

Company No: SC309982  
Scottish Charity No: SC037917

**UPWARD MOBILITY LTD.**  
(A Company Limited by Guarantee)

**REPORT OF THE TRUSTEES and FINANCIAL STATEMENTS**

**Year ended 31 October 2011**



**UPWARD MOBILITY LTD.**

**REPORT and FINANCIAL STATEMENTS**

**For the year ended 31 October 2011**

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**UPWARD MOBILITY LTD.**

**REPORT OF THE TRUSTEES**

**REFERENCE and ADMINISTRATIVE INFORMATION**

The Trustees present their report and financial statements for the year ended 31 October 2011.

**Trustees**

The members of the Board of Trustees who have served since the date of the last report are as follows:

C F Farquhar (Chair of Board)  
J M Ireson  
J Logan – resigned 5 June 2012  
J Muir – resigned 13 April 2012  
E Fleming – appointed 1 December 2011

**Managing Director**

Joshua Barton

**Registered Office**

Art's Complex (St Margaret's House)  
151 London Road  
EDINBURGH  
EH7 6AE

**Independent Examiner**

Chiene +Tait  
Chartered Accountants  
61 Dublin Street  
EDINBURGH  
EH3 6NL

**Bankers**

Royal Bank of Scotland plc  
142 – 144 Princes Street  
EDINBURGH  
EH2 4EQ

## **UPWARD MOBILITY LTD.**

### **REPORT OF THE TRUSTEES (Contd.)**

The Trustees are pleased to present their report together with the financial statements of the Charity for the year ended 31 October 2011. The legal and administrative information on page one forms part of this report.

#### **Directors and Trustees**

The Directors of Upward Mobility Ltd are its Trustees for the purpose of Charity Law and throughout this report are collectively referred to as the Trustees.

The Trustees, who served during the year and since the year-end were as follows:

Christine Farquhar (Chair of Board)  
Jason Logan – resigned 5 June 2012  
John M Ireson  
Joan Muir – resigned 13 April 2012  
Euan Fleming – appointed 1 December 2011

#### **The Management and Operations team consists of:**

Joshua Barton - Managing Director  
Andrew Chainey - Support Service Manager  
Claire Thomas - Arts Programme Development  
Grant McLay - Staff Liaison & Digital Multi-Media  
Ruth Muir – Project Co-ordination  
Gillian Rutherford – Student Inductions  
Lynn McGinnes - Finance & Administration

#### **OBJECTIVES AND ACTIVITIES**

Upward Mobility Ltd is a charitable organisation based in Edinburgh, but also working in the wider Lothians. Our objective is to promote self-confidence and personal development throughout the community of adults with intellectual and physical difficulties. Upward Mobility specialises in providing educational and creative workshops within a structured and progressive day service environment. Workshops are based upon detailed objectives and individual outcomes, designed to build self-confidence while providing unique opportunities for creative expression and personal development. Upward Mobility provides an extensive range of workshops throughout the week within the areas of *Fine Art, Performing Arts, Independent Living, Social Awareness, Horticulture and Work Experience*.

Upward Mobility is also a registered support services provider. Upward Mobility is able to provide one to one support to students 24 hours per day, 7 days per week, 52 weeks per year whenever it is required. The support services provided by Upward Mobility currently constitute the majority of the Charity's income generated.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

Upward Mobility Ltd. is a Charitable Company registered as a Charity on 14 March 2007.

The organisation is limited by guarantee and governed by its Memorandum and Articles of Association. The liability of members is limited to £1 each. The organisation was accepted as a charitable body by HM Revenue & Customs and is registered with the Office of the Scottish Charity Regulator (OSCR). The organisation was also registered with the Care Inspectorate (formerly the Care Commission) on 23 March 2009.

#### **Registered Bodies:**

Companies House  
Office of the Scottish Charity Regulator (OSCR)  
Care Inspectorate (formerly the Care Commission)  
Disclosure Scotland  
Criminal Records Bureau Scotland (CRBS)

REPORT OF THE TRUSTEES (Contd.)

**Partners**

Upward Mobility is grateful for the collaborative relationships that we have with other organisations and service providers. We have been hugely supported by the **Art's Complex** ([www.artscomplex.org](http://www.artscomplex.org)) which has enabled our project to develop a therapeutic and nurturing environment for our students. We also have a close collaborative relationship with **Housecall Care & Support / Care UK** ([www.careuk.com](http://www.careuk.com)) in the provision of specialised support services for students with complex support needs.

We continue to work closely with the **City of Edinburgh, East Lothian Council** and increasingly also with **Mid-Lothian Council** in providing core support services for a growing population of Adults with Intellectual and Physical Disabilities. This past year we were also fortunate to be able to collaborate with **Stevenson College** in facilitating the provision of SQA Level 3 Access courses through Upward Mobility workshops structured upon the Curriculum of Excellence.

**Organisational Structure and Decision Making**

The Charity is managed by the Managing Director under the guidance and governance of the Board of Trustees. Upward Mobility is currently looking to recruit additional Trustees to become members of the Board. The Managing Director is continuing to develop the management and operations team as befits the organisation's growth and projected demand. This team is professionally equipped to respond to the demands of the service lead operation.

**Recruitment and Appointment of New Trustees**

The Trustees may, at any time, unanimously agree to appoint any person as a Trustee provided that the prescribed maximum number of 12 Trustees is not exceeded. Trustees are co-opted on the basis of the skills they bring and their interest in and commitment to furthering the aims and objectives of Upward Mobility Ltd.

**Trustee Induction Training**

All members are made aware of the Charity's aims and objectives and work within the constituted guidelines. Trustees, if not already aware, learn the principles and practice of the Charity and Company Regulations as part of their induction. Additional training is offered in relation to roles and responsibilities of individual trustees in the following areas: *Trustees' Roles & Responsibilities, Governance, Finance and Charity Law*. We currently source these specific trainings through Edinburgh Voluntary Organisational Committee (EVOC).

**Recruitment and Appointment of New Employees and Volunteers**

Employees and volunteers are recruited using safe recruitment practices that fully adhere to the National Care Standards regulated by the Care Inspectorate. The National Care Standards require Enhanced Disclosures from all new appointees conducted by the CRBS (Criminal Records Bureau Scotland) in partnership with Disclosure Scotland.

**Employee and Volunteer Induction Training**

New appointees identified for the support service of the charity are inducted and trained in collaboration with our partner Housecall Care & Support / Care UK to ensure adherence to the National Care Standards. The induction training programme includes *Working with Vulnerable Adults, Epilepsy Awareness, Moving and Positioning, Basic First Aid and CPR*. Appointments are made with full reference to service capacity and link skills to appropriate support service and project requirements.

In the instance where new appointees are required for the extra curricular and administrative activities, and *not* support services, then relevant training is provided by Upward Mobility.

## **UPWARD MOBILITY LTD.**

### **REPORT OF THE TRUSTEES (Contd.)**

#### **Risk Management**

The Trustees have considered the risks faced by the charity and have put appropriate procedures in place to mitigate against any possible impact that these risks may pose. This included regular reviewing of existing relationships with partnership organisations and monitoring the fluctuating external economic environment, particularly regarding funding potential and demand for our services. The Trustees have also looked to strengthen and consolidate existing income streams and also to research new ones. Alternative income streams are identified and reviewed with on-going assessment at Board Meetings. Upward Mobility is currently looking to increase the number of Trustees to strengthen and consolidate governance as well as the capacity, network and profile of the Charity.

#### **Related Parties**

The Charity is independent of any analogous organisation(s).

#### **FINANCIAL REVIEW AND ACHIEVEMENTS**

The growth in activities has been in line with the planned objectives for the financial year 2010-2011.

The key financial indicators in the year are:

- the overall funds are now in surplus to the value of £62,380
- there has been a 54% increase in annual revenue this year over last
- the working capital ratio is 1.67 which shows a healthy liquidity position
- the acquisition of economically priced accommodation has facilitated business growth

#### **Income**

The principle income of the charity continues to be sourced from the support services provided. Upward Mobility has received grants, through funding applications, which has enabled the development of workshop resources and activities. Residual income via fundraising events/donations increased 95% with a year end balance of £4,914.

Year on year growth has also been established via the strong links established with Local Authorities, parent and carers:

- income via Independent Living Fund/Direct Payments = 48.3% of service revenue
- income via Local Authorities = 47.3% of service revenue
- income via Housecall and other agencies = 4.4% of service revenue

#### **Grants**

Total grant funding awarded in the financial year was £27,519, being:

- Awards for All: £9,935
- Consumer Focus: £2,990
- CTC Charitable Trust: £2,594
- The Robertson Trust: £12,000

Restricted grants awarded by Awards for All and Consumer Focus were allocated to the Charity's community gardening project –Green Seeds. Funds received from The Robertson Trust were allocated towards the over-all project management costs of the Charity. Funds received by the CTC Charitable Trust were allocated to the successful pilot project – The Bike Club.

The funds mentioned above have been highly beneficial to the participating students of the project by covering costs for additional resources and materials for the workshops and activities which are in growing demand. The cost of generating these funds plus fundraising income in the year of £3,875 was £2,287 ('Cost to funding achieved' ratio 13.7:1).

## **UPWARD MOBILITY LTD.**

### **REPORT OF THE TRUSTEES (Contd.)**

#### **Expenditure**

Costs were effectively managed and controlled.

Resources Expended – As predicted and planned for support staff salaries took up the greatest part of expenditure, 60.5%. A costing model for workshops was established and continues to be utilised to ensure that satisfactory margins were achieved for 'staff to student' support ratios.

Accommodation – The previous agreement with the Arts Complex leaseholders that the rent of £1,200 per month would be offset against the charity's refurbishment investment ended in March 2011. Rent payable of £1,200 per calendar month commenced April 2011.

In previous years, the financial and administrative support was sourced primarily from volunteer contributors. The last financial year's growth in revenues allowed for some part-time staff remuneration (£12.6K). This financial year the continued growth in the charity's revenues allowed for the extension of the existing arrangements to full-time remuneration (£21.3k) to be paid for this support.

The allocation for depreciation has risen significantly this year due to the increased expenditure for purchases of Apple Macbook laptops, leasehold improvements and a company motor vehicle. This is as a result of the capitalisation of funding invested in the refurbishment of the charity's leased premises.

#### **Balance Sheet and Cash flow**

The balance sheet for the current year now reflects a surplus of £62,380 in relation to total assets over total liabilities from a deficit of £10,452 in year 2008/9 and a surplus of £22,772 in year 2009/10. Increase in revenues and the effective management of these resources have largely contributed to this position.

Creditors – Although at the year end there remains an outstanding liability of £25,484 to 'Housecall Care and Support', this debt was actively managed via a flexible repayment plan and has now been fully paid. Last year end there was an outstanding liability for employee/employer tax and N.I. to HM Revenue & Customs of £15,513. This debt has been managed via a repayment plan and is now fully paid.

Debtors – Effective credit control has ensured that invoiced revenues have been received within the standard timescale, average time to pay period of 27.5 days. Bad debt "write-offs" represent 0.57% of gross service income.

Cash Flow - has been effectively managed and the pressure to meet outgoing commitments within the standard timeframes has eased significantly.

#### **Investment**

The charity's main investment was the expenditure related to the refurbishment of its leased premises on floor B1 in the Arts Complex. By the end of this financial year, it is estimated that 70% of the total funds required to complete the renovations will have been committed.

Any future investments will require further authorisation by the Board of Trustees in conjunction with the financial risk management process.

#### **Reserves Policy**

The Trustees seek to retain a minimum of 3 months operational costs within reserves. For this year the Charity's reserves serve to ensure the safety and welfare of the users of Upward Mobility's services while providing financial security for employees with limited fixed contracts based upon the improved position of the charity.

## UPWARD MOBILITY LTD.

### REPORT OF THE TRUSTEES (Contd.)

#### PLANS FOR FUTURE PERIODS

The income for Upward Mobility Ltd will continue to be generated primarily through the support services offered by the Charity. As the refurbishments near completion at the *Art's Complex* we will work towards achieving a student population of full capacity. With this we will continue to explore opportunities for the development of other satellite projects for Upward Mobility. We are currently running pilot projects in North Berwick as well as Tranent. It is our aim to establish these projects as a resource, based upon the model created at the *Art's Complex*, for a localised population of students. In addition to providing opportunity to a greater population, substantial travel costs will also be reduced (*currently incurred by local authority for student transport*).

Fundraising / Grants for development, underpinning and increasing student resources will be sought with careful consideration to staff time required in relation to likely success against a difficult financial climate in the sector.

#### TRUSTEES' RESPONSIBILITIES

The Trustees (who are also Directors of Upwards Mobility Ltd. for the purposes of Company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Company for the year. In preparing the financial statements the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006, as amended.

The Trustees are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

#### BY ORDER OF THE BOARD



C F Farquhar  
Trustee, Chair of Board

26. 07. 2012



**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES  
OF UPWARD MOBILITY LTD**

I report on the financial statements of Upward Mobility Ltd for the year ended 31 October 2011 which are set out on pages 9 to 16.

This report is made to the Trustees and members of Upward Mobility Ltd, as a body, in accordance with the terms of my engagement. My work has been undertaken to enable me to prepare the financial statements on behalf of the Trustees and to report my opinion as set out below and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Trustees and members of Upward Mobility Ltd., as a body, for my work or for this report.

**Respective responsibilities of Trustees and independent examiner**

The responsibilities of the Trustees (who are the Directors of the Charity for the purposes of Company Law) for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

The Trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the Charities Accounts (Scotland) Regulations 2006 (as amended) (the Regulations) does not apply.

It is my responsibility to examine the financial statements as required under section 44(1)(c) of the Charities and Trustee Investment Act 2005 (the Act) and to state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

My examination is carried out in accordance with Regulation 11 of the Regulations. An examination includes a review of the accounting records kept by the Charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeks explanations from the 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 financial statements.

**Independent examiner's statement**

In the course of 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 Act and Regulation 4 of the Regulations, and
  - to prepare financial statements which accord with the accounting records and comply with Regulation 8 of the Regulationshave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



**Kenneth McDowell CA**  
**CHIENE + TAIT**  
**Chartered Accountants and Independent Examiner**  
**61 Dublin Street**  
**Edinburgh EH3 6NL**

26 July 2012

**UPWARD MOBILITY LTD.**

**STATEMENT of FINANCIAL ACTIVITIES**

**Year ended 31 October 2011**

	Notes	Restricted Funds £	Un- restricted Funds £	2011 Total £	2010 Total £
<b>Incoming Resources</b>					
Incoming resources from generated funds:					
Voluntary income	2	-	1,039	1,039	2,518
Activities for generating funds – fundraising		-	3,875	3,875	-
Interest received		-	1	1	1
Incoming resources from charitable activities	3	27,519	376,353	403,872	262,451
<b>Total incoming resources</b>		<b>27,519</b>	<b>381,268</b>	<b>408,787</b>	<b>264,970</b>
<b>Resources expended</b>					
Cost of generating funding	5	-	2,287	2,287	2,112
Charitable activities	6	10,041	355,231	365,272	228,014
Governance	8	-	1,620	1,620	1,620
<b>Total resources expended</b>		<b>10,041</b>	<b>359,138</b>	<b>369,179</b>	<b>231,746</b>
<b>Net incoming funds before transfers</b>		<b>17,478</b>	<b>22,130</b>	<b>39,608</b>	<b>33,224</b>
Transfers between funds	13	-	-	-	-
<b>Net movement in funds</b>		<b>17,478</b>	<b>22,130</b>	<b>39,608</b>	<b>33,224</b>
Total funds brought forward		2,651	20,121	22,772	(10,452)
<b>Total funds carried forward</b>	<b>13,14</b>	<b>20,129</b>	<b>42,251</b>	<b>62,380</b>	<b>22,772</b>

The company has no recognised gains or losses other than those included in the Statement of Financial Activities.

All activities relate to continuing operations

The notes on pages 11 to 16 form part of these financial statements.

**UPWARD MOBILITY LTD.**

**BALANCE SHEET**

**As at 31 October 2011**

	Notes	£	2011 £	£	2010 £
<b>Fixed assets</b>	11		37,032		14,419
<b>Current assets</b>					
Debtors	12	19,654		30,946	
Cash at bank and in hand		43,572		16,993	
		63,226		47,939	
<b>Creditors:- Amounts falling due within one year</b>					
Other taxes and social security costs		-		15,513	
Sundry creditors and accruals		37,878		24,073	
		37,878		39,586	
<b>Net current assets</b>			25,348		8,353
<b>Net assets</b>			62,380		22,772
<b>Funds</b>					
Restricted funds	13		20,129		2,651
Unrestricted funds - General	14		42,251		20,121
<b>Total Funds</b>			62,380		22,772

**Audit exemption statement**

For the year ended 31 October 2011, the company was entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006.

No notice has been deposited with the company under section 476 of the Companies Act 2006 requiring an audit to be carried out.

The directors acknowledge their responsibility for:

- Ensuring the company keeps accounting records in accordance with sections 386 and 387 of the Companies Act 2006; and
- Preparing statements which give a true and fair view of the state of affairs of the company as at the end of financial year and of its loss for that financial year in accordance with the requirements of sections 394 and 395 of the Companies Act 2006.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the Board of Trustees on 26.07 2012 and signed on its behalf by:

*Chutre Y Farquhar*

C F Farquhar  
Company No. SC309982

The notes on pages 11 to 16 form part of these financial statements.

## **UPWARD MOBILITY LTD.**

### **NOTES to the FINANCIAL STATEMENTS**

#### **For the year ended 31 October 2011**

#### **1. Accounting Policies**

##### **Basis of accounting**

The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006, the Charities Accounts (Scotland) Regulations 2006 (as amended), Statement of Recommended Practice - Accounting and Reporting by Charities (SORP) 2005 and the Financial Reporting Standard for Smaller Entities (effective April 2008).

##### **Going concern**

The financial statements have been prepared on a going concern basis. The Trustees have assessed the Charity's ability to continue as a going concern and have reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

##### **Resources expended**

All expenditure is included on an accruals basis and is recognised when there is a legal and constructive obligation to pay for expenditure. All costs have been directly attributed to one of the functional categories of resources expended in the Statement of Financial Activities. The company is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Cost of generating funds are those costs associated with the generation of the Charity's incoming resources.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the independent examination fees and costs linked to the strategic management of the Charity.

##### **Fixed assets**

Items costing less than £500 are not capitalised in the balance sheet.

##### **Depreciation**

Depreciation is provided on tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset over its expected useful life, as follows:

Motor vehicle	- 33 1/3 % straight line
Office equipment	- 33 1/3 % straight line
Leasehold improvements	- 20% straight line

##### **Voluntary income**

Voluntary income is received by way of grants, donations and gifts, and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by Upward Mobility Ltd, are recognised when Upward Mobility Ltd becomes unconditionally entitled to the grant.

##### **Project grants receivable**

Project grants, including capital grants, are included in incoming resources when they are receivable.

##### **Incoming resources from charitable activities**

Incoming resources from charitable trading activity are accounted for when earned.

##### **Operating lease**

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

##### **Volunteers**

The value of services provided by volunteers is not incorporated into these financial statements. Further details of the contribution of volunteers can be found in the Report of the Trustees.

**UPWARD MOBILITY LTD.****NOTES to the FINANCIAL STATEMENTS (Cont'd)****For the year ended 31 October 2011****1. Accounting Policies (Contd.)****Restricted Funds****Community Film and Arts Project**

The Trusthouse Charitable Foundation donated £8,500 to the Charity for the development of the Community Film and Arts Project. The John Watson Trust also donated £2,000 to the project. The total funds of £10,500 were used to facilitate the Charity's on-going film and arts projects. £3,977 of the funds received were utilised in the purchase of fixed assets for the project. The balance on this fund at the year end represents the net book value of those fixed assets at 31 October 2011.

**Green Seeds Project**

Awards For All and Consumer Focus donated £9,935 and £2,990 respectively towards the development of the Community Garden Project entitled the Green Seeds Project.

**Bike Club**

Donation from CTC Charitable Trust of £2,594 towards funding the purchase of bikes and equipment for use on local cycle routes.

**Project Manager Costs**

Donation from The Robertson Trust of £12,000 towards 50% of the salary costs of Upward Mobility Limited's managing director.

**Unrestricted Funds****General fund**

The General fund represents the unrestricted funds, which the Trustees are free to use in accordance with the charitable objects.

**2. Voluntary income**

	<b>2011</b>	<b>2010</b>
	£	£
Donations	1,039	2,518
	=====	=====

**3. Incoming resources from charitable activities**

	<b>2011</b>	<b>2010</b>
	£	£
Service income	376,353	247,451
Project grants received		
Community Film and Arts Project:		
- The Trusthouse Charitable Foundation	-	8,500
- John Watson Trust	-	2,000
Bike Club:		
- CTC Charitable Trust	2,594	-
Project Manager Costs:		
- The Robertson Trust	12,000	-
Green Seeds:		
- Tesco	-	2,500
- Edinburgh Voluntary Organisations Trust	-	2,000
- Awards For All	9,935	-
- Consumer Focus	2,990	-
	=====	=====
	403,872	262,451
	=====	=====

**UPWARD MOBILITY LTD.**

**NOTES to the FINANCIAL STATEMENTS (Contd.)**

**For the year ended 31 October 2011**

<b>4. Staff Costs</b>	<b>2011</b>	<b>2010</b>
	<b>£</b>	<b>£</b>
Wages and salaries	211,020	127,854
Social security costs	12,208	4,082
	<u>223,228</u>	<u>131,936</u>
	=====	=====

Average (full time equivalent) staff numbers during the year were 12 (2010: 7). No employee received emoluments in excess of £60,000 during the year.

No remuneration or reimbursement of expenses was paid to the Trustees during the year.

<b>5. Costs of generating funds</b>	<b>2011</b>	<b>2010</b>
	<b>£</b>	<b>£</b>
Salary costs	1,400	2,112
Fundraising expenses	887	-
	<u>2,287</u>	<u>2,112</u>
	=====	=====

**6. Resources expended – Charitable Activities**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2011</b>	<b>2010</b>
	<b>£</b>	<b>£</b>	<b>Total</b>	<b>Total</b>
			<b>£</b>	<b>£</b>
Community Film and Arts Project	7,164	-	7,164	9,312
Greenseeds	5,563	238	5,801	6,082
Salary costs	221,828	-	221,828	129,824
Project support	48,043	-	48,043	26,146
Management fees	8,298	8,477	16,775	19,785
Support costs	64,335	1,326	65,661	36,865
	<u>355,231</u>	<u>10,041</u>	<u>365,272</u>	<u>228,014</u>
	=====	=====	=====	=====

<b>7. Support costs</b>	<b>2011</b>	<b>2010</b>
	<b>£</b>	<b>£</b>
Registrations and subscriptions	1,426	2,240
Training and expenses	1,223	1,145
Marketing, communication and publication	1,115	2,733
Rent	9,024	4,528
Maintenance	2,596	-
Administration fees	21,331	12,652
Postage, stationery and telephone	4,193	2,684
Computer expenses	2,106	2,733
Insurance	1,231	903
Subsistence, travel and motor expenses	6,307	1,497
Professional fees	722	113
Bank charges	934	353
Depreciation	12,769	5,012
Sundry expenses	684	272
	<u>65,661</u>	<u>36,865</u>
	=====	=====

**UPWARD MOBILITY LTD.**

**NOTES to the FINANCIAL STATEMENTS (Contd.)**

**For the year ended 31 October 2011**

<b>8. Governance costs</b>	<b>2011 £</b>	<b>2010 £</b>
Independent examination - 2010	-	1,620
Independent examination - 2011	1,620	-
	-----	-----
	1,620	1,620
	=====	=====

<b>9. Net incoming resources</b>	<b>2011 £</b>	<b>2010 £</b>
This is stated after charging:		
Independent examiner's remuneration	1,620	1,620
Depreciation	12,769	5,012
	=====	=====

**10. Taxation**

Upward Mobility Ltd has been accorded charitable status for taxation purposes by HM Revenue and Customs. In the year to 31 October 2011 it is considered that Upward Mobility Ltd's activities were within the scope of the charitable status and accordingly no provision for taxation is necessary.

**11. Fixed assets**

	<b>Motor Vehicle £</b>	<b>Leasehold Improvements £</b>	<b>Office Equipment £</b>	<b>Total £</b>
Cost				
At 1 November 2010	-	13,813	6,135	19,948
Additions	3,000	28,731	3,651	35,382
	-----	-----	-----	-----
At 31 October 2011	3,000	42,544	9,786	55,330
	-----	-----	-----	-----
Depreciation				
At 1 November 2010	-	2,763	2,766	5,529
Charge for year	1,000	8,509	3,260	12,769
	-----	-----	-----	-----
At 31 October 2011	1,000	11,272	6,026	18,298
	-----	-----	-----	-----
Net book value at 31 October 2011	2,000	31,272	3,760	37,032
	=====	=====	=====	=====
Net book value at 31 October 2010	-	11,050	3,369	14,419
	=====	=====	=====	=====

<b>12. Debtors</b>	<b>2011 £</b>	<b>2010 £</b>
Service income debtors	19,476	30,946
Prepayments	178	-
	-----	-----
	19,654	30,946
	=====	=====

**UPWARD MOBILITY LTD.****NOTES to the FINANCIAL STATEMENTS (Contd.)****For the year ended 31 October 2011****13. Restricted Funds**

Funds to be applied for the purposes specified by the Donors (as set out in note 1).

	Balance at 31 October 2010 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance at 31 October 2011 £
Community Film and Arts Project	2,651	-	(1,326)	-	1,325
Green Seeds	-	12,925	(238)	-	12,687
Bike Club	-	2,594	-	-	2,594
Project Manager Costs	-	12,000	(8,477)	-	3,523
	-----	-----	-----	-----	-----
	2,651	27,519	(10,041)	-	20,129
	=====	=====	=====	=====	=====

Where appropriate, transfers to restricted funds from unrestricted funds represent the reimbursement of costs incurred in excess of income on the restricted projects.

**14. Unrestricted Funds**

	Balance at 31 October 2010 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance at 31 October 2011 £
General fund	20,121	381,268	(359,138)	-	42,251
	=====	=====	=====	=====	=====

**15. Capital**

The company being limited by guarantee has no share capital.

**16. Commitments****a) Operating Lease Commitments**

At 31 October 2011 the company held annual commitments under a non-cancellable lease as set out below.

	2011 £	2010 £
Operating leases which expire:		
Less than one year	14,400	14,160
Between 2 and 5 years	-	-
	=====	=====

**b) Capital Commitments**

There were no capital commitments as at 31 October 2011.



**UPWARD MOBILITY LTD.**

**NOTES to the FINANCIAL STATEMENTS (Contd.)**

**For the year ended 31 October 2011**

<b>17. Analysis of net assets between funds</b>	<b>Tangible Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Total £</b>
Restricted	1,325	18,804	20,129
General Fund	35,707	6,544	42,251
	-----	-----	-----
	37,032	25,348	62,380
	=====	=====	=====