

**Report of the Trustees and  
Financial Statements for the Year Ended 31 March 2020  
for  
Community InfoSource**



Brett Nicholls Associates  
63 Ruthven Lane  
Glasgow  
G12 9BG

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for the Year Ended 31 March 2020**

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Reference and Administrative Details  
for the Year Ended 31 March 2020

**TRUSTEES**

A W Chidavayenzi Chair  
A Zada Deputy Chair (appointed 25.9.19)  
A M Davis Treasurer  
E Dudley Minute Secretary (appointed 23.10.19)  
H Koubakouenda  
D F Sim (appointed 4.6.19)  
A S Bisiriyu (appointed 25.9.19)  
O Ndoti  
S Arthur (resigned 23.9.20)

**REGISTERED OFFICE**

The Albany Centre  
44 Ashley Street  
Glasgow  
G3 6DS

**REGISTERED COMPANY NUMBER** SC291462 (Scotland)

**REGISTERED CHARITY NUMBER** SC049135

**INDEPENDENT EXAMINER**

Brett Nicholls Associates  
63 Ruthven Lane  
Glasgow  
G12 9BG

## **Community InfoSource**

### **Report of the Trustees for the Year Ended 31 March 2020**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

The company's objects are:

- the relief of poverty;
- the advancement of education;
- the advancement of physical and mental health;
- the advancement of citizenship and community development;
- the advancement of the arts, heritage and culture;
- the advancement of human rights;
- the promotion of racial and religious harmony;
- the promotion of equality and diversity; and
- the relief of those in need by reason of age, ill-health, disability, financial hardship or other disadvantage through a range of activities primarily (but not exclusively) focussed on minority ethnic, migrant and refugee communities, including (but not limited to) survivors of abuse, persecution and torture.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Community InfoSource and Our Clients**

In the financial year from April 2019 to March 2020, CIS worked directly with a total of 491 clients from 28 different countries of origin and involved 46 volunteers, 80+% coming from a refugee background.

1. Challenging Violence Against Women held workshops with 291 men and worked with 40 others for general one-to-one support, mainly for those from non-English speaking countries.
2. Women & Asylum Seeker Housing project worked with 160 individuals and dealt with 552 housing issues. Those individuals represented just under 50% families so our support helped many more adults and children, to live a better quality of life.
3. The Preventing Asylum Seeker Eviction (PASE) section of W-ASH supported 73 destitute asylum seekers to remain in their accommodation while under threat of eviction, 37 of whom were able to go back onto Home Office financial support without becoming street homeless during this financial year.

There has been a continuous increase in demand for our services as we have become more known and appreciated in the city. Asylum seekers make up 65% of our clients and 100% of our W-ASH service users, all of whom are affected by severe and complex trauma and most of whom need language support.

Additionally, CIS provides some services for other organisations. This year we carried out the 3rd year evaluation of Refugee Survival Trust's Destitute Asylum Seeker Service (DASS).

##### **Community InfoSource and staff**

Community InfoSource tries to put its policies into action. We work towards employing people from the backgrounds of the people we provide support for, and try to have as diverse a group as possible. Being able to provide a welcoming atmosphere is important to us and having staff members with different language skills helps this.

From April 2019 to March 2020 CIS employed 12 members of staff, with three being full time:

5 out of 12 were women

4 out of 12 were from a refugee background

7 out of 12 were from a black or minority ethnic background

11 additional languages were spoken by members of staff, plus English

## **ACHIEVEMENT AND PERFORMANCE**

### **Community InfoSource and Funders**

From April 2019 to March 2020 we were funded by the following organisations, to which we owe thanks. We could not provide the services we do without their support.

The National Lottery  
Henry Smith Charity  
The Scottish Government, Equally Safe  
The Scottish Government, Promoting Equality & Cohesion  
The Scottish Government through the Humanitarian Project  
Impact Funding Partners, Volunteer Support  
Allen Lane Foundation  
The Robertson Trust  
Corra, Shift the Power  
Glasgow City Council, Area Partnership South  
Scottish Refugee Council

### **Community InfoSource's Partners**

From April 2019 to March 2020 Community InfoSource worked in partnerships of different types and had arrangements with various organisations.

Challenging Violence Against Women ñ working with men:

Freedom from Torture (Healing Neighbourhood Program), with the Jimmy Johnston Academy, Police Scotland and the Scottish Football Association.  
Maryhill Integration Network  
North Glasgow Integration Network  
Saheliya, through its Glasgow base  
Women's Centre (in Maryhill)  
Women's Support Project  
Social Work in Glasgow occasionally makes referrals

Women & Asylum Seeker Housing project:

- British Red Cross, Refugee section
- Stop Lock Change Evictions Coalition: campaigned against lock change evictions of 330 asylum seekers by Serco. Unusually this involves lawyers and community organisations working together.

<https://www.scottishrefugeecouncil.org.uk/working-for-change/campaigns-appeals/stoplockchangeevictions/>

Scottish Asylum Seeker Residents' Association: set up by CIS in 2009, still providing capacity building support to help them directly represent asylum seeking residents. They now have quarterly meetings with the Home Office and the accommodation provider following representations they made to their MP. They are our key partner in the W-ASH Project.

Humanitarian Project: W-ASH worked with the Scottish Refugee Council and two other organisations in the Humanitarian Project, funded by Scottish Government to prevent asylum seeker evictions by Serco.

Community InfoSource also contributed to various developments:

1. Scottish Government's FMG National Action Plan: Challenging Violence Against Women gave evidence on the FGM Protection Order at the Scottish Parliament in September 2019 as well as being invited to meet Christina McKelvie, Minister for Older People and Equalities in February 2020 for consultation on the amended FGM PO Bill.
2. Scottish Government's Anti-Destitution Strategy: W-ASH project staff and volunteers and a CIS director contributed a number of times towards the development of the Report.

## **FINANCIAL REVIEW**

### **Financial position**

The charity generated an operating surplus of £4,298 in its first year of operating. In addition, the previous organisation (Community InfoSource CIC) donated its cumulated reserves of £4,819, giving a total surplus of £9,117 for the period ended 31 March 2020.

At balance date the charity held reserves of £9,117, of which £187 were unrestricted, free reserves.

**Report of the Trustees  
for the Year Ended 31 March 2020**

**FINANCIAL REVIEW**

**Reserves policy**

Our unrestricted reserves are low. We understand that having 15% of our annual turnover in unrestricted reserves is best practise for charities, however, CIS only became a charity in March 2019. Although our organisation's income has doubled in the last two years, as that increase is mainly due to grant income - therefore our reserves / surpluses are low as a percentage of our turnover.

While all of the grant funding and most of the individual donations are restricted, some individual donations have not been. We plan to begin contributing annually to our reserves as an ongoing objective. At 31 March 2020, unrestricted reserves stood at £547.

**COVID-19**

Since the end of March 2020, all of the CIS staff have been working from home. Office equipment has been supplied to staff or directors who required items to be able to carry on their tasks. We have had to change our methods of working and all meetings are now conducted digitally and communications are by telephone or by email, with clients and colleagues. The Albany Centre where our office is based is completely closed.

CIS has responded to the new needs and restricted access to support services for many in our communities during lockdown and after. We have been successful in applying for and accessing funding for additional grants to provide help to our existing clients and to new ones, because we are able to evidence the positive grassroots work that we do on an on-going basis.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Structure**

Community InfoSource was first registered as a Community Interest Company, in June 2006.

We changed our status and become a Charity as well as a Limited Company. The charitable status was awarded by OSCR in March 2019 and is governed by a Memorandum and Articles of Association.

Company no. SC291462

Charity no. SC049135

Trustees are recruited by invitation of other trustees, based on the needs of the Board and the skills of the person.

Potential trustees are briefed about the charity, then attend a Board meeting as an observer, and will be invited to join the Board by mutual agreement.

All new Board members have induction training into roles and responsibilities. Education is provided in-house and external training is encouraged.

The Board meets six weekly, or more frequently if required.

There are eight Trustees from a diverse range of origins and with varied skills:

5 out of 8 are women - 63%

4 out of 8 are from a refugee background - 50%

5 out of 8 are from black and minority ethnic background - 63%

6 countries of origin are represented on the Board

**Key management remuneration**

In the opinion of the trustees there is one member of key management, the Manager. For the year to 31st March 2020 £1,888 has been billed for these services, at the time of signing the accounts these fees were still owed.

**Report of the Trustees  
for the Year Ended 31 March 2020**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Risk management**

Our key services are the Challenging Violence Against Women (VAW) (working with men) project and the Women & Asylum Seeker Housing (W-ASH) project. Both are concerned with maximising safety and well-being of vulnerable people who face barriers to accessing services and accessing their rights, and with risk removal and reduction.

The greatest risks continue to be:

- risk to service users of destitution and homelessness
- risk of the deterioration of service users' mental well-being
- risk to service users' children
- loss of funding and resulting loss of key staff and of services

We have seen all these risks increase during the last year as our wider reach has identified additional people who are at risk or may be at risk. To manage these risks, the Board conducts a rolling programme of reviews and strategies, systems and procedures which are overseen by the volunteer CEO / CIS Director. A comprehensive risk assessment is carried out based on our Health and Safety Policy, with a formal annual review. This process is greatly aided by having a diverse Board of Directors with a broad skills base including lived experience and first-hand knowledge of the issues our service users face.

In the case of risk to service users and their families this is because:

- desperation due to lack of access to justice and basic human rights, especially due to the labyrinthine and slow asylum system
- increasing severity and complexity of service users' asylum cases
- poor quality or inappropriate housing located in remote areas of the city
- lack of English language skills, especially in new arrivals to the UK
- lack of integration into communities
- fear of destitution and homelessness
- gaps in mainstream knowledge and about services continue to be significant barriers to effective risk identification or mitigation
- service users often have severe and complex trauma and are often unable to be proactive in making decisions to keep themselves or their children safe from domestic abuse and abusive cultural practises
- the impact of trauma on parenting, different cultural expectations of parenting, and mothers finding it difficult to bond with children conceived as a result of sexual violence or in an abusive relationship all compromise good or appropriate parenting

In response to this we:

- continue to train and support our front-line staff so that risks are identified as early as possible and responded to effectively (which also motivates paid staff and volunteers towards the concept of a shared future as well as building career pathways)
- work closely with lawyers, housing providers, and many other agencies and professionals to ensure the best possible outcomes for our service users and their children
- provide services in a broader range of first languages to ensure that we can reach those most in need of our help
- provide advice and support in various languages to new refugees
- work towards providing an information App for new people to Glasgow
- provide a befriending "buddy" service to those at threat of eviction and other asylum seekers in need

A key risk to the organisation is the lack of a paid lead member of staff / CEO. This role is currently carried out by a CIS Director in a voluntary capacity. To remove this risk and to maximise CIS's sustainability we are:

- continuing to apply for grant funding from a wider range of sources
- developing individual donations
- restructuring the organisation so that we are playing to our key strengths, even more than before
- building on service users' and other people's skills and experience to increase our capacity through supported volunteering opportunities
- working in partnership with a wide range of other voluntary sector and mainstream agencies to ensure best possible outcomes for our service users
- attending networks and forums to share our unique information so that policy makers and mainstream service providers are more aware of our service users' issues and more able to deliver inclusive services for an increasingly diverse Scotland.

**Report of the Trustees  
for the Year Ended 31 March 2020**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

CIS faces additional problems in achieving full-cost recovery because funders do not always understand that our services are especially resource intensive due to our service users needs:

- having severe and complex trauma means services are needed for a protracted length of time
- not having English as their first language means services have to be innovative and in an increasingly wide range of first languages
- have high levels of illiteracy (in any language)
- being unaware of their rights
- not understanding their legal responsibilities e.g. keeping their children, especially their daughters safe from harm
- are disproportionately affected by changes in government policy e.g. the creation of a 'hostile environment for immigration' or Universal Credit - both of which have vastly increased the demand for CIS's services

In order to reach our services users and to provide effective services we are reliant on employing staff with appropriate cultural knowledge and language skills. As a result most of our staff come from affected communities and may be new to CIS's social justice, equalities, and human rights ethos, and may be new to the work-place. To ensure 'buy-in' to our values we need to recruit rigorously, deliver specially developed training programmes, and provide more on-the-job and CPD training than the majority of employers. This is all resource intensive.

We need to provide information to potential funders and stakeholders on the impact that our services and our employment has in order to persuade them of the need to fund services which are more expensive. Part of this is calculating cost benefit analysis of what we do.

Approved by order of the board of trustees on 04/12/2020 and signed on its behalf by:



.....  
A W Chidavayenzi - Trustee



**Independent Examiner's Report to the Trustees of  
Community InfoSource**

I report on the accounts for the year ended 31 March 2020 set out on pages eight to thirteen.

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

**Basis of the independent examiner's report**

My examination was carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
  - to keep accounting records in accordance with Section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
  - to prepare accounts which accord with the accounting records and to comply with Regulation 8 of the 2006 Accounts Regulations

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



David Nicholls FCCA  
Fellow, Association of Chartered Certified Accountants  
Brett Nicholls Associates  
63 Ruthven Lane  
Glasgow  
G12 9BG

Date: 7 December 2020

**Statement of Financial Activities  
for the Year Ended 31 March 2020**

		<b>Unrestricted fund £</b>	<b>Restricted funds £</b>	<b>Total funds £</b>
<b>INCOME AND ENDOWMENTS FROM</b>	<b>Notes</b>			
Donations and legacies	2	31,524	194,429	225,953
Other trading activities	3	-	10,000	10,000
Other income	4	<u>3,000</u>	<u>-</u>	<u>3,000</u>
<b>Total</b>		34,524	204,429	238,953
 <b>EXPENDITURE ON Charitable activities</b>	 5			
Supporting marginalised groups		<u>59,348</u>	<u>170,488</u>	<u>229,836</u>
 <b>NET INCOME/(EXPENDITURE)</b>		(24,824)	33,941	9,117
 <b>Transfers between funds</b>	 11	 <u>25,011</u>	 <u>(25,011)</u>	 <u>-</u>
<b>Net movement in funds</b>		<u>187</u>	<u>8,930</u>	<u>9,117</u>
 <b>TOTAL FUNDS CARRIED FORWARD</b>		 <u><u>187</u></u>	 <u><u>8,930</u></u>	 <u><u>9,117</u></u>

**Balance Sheet**  
**31 March 2020**

	Notes	Unrestricted fund £	Restricted funds £	Total funds £
<b>CURRENT ASSETS</b>				
Debtors	9	3,774	-	3,774
Cash at bank and in hand		<u>11,033</u>	<u>84,786</u>	<u>95,819</u>
		14,807	84,786	99,593
<b>CREDITORS</b>				
Amounts falling due within one year	10	(14,620)	(75,856)	(90,476)
<b>NET CURRENT ASSETS</b>		<u>187</u>	<u>8,930</u>	<u>9,117</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		187	8,930	9,117
<b>NET ASSETS</b>		<u>187</u>	<u>8,930</u>	<u>9,117</u>
<b>FUNDS</b>	11			
Unrestricted funds:				
General fund				187
Restricted funds				<u>8,930</u>
<b>TOTAL FUNDS</b>				<u>9,117</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 04/12/2020 and were signed on its behalf by:



.....  
A W Chidavayenzi - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements  
for the Year Ended 31 March 2020**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

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

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**2. DONATIONS AND LEGACIES**

	£
Donations	3,844
Grants	217,290
Donation from Community InfoSource CIC	<u>4,819</u>
	<u>225,953</u>

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2020**

**2. DONATIONS AND LEGACIES - continued**

Grants received, included in the above, are as follows:

	£
Allen Lane Foundation	5,625
Community Jobs Scotland	17,474
Henry Smith	24,700
Scottish Government - Equally Safe	25,388
Scottish Government - Promoting Equality & Cohesion Fund	10,259
Scottish Refugee Council	996
Impact Funding Partners - Volunteer Support Grant	10,000
Big Lottery - Awards for All	9,133
Big Lottery - Violence Against Women	83,840
GCC - W-ASH Project	21,001
William Grant Foundation	5,100
SRC Scottish Government Humanitarian Response	3,774
	<u>217,290</u>

**3. OTHER TRADING ACTIVITIES**

	£
Refugee Survival Trust D.A.S.S Report	<u>10,000</u>

**4. OTHER INCOME**

	£
Employer Allowance	<u>3,000</u>

**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs (see note 6)
	£
Supporting marginalised groups	<u>229,836</u>

**6. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	£
Staff costs	173,575
Consultancy Fees	9,641
Childcare	179
Food & Sustenance	1,794
ICT & office costs	3,019
Interpreters	2,070
Professional Fees	1,968
Rent	12,564
Room Hire	1,822
Sundry Project Costs	71
Telephone	3,237
Training	6,561
Travel Expenses	7,102
Accountancy - IE Fee	600
Insurance	511
Living Well International	90
Marketing	<u>531</u>
Carried forward	225,335

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2020**

**6. DIRECT COSTS OF CHARITABLE ACTIVITIES - continued**

	£
Brought forward	225,335
Recruitment	715
CIS Celebration Festival	1,410
Sundry Core Costs	<u>2,376</u>
	<u><u>229,836</u></u>

**7. TRUSTEES' REMUNERATION AND BENEFITS**

For part of the year, S Arthur, who manages the organisation was also a trustee. For the year to 31st March 2020, £1,888 was charged by S Arthur for project management, at the time of signing the accounts these fees were still owed.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2020.

**8. STAFF COSTS**

	£
Wages and salaries	160,267
Social security costs	6,322
Other pension costs	<u>6,986</u>
	<u><u>173,575</u></u>

The average monthly number of employees during the year was as follows:

Project Staff	<u><u>11</u></u>
---------------	------------------

No employees received emoluments in excess of £60,000.

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	£
Trade debtors	<u><u>3,774</u></u>

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	£
Trade creditors	5,924
Social security and other taxes	1,186
Other creditors	100
Deferred income	73,968
Accrued expenses	<u>9,298</u>
	<u><u>90,476</u></u>

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2020**

**11. MOVEMENT IN FUNDS**

	<b>Net movement in funds £</b>	<b>Transfers between funds £</b>	<b>At 31/3/20 £</b>
<b>Unrestricted funds</b>			
General fund	(24,824)	25,011	187
<b>Restricted funds</b>			
Women/Men Asylum Seeker Housing	12,941	(6,253)	6,688
Violence Against Women	<u>21,000</u>	<u>(18,758)</u>	<u>2,242</u>
	<u>33,941</u>	<u>(25,011)</u>	<u>8,930</u>
<b>TOTAL FUNDS</b>	<u>9,117</u>	<u>-</u>	<u>9,117</u>

Net movement in funds, included in the above are as follows:

	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Movement in funds £</b>
<b>Unrestricted funds</b>			
General fund	34,524	(59,348)	(24,824)
<b>Restricted funds</b>			
Women/Men Asylum Seeker Housing	71,625	(58,684)	12,941
Violence Against Women	<u>132,804</u>	<u>(111,804)</u>	<u>21,000</u>
	<u>204,429</u>	<u>(170,488)</u>	<u>33,941</u>
<b>TOTAL FUNDS</b>	<u>238,953</u>	<u>(229,836)</u>	<u>9,117</u>

**12. RELATED PARTY DISCLOSURES**

Other than those listed under Note 7, there were no related party transactions.

**13. PURPOSE OF FUNDS**

General - The unrestricted, free reserves of the charity

Women/Men Asylum Seeker Housing - funding to support asylum seekers in Scotland report housing repairs to the asylum accommodation provider and to help follow up with them when repairs are not completed, or have not been done properly.

Violence Against Women - funding to support the Challenging Violence Against Women Project working to tackle issues of gender inequality.