

In March 2022, the Board approved an updated investment policy to ensure it is in line with our values. We have moved from a "do no harm" policy, towards actively investing in environmentally and socially responsible organisations. At the end of the current financial year we encashed our investments held with Brewin Dolphin to move them into a socially responsible investment fund.

Our objective in investing YWCA's reserves is to ensure that the value of the charity's assets grow at or above inflation. We seek to produce the best financial return within an acceptable level of risk.

We invest on a long-term basis, with the expectation that the majority of the funds invested will not be used unless in the event of the charity being wound down, or in exceptional circumstances to ensure we continue as a going concern.

Reserves Policy

The Board is committed to spending resources in furtherance of the charity's objects as outlined above and in alignment with our new Strategic Vision. The Board also recognises the importance of retaining sufficient funds for costs that are difficult to forecast like unexpected repairs, absence of key staff, and late grant payments. The charity undertakes an annual financial risk assessment to identify the likelihood and impact of possible risks, producing a plan to set aside relevant sums from reserves to plan for such contingencies. It is our policy to retain the equivalent to 3 months total running costs, which is currently approximately £104k. The level of free reserves at 31 March 2022 is £151,845 therefore the charity complies with this policy. As an organisation we are aware that with the growth of our staff team, our reserves need to increase accordingly. We forecast that in the financial year 2022/2023 the surplus in reserves will be required to be compliant with this policy.

Report of the directors

Auditor

It is the Directors assessment that all necessary steps have been taken to ensure that the auditor has been made aware of all relevant audit information and as such there is no relevant audit information which the auditor has not been made aware of.

Small Companies Provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies' regime.

Directors' responsibilities

The Directors are responsible for preparing the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law and charity law requires the Directors to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law and charity law the Directors 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 the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the Directors are required to:

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

The Directors 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 and the Charities and Trustee Investment (Scotland) Act 2005. 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.

Approved by the Board on ^{Jan 31, 2023} and signed on its behalf:

Anastacia Elle Ryan

Anastacia Elle Ryan
Chairperson

Report of the directors

Chair's Report

2021/22 saw a second year of adapting, evolving, growing, and learning for YWCA Scotland, as the world continued to respond to the uncertainties of a global pandemic. Early in the year, we became an independent charity, after demerging from the YPeople Group, which we had joined in 2016. We became bolder in our ambitions and more radical in our actions. Living our values led to improving our stability and sustainability, and we finished last year stronger than ever.

Feedback from our community has reassured us that we are meeting their needs; supporting women and girls to learn in a safe environment, connect with their communities, and achieve their aspirations. They are taking their strengthened confidence and expansive skillsets to a variety of voluntary, employment, and community-based roles to model new ways of engaging and learning for other women across Scotland to be inspired by. Important, too, is the growth of our team.

Equally important to our success in 2021/22 was the commitment and passion brought to our work by our Board of Trustees, Advisory Panel, and team of dedicated volunteers, who all continued to show up and deliver outstanding guidance and support despite our need to remain connected primarily through digital, distanced means. These groups came together in late 2021 for a strategic away weekend, where we re-connected, reflected and envisioned the future of our organisation.

The year 2022-23 will see the publication of our new 3-year strategy. Within it, our ambitions for community-based and national activism will be shared, as well as our ideas for further integrating YWCA Scotland as a household name in the fight for gender equality. We will provide more training, networking, and collaboration opportunities for women and girls to meet, learn from, and become the role models they need at all ages and stages.

Among our strategic goals is a commitment to modelling and advising on the benefits of flexible ways of working. 2022 will see us sharing more about the positives, operational needs, and challenges of transitioning to a 4- day working week. We will continue to respond to feminist discourses in the media and provide experts to learn from. With council elections and the global shifts in democratic political engagement, we will educate and support women and girls to join discussions about political issues and democracy, regardless of their voting age. We will endeavour to equip everyone we reach with the tools and confidence to lead in their own ways and to engender positive change in their own lives and the lives of others.

Anastacia Elle Ryan

Anastacia Elle Ryan
Chair of the Board

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND DIRECTORS OF
YWCA SCOTLAND LIMITED
FOR THE YEAR ENDED 31 MARCH 2022**

Opinion

We have audited the financial statements of YWCA Scotland (the 'charitable company') for the year ended 31 March 2022, which comprise the Statement of Financial Activities (incorporating the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Accounting 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 2022 and of 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 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs UK) and applicable law. Our responsibilities under those standards are further described in the 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 UK, including the FRC's Ethical Standard, and we have fulfilled our 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' (who are also the directors of the company for company law purposes) 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 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 AND DIRECTORS OF
YWCA SCOTLAND LIMITED
FOR THE YEAR ENDED 31 MARCH 2022**

Other information

The other information comprises the information in the annual report, other than the financial statements and our auditor's 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 audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements 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.

Opinions on matters prescribed by the Companies Act 2006

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

- the information given in the directors' report, prepared for the purposes of company law and included in the report of the trustees, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report, included with the report of the trustees, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the 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 directors' report, included in the report of the trustees.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

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

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND DIRECTORS OF
YWCA SCOTLAND LIMITED
FOR THE YEAR ENDED 31 MARCH 2022**

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities that result from fraud are inherently more difficult to detect than irregularities that result from error.

From enquiries of those charged with governance, it was determined that the risk of material misstatement from fraud was low with little scope for fraud to occur. Our audit testing is designed to detect material misstatements from fraud where there is not high level collusion.

Our audit testing was designed to detect material misstatements from other irregularities that result from error where there is not high level concealment of the error. In this regard the following audit work was undertaken: applicable laws and regulations were

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS AND DIRECTORS OF
YWCA SCOTLAND LIMITED
FOR THE YEAR ENDED 31 MARCH 2022**

Auditor's responsibilities for the audit of the financial statements (continued)

reviewed and discussed with management; senior management meeting minutes were reviewed; internal controls were reviewed; and journals were reviewed. From this audit testing it was determined that the risk of material misstatement in this regard was low.

We performed income and expenditure testing which was designed to identify any irregularities as a result of mistakes or human error. From this audit testing it was determined that the risk of material misstatement in this regard was low.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and the trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005, regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kevin Cattanach

Kevin Cattanach (Senior Statutory Auditor)
for and on behalf of Whitelaw Wells
Statutory Auditor
9 Ainslie Place
Edinburgh
Midlothian
EH3 6AS

Jan 31, 2023

2023

Whitelaw Wells is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

YWCA Scotland

Statement of Financial Activities (including Income and Expenditure Account) For the Year Ended 31 March 2022

		Unrestricted Funds		Restricted Funds	Total	Total
	Note	General Funds	Designated Funds		2022	2021
		£	£	£	£	£
Income from:						
<i>Donations and legacies:</i>						
Donations		10,180	-	2,500	12,680	50,957
<i>Charitable activities:</i>						
Income from charitable activities	1	51,763	192,667	311,879	556,309	272,821
<i>Investments:</i>						
Income from listed investments		2,746	-	-	2,746	3,561
Total Income		<u>64,689</u>	<u>192,667</u>	<u>314,379</u>	<u>571,735</u>	<u>327,339</u>
Expenditure on:						
<i>Raising funds</i>		1,200	-	-	1,200	3,064
<i>Charitable activities</i>		36,709	108,169	277,191	422,069	282,998
Total Expenditure	2	<u>37,909</u>	<u>108,169</u>	<u>277,191</u>	<u>423,269</u>	<u>286,062</u>
Net gains on investments	6	<u>837</u>	<u>-</u>	<u>-</u>	<u>837</u>	<u>20,686</u>
Net income/(expenditure) for year		27,617	84,498	37,188	149,303	61,963
Transfers between funds	13	-	-	-	-	-
Net movement in funds		<u>27,617</u>	<u>84,498</u>	<u>37,188</u>	<u>149,303</u>	<u>61,963</u>
Reconciliation of funds						
Total Funds brought forward		124,228	-	3,587	127,815	65,852
Total Funds carried forward	13	<u>151,845</u>	<u>84,498</u>	<u>40,775</u>	<u>277,118</u>	<u>127,815</u>

The statement of financial activities includes all gains and losses recognised in the year and prior year. All income and expenditure derive from continuing activities in the current and prior year.

The notes on pages 25 to 35 form part of these financial statements.

YWCA Scotland

Registered number: SC246153

Balance Sheet at 31 March 2022

	Note	2022 £	2021 £
Fixed Assets			
Tangible assets	5	-	-
Investments	6	<u>136,256</u>	<u>133,874</u>
		136,256	133,874
Current Assets			
Debtors	7	14,156	10,311
Cash at bank and on hand		<u>189,269</u>	<u>137,400</u>
		203,425	147,711
Creditors:			
Amounts falling due within one year	8	<u>62,563</u>	<u>153,770</u>
Net Current Assets (Liabilities)		<u>140,862</u>	<u>(6,059)</u>
Net Assets		<u>277,118</u>	<u>127,815</u>
Funds:			
Unrestricted funds:			
General funds	13	151,845	124,228
Designated funds	13	84,498	-
Restricted funds	13	<u>40,775</u>	<u>3,587</u>
Total Funds	14	<u>277,118</u>	<u>127,815</u>

The Financial Statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Jan 31, 2023

The financial statements were approved by the Directors onand are signed on their behalf by:

Anastacia Elle Ryan

Anastacia Elle Ryan
Chairperson

The notes on pages 25 to 35 form part of these financial statements.

Cash Flow Statement**For the year ended 31 March 2022**

	Note	2022 £	2021 £
Net cash provided in operating activities	(i)	<u>50,668</u>	<u>64,160</u>
Cash flows from investing activities:			
Dividend income		2,746	3,561
Proceeds from sale of investments		125,578	50,731
Purchase of investments		<u>(5,618)</u>	<u>(40,623)</u>
Net cash from investing activities		<u>122,706</u>	<u>13,669</u>
Net increase in cash and cash equivalents in the year		<u>173,374</u>	<u>77,829</u>
Cash and cash equivalents at beginning of year		<u>152,151</u>	<u>74,322</u>
Cash and cash equivalents at end of year		<u><u>325,525</u></u>	<u><u>152,151</u></u>
Cash and cash equivalents			
Cash in hand and in bank		189,269	137,400
Cash held for investments	6	<u>136,256</u>	<u>14,751</u>
		<u><u>325,525</u></u>	<u><u>152,151</u></u>

Notes to the Cash Flow Statement**(i) Reconciliation of net income / (expenditure) to net cash flow from operating activities**

Net movement in funds	149,303	61,963
(Gain) on investments	(837)	(20,686)
Deduct dividend income shown in investing activities	(2,746)	(3,561)
(Increase) in debtors	(3,845)	(7,248)
(Decrease) / increase in creditors	<u>(91,207)</u>	<u>33,692</u>
	<u><u>50,668</u></u>	<u><u>64,160</u></u>

The notes on pages 25 to 35 form part of these financial statements.

YWCA Scotland

Notes to the Accounts For the Year Ended 31 March 2022

Accounting policies

Legal status of the Charity

YWCA Scotland is a registered charity with the Office of the Scottish Charity Regulator and a private company limited by guarantee incorporated in Scotland under the Companies Act 2006 with company number SC246153. The address of the charity's registered office is detailed on the Reference and Administrative Information page and the nature of the charity's principal activities is set out in the Report of the Directors.

Basis of accounting

The financial statements have been prepared under the historic cost convention unless otherwise stated in the relevant accounting policy note(s), and in accordance with 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)' - (referred to as 'the Charities SORP'), the 'Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102), and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The presentation currency of these financial statements is Great British pounds. The figures have been rounded to the nearest pound.

Going concern

The Trustees consider that it is appropriate to prepare the accounts on the going concern basis as they believe that there will be sufficient funds available to meet the liabilities of the Charity as they fall due within the next 12 months.

Income

Income is recognised in full in the Statement of Financial Activities in the period in which it is receivable, provided any conditions for use have been fulfilled and the requirement of the charity SORP of probability, entitlement and measurement have been met.

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise the costs of investment management fees.

Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. The cost of minor additions under £2,000 are not capitalised. Depreciation is calculated by the straight line method to write off the cost of fixed assets over their estimated useful lives, as follows:

Office equipment & furniture 20% per annum

YWCA Scotland

Notes to the Accounts

For the Year Ended 31 March 2022

Accounting policies (continued)

Debtors

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

Basic financial instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the charity becomes a party to the contractual provisions of the instrument. Financial instruments are classified as "basic" in accordance with FRS102 and are accounted for at amortised cost using the effective interest method. The effective interest rate is the rate that exactly discounts estimated future cash flows over the life of the financial assets or liability to the net carrying amount on initial recognition. Discounting is not applied to short-term receivables and payables, where the effect is immaterial. Financial assets comprise cash, trade debtors, accrued income and other debtors. Financial liabilities comprise trade creditors, other creditors and accruals.

Creditors and provisions

Creditors and provisions are recognised, at settlement amount after allowing for any trade discounts due, where the charity has a present obligation resulting from a past event, which is likely to result in the transfer of funds to a third party, and the amount due can be measured or estimated reliably.

Fund Accounting

Unrestricted funds arise from donations without a specified purpose and other income generated and are available to be used for any of the objects of the charity at the discretion of the trustees. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are to be used for specific purposes as laid down by the donor or funder. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

Pensions

The charity operates a defined contribution pension scheme. Contributions are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme.

Fixed asset investments

Listed investments are stated at market value at the balance sheet date. Gains and losses on revaluation or disposal of investments are recognised in aggregate in the Statement of Financial Activities and includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand.

Judgements and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Leases

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

YWCA Scotland

Notes to the Accounts

For the Year Ended 31 March 2022

	Unrestricted Funds		Restricted Funds	Total	Total
	General Funds	Designated Funds		2022	2021
	£	£	£	£	£
Income from Charitable					
1. Activities					
<i>Project grants</i>					
Scottish Government - Equalities and Human Rights	-	-	53,739	53,739	-
Scottish Government - Delivering Equally Safe	-	-	13,509	13,509	-
Scottish Government - Business Support	25,000	-	-	25,000	-
Glasgow City Council	-	-	94,857	94,857	82,075
Youthlink Grants	-	-	17,720	17,720	18,928
Robertson Trust	-	-	11,250	11,250	15,000
Esmee Fairbairn	-	62,667	2,220	64,887	44,352
Glasgow Clyde College	-	-	797	797	7,877
Inspiring Scotland PECF	-	-	28,693	28,693	55,000
Paul Hamlyn	-	130,000	-	130,000	-
Trusthouse	-	-	18,347	18,347	18,347
Voluntary Support Fund	-	-	-	-	9,842
Wellbeing	-	-	-	-	16,400
Kickstart	-	-	1,482	1,482	-
ROSA	-	-	36,332	36,332	-
JRCT	-	-	32,933	32,933	-
Charities Aid Foundation	7,144	-	-	7,144	-
National Lottery for All	-	-	-	-	5,000
	<u>32,144</u>	<u>192,667</u>	<u>311,879</u>	<u>536,690</u>	<u>272,821</u>
<i>Consultancy</i>	<u>19,619</u>	<u>-</u>	<u>-</u>	<u>19,619</u>	<u>-</u>
	<u>19,619</u>	<u>-</u>	<u>-</u>	<u>19,619</u>	<u>-</u>
	<u>51,763</u>	<u>192,667</u>	<u>311,879</u>	<u>556,309</u>	<u>272,821</u>
2. Expenditure					
	General Funds	Designated Funds	Restricted Funds	Total	Total
	£	£	£	2022	2021
				£	£
<i>Raising funds:</i>					
Investment management costs	1,200	-	-	1,200	3,064
<i>Charitable activities:</i>					
Staff costs	19,447	79,455	209,983	308,885	203,590
Activity costs	2,683	9,203	21,219	33,105	18,909
Premises costs	11,580	2,872	12,507	26,959	28,399
Running costs	679	8,107	12,278	21,064	20,301
Travelling expenses	320	902	2,264	3,486	1,101
Training	-	1,376	7,080	8,456	3,560
Legal and professional	720	684	2,409	3,813	149
Bank charges	200	-	-	200	1,340
AGM and Board meetings	-	1,835	-	1,835	1,149
Accountancy Fees	1,080	3,735	9,451	14,266	4,500
	<u>36,709</u>	<u>108,169</u>	<u>277,191</u>	<u>422,069</u>	<u>282,998</u>
	<u>37,909</u>	<u>108,169</u>	<u>277,191</u>	<u>423,269</u>	<u>286,062</u>

Activities

Support costs of £29,892 (2021 - £14,430) are included within expenditure.

YWCA Scotland

Notes to the Accounts (continued) For the Year Ended 31 March 2022

Analysis of staff costs, trustee remuneration and expenses, and the cost of key management 3. personnel

	2022	2021
	£	£
Analysis of Staff costs:		
Salaries	268,941	183,150
Social security costs	19,891	16,010
Pension costs	7,047	4,430
	<u>295,879</u>	<u>203,590</u>
Average number of employees:		
Administrative staff	<u>9</u>	<u>6</u>

There were no employees with emoluments above £60,000 (2021: none).

The total amount paid to key management personnel was £46,046 (2021: £41,894).

No remuneration was paid to the directors (2021: no remuneration was paid to the directors). Expenses were paid to directors totalling £1,719 in the current year for travel, subsistence, accommodation and stationery (2021: £nil).

Volunteers - 73 women and girls (2021 - 94) volunteered with YWCA Scotland in 2021-22, providing support on events, research, blogging, public appearances, social media and as advisory panel members.

The pension costs noted above relate to contributions made by the charity in respect of certain employees to a defined contribution scheme. Pension costs are allocated to funds in proportion to related staffing costs incurred.

Staff costs include an enhanced settlement agreement of £32,024 (2021: £nil). The policy of the charity is to manage such arrangements on a case by case basis.

4. Net income / (expenditure) for the year

	2022	2021
	£	£
This is states after charging:		
Auditor's remuneration:		
Audit fees (2021: Independent Examination)	7,200	4,465
Other accountancy fees	7,066	35
Operating leases rentals	23,160	23,160
	<u>37,426</u>	<u>27,660</u>

5. Tangible Fixed Assets

	Equipment & Furniture
	£
Cost or valuation:	
At 1 April 2021	32,898
Disposals	(32,898)
At 31 March 2022	-
Depreciation:	
At 1 April 2021	32,898
Charge for year	-
On disposals	(32,898)
At 31 March 2022	-
Net Book Value:	
At 31 March 2022	-
At 1 April 2021	-

YWCA Scotland

Notes to the Accounts (continued) For the Year Ended 31 March 2022

6. Fixed assets investments

	<i>Listed investments</i>	
	2022	2021
	£	£
Market value at 1 April 2021	119,123	108,545
Additions - listed equities	5,618	40,623
Disposals - listed equities	(125,578)	(50,731)
Realised gain	837	6,888
Unrealised gain	-	13,798
Market value at 31 March 2022	-	119,123
Cash held for investments	136,256	14,751
Total Investments	136,256	133,874

The historic cost of investments held at 31 March 2022 is £nil (2021: £95,589). Investments were encashed prior to the year end and subsequently reinvested at the start of the following year.

During the year realised gains on disposals totalled £837 (2021: £6,888). Total net gains on investments in the year totalled £837 (2021: £20,686)

Nil (2021 - 8) investments individually exceed 5% of the portfolio value.

T BAILY FUND SERV TB EVENLODGE INCOME C DIS valued at £nil (2021 - £7,758)
VANGUARD FUNDS PLC S&P 500 UCITS ETF USD DIS valued at £nil (2021 - £7,005)
SCOT MORT INV TST ORD GBP0.05 valued at £nil (2021 - £8,016)
AEGON ASST MGT INV SHORT DATED HI YLD GBL BD C valued at £nil (2021 - £8,443)
HENDERSON INVESTME UK ABSOLUTE RETURN G GBP AC valued at £nil (2021 - £7,777)
AEGON AM UK PLC STERLING CORP BD GBP DIS valued at £nil (2021 - £6,327)
ROYAL LONDON UTM CORP BD INST INC Z GBP NAV valued at £nil (2021 - £9,089)
JUPITER UT MNGRS STRATEGIC BOND X GBP DIS valued at £nil (2021 - £6,045)

7. Debtors	2022	2021
<i>Amounts falling due within one year:</i>	£	£
Prepayments	12,674	2,811
Accrued income	1,482	7,500
	<u>14,156</u>	<u>10,311</u>

8. Creditors	2022	2021
<i>Amounts falling due within one year:</i>	£	£
Trade creditors	11,210	4,971
Other taxes and social security costs	5,130	4,319
Accruals & deferred income	44,678	144,480
Other creditors	1,545	-
	<u>62,563</u>	<u>153,770</u>

YWCA Scotland

Notes to the Accounts (continued) For the Year Ended 31 March 2022

9. Deferred income	2022	2021
<i>Movement in deferred income account:</i>	£	£
Balance at 1 April 2021	135,087	66,706
Added in current year	-	135,087
Released to income from previous year	(135,087)	(66,706)
Balance at 31 March 2022	<u>-</u>	<u>135,087</u>

Deferred income in the prior year includes funds from Paul Hamlyn Foundation, Scottish Government Business Support Fund, and Robertson Trust grant, as agreed with funders, and in recognition of unique challenges in 2020-21 owing to COVID-19

10. Financial instruments	2022	2021
	£	£
Financial assets		
Financial assets measured at amortised cost	327,007	159,651
Financial assets measured at fair value	-	119,123
	<u>327,007</u>	<u>278,774</u>
Financial liabilities		
Financial liabilities measured at amortised cost	55,888	14,246
	<u>55,888</u>	<u>14,246</u>

Financial assets measured at amortised cost comprise cash and accrued income.

Financial assets measured at fair value comprise fixed asset investments.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and amounts owed to parent undertakings.

11. Related party transactions

A loan of £40k from the YPeople Group was forgiven in the year ended 31 March 2021 as part of the demerger of the two organisations. There were no other related party transactions in the year.

12. Controlling party

On the 31 March 2021 YWCA Scotland demerged from YPeople and appointed an independent board of 12 trustees, 58% of whom were women under 30. There was no controlling interest at year end.

YWCA Scotland

Notes to the Accounts (continued)
For the Year Ended 31 March 2022

13. Movement on Funds

Movement in Resources

	Note	At 1 April 2021 £	Income £	Expenditure £	Transfers £	Net gains on investments £	At 31 March 2022 £
Restricted funds:							
Esmee Fairbairn	(a)	-	2,220	(816)	-	-	1,404
Inspiring Scotland PECF Ed	(b)	3,250	8,693	(11,943)	-	-	-
Youthlink NVYOSF	(c)	-	17,720	(15,070)	-	-	2,650
Glasgow Communities Fund	(d)	-	94,857	(94,857)	-	-	-
Inspiring Scotland PECF Gla	(e)	-	20,000	(20,000)	-	-	-
Glasgow Clyde College	(f)	337	797	(1,134)	-	-	-
Trusthouse	(g)	-	18,347	(17,861)	-	-	486
Robertson Trust	(h)	-	11,250	(11,250)	-	-	-
Scottish Government Equalities and Human Rights Fund	(i)	-	53,739	(51,639)	-	-	2,100
JRCT	(j)	-	32,933	(26,212)	-	-	6,721
Rosa Fund Women Thrive	(k)	-	36,332	(17,132)	-	-	19,200
Scottish Government - Delivering Equally Safe	(l)	-	13,509	(7,795)	-	-	5,714
WA Cargill	(m)	-	2,500	-	-	-	2,500
Kickstart	(n)	-	1,482	(1,482)	-	-	-
Total restricted funds		3,587	314,379	(277,191)	-	-	40,775
Unrestricted funds:							
Designated funds:							
Fixed asset fund	(o)	-	-	-	-	-	-
PHF Youth	(p)	-	90,000	(57,327)	-	-	32,673
PHF EG	(q)	-	40,000	(20,000)	-	-	20,000
Esmee Fairbairn	(r)	-	62,667	(16,563)	-	-	46,104
Funded staff costs	(s)	-	-	(14,279)	-	-	(14,279)
General fund		124,228	64,689	(37,909)	-	837	151,845
Total unrestricted funds		124,228	257,356	(146,078)	-	837	236,343
Total funds		127,815	571,735	(423,269)	-	837	277,118

YWCA Scotland

Notes to the Accounts (continued) For the Year Ended 31 March 2022

13. Movement on Funds (continued)

Notes to the funds 2021/2022:

Restricted Funds

- (a) Funding plus for financial support and training.
- (b) Funding provided by Scottish Government managed by Inspiring Scotland to provide a political leadership programme for young women.
- (c) Grant to cover training costs for volunteers and staff at both centres, costs of the AGM and strategic development.
- (d) Glasgow Centre – Funds provided by Glasgow City Council through the Integrated Grants Scheme to provide a programme for women in Glasgow who are experiencing obstacles to participation.
- (e) Funding provided by Scottish Government managed by Inspiring Scotland to provide programmes for women in Glasgow.
- (f) Grant managed by Clyde College to provide a management programme for women in NW Glasgow who are experiencing obstacles in participation.
- (g) Grant to cover Glasgow Centre costs, including staff costs.
- (h) Grant to cover Glasgow Centre costs, including staff costs.
- (i) Funding provided by the Scottish Government and managed by Inspiring Scotland to provide leadership programmes for women and girls.
- (j) Grant to cover costs of a political leadership programme for young women.
- (k) Grant to cover costs of employability support programme for young women.
- (l) Funding provided by the Scottish Government and managed by Inspiring Scotland to provide a young women-led programme, campaign, and resources on healthy relationships, run in partnership with NSPCC Scotland.
- (m) Donation to support the work of our Glasgow Centre.
- (n) Kickstart scheme grant to support a comms assistant role for 6 months.

Designated Funds

- (o) The Fixed Assets fund corresponds to the net book value of tangible fixed assets. Depreciation is charged to the fund and the cost of fixed assets purchased is transferred into the fund. The cost of disposals is, similarly, transferred out of the fund.
- (p) Core costs grant to support delivery of programmes, projects and campaigns for young women. The balance carried forward on this fund at the year end represents funds recognised as income in the financial year 21-22 but which will be spent in the financial year 22-23.
- (q) Emergency grant to support running costs associated with the impact of COVID 19 and the organisational and sectoral recovery from it. The balance carried forward on this fund at the year end represents funds recognised as income in the financial year 21-22 but which will be spent in the financial year 22-23.
- (r) Core costs grant to support delivery of programmes, projects and campaigns for young women. The balance carried forward on this fund at the year end represents funds recognised as income in the financial year 21-22 but which will be spent in the financial year 22-23.
- (s) This is expenditure which is funded by restricted income recognised in the following year.

YWCA Scotland

Notes to the Accounts (continued)
For the Year Ended 31 March 2022

13. Movement on Funds (continued)

Movement in Resources

	Note	At 1 April 2020 £	Income £	Expenditure £	Transfers £	Net gains on investments £	At 31 March 2021 £
Restricted funds:							
Esmee Fairbairn	(a)	-	44,352	(44,352)	-	-	-
Inspiring Scotland PECF Ed	(b)	-	30,000	(26,750)	-	-	3,250
Youthlink NVYOSF	(c)	5,951	18,928	(24,879)	-	-	-
Glasgow Communities Fund	(d)	6,550	82,075	(88,625)	-	-	-
Inspiring Scotland PECF Gla	(e)	-	25,000	(25,000)	-	-	-
Glasgow Clyde College	(f)	4,209	7,877	(11,749)	-	-	337
Trusthouse	(g)	-	18,347	(18,347)	-	-	-
Voluntary Support Fund	(h)	-	9,842	(9,842)	-	-	-
Wellbeing	(i)	-	16,400	(16,400)	-	-	-
Robertson Trust	(j)	-	15,000	(15,000)	-	-	-
Total restricted funds		16,710	267,821	(280,944)	-	-	3,587
Unrestricted funds:							
Fixed asset fund	(k)	-	-	-	-	-	-
General fund		49,142	59,518	(5,118)	-	20,686	124,228
Total unrestricted funds		49,142	59,518	(5,118)	-	20,686	124,228
Total funds		65,852	327,339	(286,062)	-	20,686	127,815

Notes to the funds 2020/2021:

Restricted Funds

- (a) Grant to cover staff costs at Edinburgh Centre - Director's salary and part of Programmes Coordinator
- (b) Funding provided by Scottish Government managed by Inspiring Scotland to provide a political leadership programme for young women.
- (c) Grant to cover training costs for volunteers and staff at both centres costs of the AGM and strategic
- (d) Glasgow Centre – Funds provided by Glasgow City Council through the Integrated Grants Scheme to provide a programme for women in Glasgow who are experiencing obstacles to participation.
- (e) Funding provided by Scottish Government managed by Inspiring Scotland to provide programmes for
- (f) Grant managed by Clyde College to provide a management programme for women in NW Glasgow are experiencing obstacles in participation.
- (g) Grant to cover Glasgow Centre costs, including staff costs.
- (h) Grant to fund volunteer costs and staff costs for managing volunteers.
- (i) Grant to support wellbeing of staff, volunteers and service users through COVID-19.
- (j) Grant to cover Glasgow centre costs including staffing costs.

Designated Funds

- (k) The Fixed Assets fund corresponds to the net book value of tangible fixed assets. Depreciation is charged to the fund and the cost of fixed assets purchased is transferred into the fund. The cost of

YWCA Scotland

Notes to the Accounts (continued) For the Year Ended 31 March 2022

14. Analysis of funds

	Restricted funds £	Unrestricted funds Designated £	General £	Total Funds £
Tangible fixed assets	-	-	-	-
Investments	-	-	136,256	136,256
Net current assets	40,775	84,498	15,589	140,862
Total Net Assets at 31 March 2022	<u>40,775</u>	<u>84,498</u>	<u>151,845</u>	<u>277,118</u>

The analysis of net assets at 31 March 2021, between funds, was as follows:

	Restricted funds £	Unrestricted funds Designated £	General £	Total Funds £
Tangible fixed assets	-	-	-	-
Investments	-	-	133,874	133,874
Net current assets	3,587	-	(9,646)	(6,059)
Total Net Assets at 31 March 2021	<u>3,587</u>	<u>-</u>	<u>124,228</u>	<u>127,815</u>

YWCA Scotland

Notes to the Accounts (continued) For the Year Ended 31 March 2022

Statement of Financial Activities - Comparative figures by class for the year ended 31 March 15. 2021

The following provides an analysis by class of the comparative figures in the SOFA as required by paragraph 4.2 of the Statement of Recommended Practice for Charities.

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
Income from:			
<i>Donations and legacies:</i>			
Donations	50,957	-	50,957
<i>Charitable activities:</i>			
Project grants	5,000	267,821	272,821
<i>Investments:</i>			
Income from listed investments	3,561	-	3,561
Bank interest	-	-	-
Total	59,518	267,821	327,339
Expenditure on:			
<i>Raising funds</i>	3,064	-	3,064
<i>Charitable activities</i>	2,054	280,944	282,998
Total	5,118	280,944	286,062
Net gains on investments	20,686	-	20,686
Net income for year	75,086	(13,123)	61,963
Transfers between funds	-	-	-
Net movement in funds	75,086	(13,123)	61,963
Total Funds brought forward	49,142	16,710	65,852
Total Funds carried forward	124,228	3,587	127,815

16. Financial commitments

At 31 March 2022 the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases as follows:

	Land and Buildings	
	2022	2021
	£	£
Less than 1 year	19,300	23,160
Between 1 and 5 years	-	19,300
Over 5 years	-	-
	19,300	42,460

Rent payable in the financial year was £23,160 (2021: £23,160)