



2021-2022



THURSDAY



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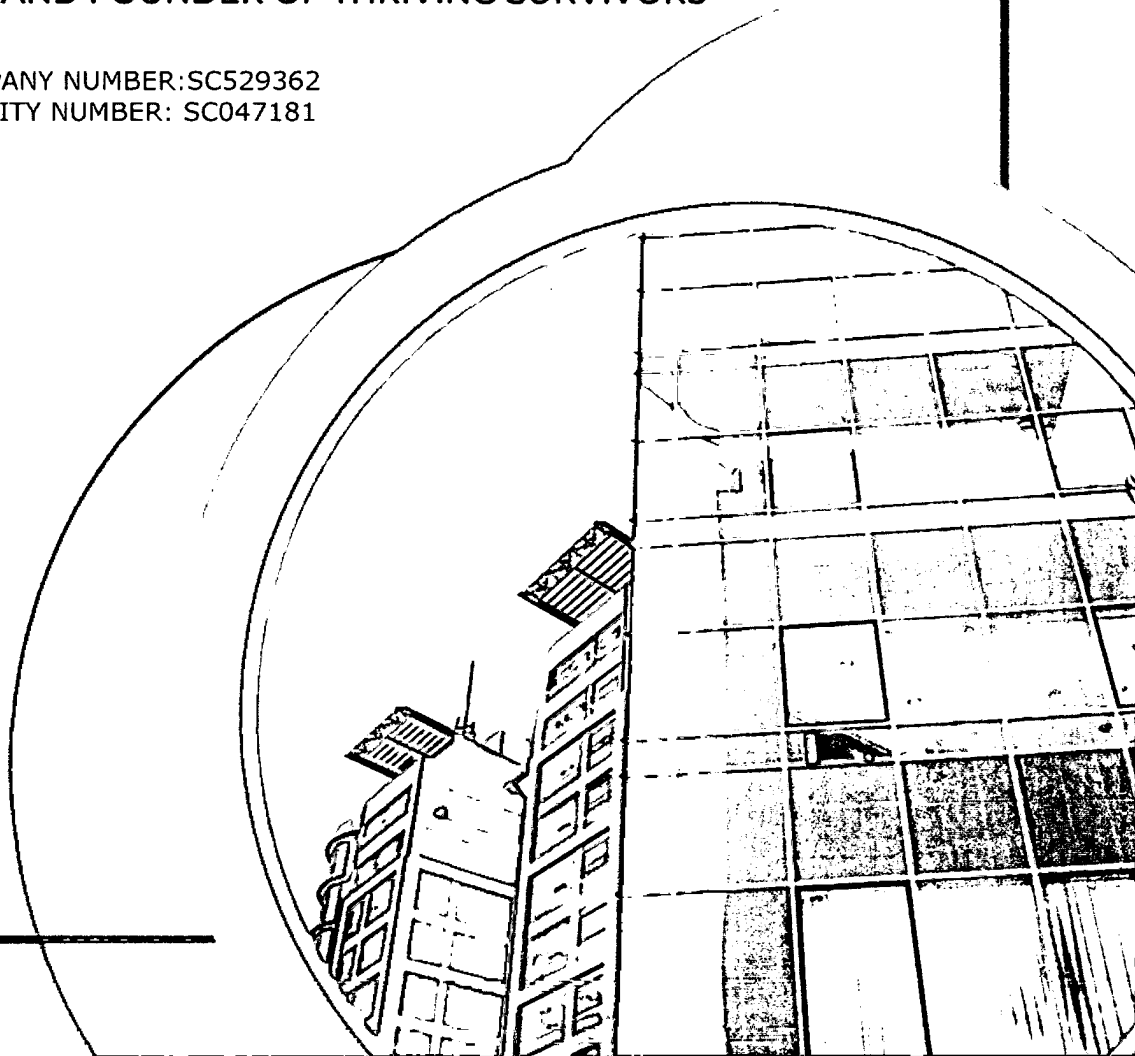
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COMPANIES HOUSE

THRIVING SURVIVORS LTD. ANNUAL REPORT AND FINANCIAL STATEMENTS

PRESENTED BY ASHLEY SCOTLAND
CEO AND FOUNDER OF THRIVING SURVIVORS

COMPANY NUMBER: SC529362
CHARITY NUMBER: SC047181



THRIVING SURVIVORS LTD

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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"Excellent experience. I would recommend them. They are kind decent people who want to help you cope the best you can to thrive not just survive. I am truly grateful that I was referred to thriving survivors and I am truly grateful that Ashley created such a helpful service with great mentors who are really good at their jobs and tool kits that help you cope.

Thank you thriving survivors."



REFERENCE AND ADMINISTRATION

Company number: SC529362

Charity number: SC047181

Registered office and operational address:

Suite 335 - 337, 3rd Floor, Baltic Chambers 50

Wellington Street, Glasgow, G2 6HJ

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Debi Brockett - Chair (Appointed
23.04.22)

Gillian Middleton

David Sinclair

Jayne Laidlaw (Appointed 20.04.22)

Derek May (Appointed 16.09.21)

Paul Rooney (Resigned 20.04.2022)

Senior staff: Ashley Scotland, CEO

Bankers: Barclays Bank, 83 Argyll Street, G2 8BJ

Independent Examiner: Wylie & Bisset LLP, 168 Bath Street, G2 4TP

Thanks also to Paul Rooney who stepped down this year.

"It's been an excellent journey, and I love learning new tools, and more about myself and about helping other people. It was great meeting new people and exploring the different ways of coping and managing emotions together."

Welcome from the Chair

Since taking over as the Chair of Thriving Survivors in April 2022, it has been a whirlwind of activity. At Thriving Survivors, we never stand still, we embrace change, and we rise to a challenge, such as the impact of the Covid pandemic which resulted in our services going online and delivered through virtual sessions. We continue to innovate and expand our services in response to the ever-increasing demands.

During this year, we are again facing a challenge and pushing new boundaries through our development of Restorative Justice services, which we trust will deliver real tangible benefits.

As a Board of Trustees, we collectively bring a wealth of business experience, insight and learnings from across various Industry and Third sector, which I am confident shall provide the expertise needed to assist Thriving Survivors to sustain the continuation of growth and support the ambitions of the charity to improve the lives of those who seek our help.

Debi Brockett



CEO Message

Here we are at the start of a new stage in the charity's journey, one of development and growth. I cannot simply progress without reflecting on the success of the journey so far.

When I founded Thriving Survivors six years ago, it was because I saw a need for a specially designed service that was built with integrity and purpose. A service that would provide another way to recover and heal.



Bringing Thriving Survivors to life, I had a vision, for an organisation that had a unique combination of services and was designed and delivered by lived experience, a service built on the principles of choice, collaboration and trust. Over the years the team at Thriving Survivors have brought this vision to life.

Mentoring, 1-1 therapeutic support, post traumatic growth work, three stages of support, all under one roof, all of this coming together to support an end-to-end innovation that has supported over 200 people this year.

Today, Thriving Survivors are in a very similar position. Developing our new restorative justice service, another exciting project that has the capability to change lives. The challenges that faced us as a budding charity now seem like a solid foundation for us to progress into the year ahead this time as delivery experts. We will move forward with confidence that whilst no journey is ever smooth and plain sailing as long as we have the people, we support at the heart of everything we do success will surely follow.

It's a privilege to now have the opportunity to lead this amazing team on the next stage of our journey to allow survivors the choice to decide what services they wish to access and at a time that is right for them.

About Thriving Survivors

Thriving Survivors aims to create a centre of excellence for trauma-affected individuals regardless of race, culture or circumstance, with all services delivered by people with lived experience.

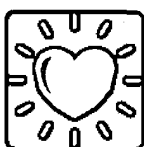
We provide 3 stages of recovery with lived experience at the heart of everything we do, survivor feedback is integral to our service developments.



We deliver a range of services that are both unique and fun. Our training sessions aim to inspire personal development and encourage deep insight into who you are as an individual. All of our services are available across Scotland.

In 2022, we have begun the process of introducing Restorative Justice in cases of sexual harm, due to go live in early 2023.

Our Services



Mentoring

Our Mentoring Support Service offers survivors the opportunity to explore their trauma and their experiences with a mentor who has a similar life experience.



Counselling

Our stage two counselling service is provided by a number of highly experienced and skilled counsellors and psychotherapists.

The process has involved survivors talking with a professionally qualified and experienced practitioner. This stage of support begins after the survivor has successfully integrated the stabilisation skills taught in stage one.



Training & Volunteering

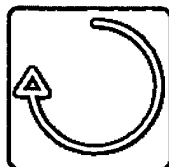
We offer a range of volunteering opportunities to encourage the continued growth of the people we work with.

Our Services



Discovering Me

Our Discovering Me programme is a post traumatic growth programme and runs for six weeks via Zoom. Sessions include emotional intelligence, mindset and behaviours and personality testing. These sessions have supported many survivors to increase confidence, have a greater understanding of trauma and how their experience has impacted them and a toolkit of techniques to help them deal with negative emotions and behaviours.



Thriving Chat Room

Our Thriving Chat Room is open 24 hours a day 7 days a week.

This monitored chat room provides survivors with instant access to an established, supportive and safe space whilst they are unfortunately on waiting lists for our other services



Peer to peer support

Our peer groups are run by our lead volunteer, offering a fun and exciting platform where anything is possible as it's all about the taking part, offering a safe space to engage with other survivors who fully appreciate how difficult it can be to navigate the world in the throes of trauma.

Restorative Justice

The Survivors' Voices National Consultation, facilitated by Thriving Survivors, was conducted between February and April 2021 with the final paper being published in June 2021.

See the final paper here:

www.thrivingsurvivors.co.uk/survivors-voices



The Survivors' Voices National Consultation, facilitated by Thriving Survivors, was conducted between February and April 2021 with the final paper being published in June 2021. Following this Thriving Survivors alongside other organisations submitted their proposal to facilitate the Restorative Justice Hub for cases of Sexual Abuse. This proposal was approved in March 2022.

Two national services will be launched in June 2022 within Scotland. Community Justice Scotland (CJS) will provide national oversight, monitoring and evaluation of restorative justice services in Scotland, and individual Sheriffdom areas will provide local delivery for restorative justice. Thriving Survivors has been funded to be the specialist service that will take referrals from those who have experienced sexual harm to allow them to participate in restorative justice processes and gain a broader choice in how they experience justice. Thriving Survivors will collaborate with Edinburgh Napier University, Midlothian Community Justice, and CJS on developing and delivering a National Service for restorative justice in cases of sexual harm. The National service will initially offer survivors of sexual harm safe, appropriate and trauma-informed access to restorative justice services, irrespective of where they reside in Scotland.

Read the details here: www.thrivingsurvivors.co.uk/restorative-justice

www.thrivingsurvivors.co.uk

Thriving Survivors Ltd. Annual Report and Financial Statements 2021 - 2022.

SO WHAT? *But* WHAT IF?

A gender-based approach to Safety - Creating a safer future for younger generations.
A collaborative campaign with One4Growth, Glasgow Girls Club & Thriving Survivors

Back in October 2021 Thriving Survivors launched a social media campaign around women's safety and partnered with Glasgow Girls Club and One4Growth to host a very topical panel session on the issue as part of the International 16 Days of Action campaign in November.

Thursday 25th at November at 11am, we went live on zoom streaming onto Facebook, with a mixed panel of women. We were joined by local organisations, students, businesses, doctors and public transport representatives.



2022.....

We came back together again on January 22 to discuss a plan for moving the idea forward and an idea from a member of Survivors Voices suggested that too many campaigns just come and go without any real impact. The survivor then came up with the slogan So What?.....But What If?.....

So what?.... All these campaigns are great. But What? If you brought them all together into one place. A multi-pronged, collaborative approach to campaigning would have a greater impact.

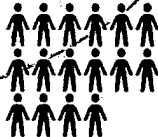
Thriving Survivors, One4Growth and Glasgow Girls Club decided to create a platform for all campaigns to be showcased. With all data being collected to allow us to create a report on our findings and recommendations on gender-based approaches to safety. With the aim of creating a safer future for younger generations.

We now want to keep the campaign running for a year with the intention of submitting a full report to the Scottish and UK governments at the end of the 16 days of action in December 2022

Learn More: www.sowhatbutwhatif.co.uk

www.thrivingsurvivors.co.uk

Achievements & Performance

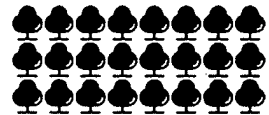


24 hour a day 7 day a week chat room



50+ Weekly Mentoring sessions

24 peer groups



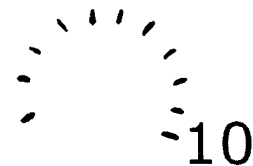
Ensure survivors feel supported, valued and cared for

Increased Confidence and Self Esteem for survivors



Reduction in the impact of trauma for adult survivors

Increased ability to manage behaviours of self and of others



www.thrivingsurvivors.co.uk

Impact



100%

Achieved their desired goal.



100%

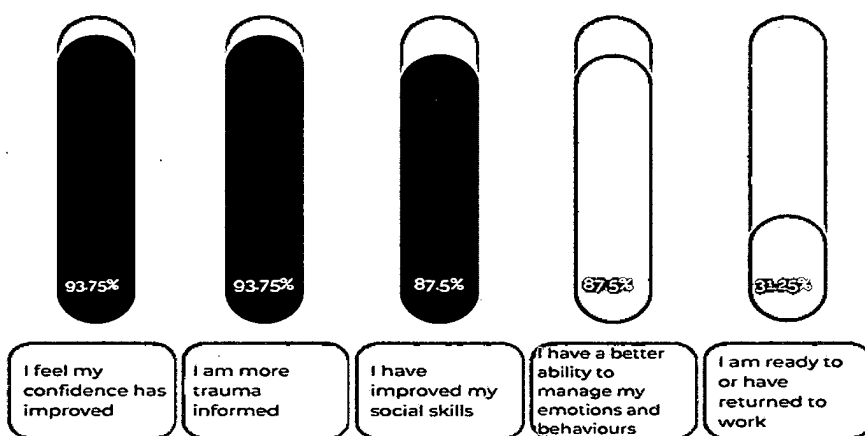
Felt supported, valued and cared for.



206

Survivors were supported this year.

Which of the following outcomes if any have you achieved?



How likely is it that you would recommend Thriving Survivors to a friend or colleague?



93%

Said they would recommend Thriving Survivors



Restorative justice in cases of Sexual Abuse

Looking forward to 2022/23

The Development of Thriving Survivors Restorative Justice National Service for Sexual Harm

Thriving Survivors has been funded to be the specialist service that will take referrals from those who have experienced sexual harm to allow them to participate in restorative justice processes and gain a broader choice in how they experience justice.

Thriving Survivors will collaborate with Edinburgh Napier University, Midlothian Community Justice and CJS on developing and delivering a National Service for restorative justice in cases of sexual harm. The National service will initially offer survivors of sexual harm safe, appropriate and trauma informed access to restorative justice services, irrespective of where they reside in Scotland.

Training

Thriving Survivors in partnership with CJS and Edinburgh Napier University will develop a specialist training package on restorative justice and sexual violence. This will include a number of international experts, including trainers and restorative justice facilitators, together with local experts to provide specialist training and mentorship for restorative justice facilitators in Scotland.

Thriving Survivors will offer four stages of restorative justice training:

- Foundational – Delivered by Tim Chapman
- Intermediate – Community Justice Scotland
- Advanced – Community Justice Scotland
- Specialist – Edinburgh Napier University and international trainers who specialise in sexual violence

Additional training modules will include:

Trauma-Informed Training

MyRJ training



Restorative Justice in cases of Sexual Abuse

Looking forward to 2022/23

Thriving Survivors will consult with an advisory board throughout the process of developing and delivering the restorative justice service. This advisory board will support the restorative justice service, ensuring a wide representation of skills and expertise, and act as an expert reference group, as the service develops. The advisory panel is already established and has had an input into the development of the service thus far.

Thriving Survivors are developing three working groups to cover the following areas as we progress our service. These include:

- Risk and Policy
- Evaluation and Monitoring
- Service Development

As part of our plans for the National Service, we will be developing four services that will offer survivors access to restorative justice and a number of restorative approaches.

- Restorative Justice
- Restorative Healing Circles
- Secondary Harm service
- Restorative storytelling

Upon engagement with the National Hub, each person will receive a wraparound support package at the point of entering the service, which includes:

- Two specially trained restorative justice facilitators
- The restorative justice mentor (lived experience of restorative justice)
- The restorative justice counsellor

www.thrivingsurvivors.co.uk

Reflection



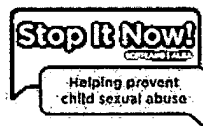
As we draw the year to a close it is important that we take the time to reflect on the challenges, learnings and success.

As we draw the year to a close it is important that we take the time to reflect on the challenges, learnings and success of the past year. We as a lived experience organisation thrive on the feedback and the input, we receive from the people we support. This year saw the development of our lived experience action group, and this has allowed us to take a much deeper look at what co-product ion really looks like in action. Our lived experience act ion group have and will continue to shape what further Thriving Survivor s services will look like. They are as a collective an advisory panel that has oversight of everything, we as an organisation produce as we develop of new restorative services. As individuals they are involved in service design, creating and shaping policy, developing procedures, assisting with the development of risk frameworks and having power, agency and control to shape what their service will look like as it is rolled out. As we progress into 2022 – 2023 we hope to continue this work and we thank our lived experience action group for their continued efforts and commitment to Thriving Survivors.

www.thrivingsurvivors.co.uk

Thriving Survivors Ltd. Annual Report and Financial Statements 2021 - 2022.

Thank you to all our Funders and Partners



Scottish Government
Riaghaltas na h-Alba
gov.scot

THRIVING SURVIVORS LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

Structure and Governance

The organisation is a charitable company limited by guarantee, incorporated on 11th March 2016 and registered as a charity on 15th February 2017. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

The trustee recruitment process consisted of trustee recommendation, shortlisting followed by an informal interview process with the chair of trustees and CEO. Trustees will usually serve for 2-year terms and may be re-appointed for a second term.

Financial Review

The charity reports a deficit of £36,184 (2021: surplus of £91,789) for the year and has accumulated funds of £88,864 (2021: £125,048) at the balance sheet date.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three months expenditure. At current levels this would be £49,846. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's activities while consideration is given to ways in which additional funds may be raised. The Trustees recognise that with current general unrestricted reserves of £9,437 this level has yet to be achieved and therefore they will continue to monitor and manage expenditure in aim to reach this objective within a reasonable timeframe.

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Thriving Survivors Ltd for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

THRIVING SURVIVORS LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022

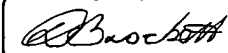
Trustees' responsibilities in relation to the financial statements

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

This report has been prepared in accordance with the 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) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the trustees and signed on their behalf by:

DocuSigned by:



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Name: Debi Brockett

Date: 28 October 2022

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF THRIVING SURVIVORS LTD FOR THE YEAR ENDED 31 MARCH 2022

I report on the accounts of the charity for the year ended 31 March 2022, which are set out on pages 19 to 29.

Respective responsibilities of trustees and examiner

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 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 independent examiner's statement

My examination is 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 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 accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention

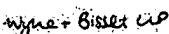
1. which gives me reasonable cause to believe that in any material respects the requirements:

- 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 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.

DocuSigned by:



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Jenny Simpson BSc Hons FCA DChA
Wylie & Bisset LLP
168 Bath Street
Glasgow
G2 4TP

Date: 28 October 2022

THRIVING SURVIVORS LTD**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDING 31 MARCH 2022**
(Including an Income and Expenditure account)

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Income and endowments from:							
Donations and legacies	4	1,518	161,682	163,200	-	256,780	256,780
Investments	5	-	-	-	50	-	50
Other Incoming Resources	6	-	-	-	1,499	-	1,499
Total Income		1,518	161,682	163,200	1,549	256,780	258,329
Expenditure on:							
Charitable activities	7	1,539	197,845	199,384	5,130	161,410	166,540
Total Expenditure		1,539	197,845	199,384	5,130	161,410	166,540
Net (expenditure)/ Income for the year		(21)	(36,163)	(36,184)	(3,581)	95,370	91,789
Transfers between funds		190	(190)	-	-	-	-
Net movement in funds		169	(36,353)	(36,184)	(3,581)	95,370	91,789
Funds reconciliation							
Total Funds brought forward	14	10,630	114,418	125,048	14,211	19,048	33,259
Total Funds carried forward	14	10,799	78,065	88,864	10,630	114,418	125,048

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

All income and expenditure derive from continuing activities.

THRIVING SURVIVORS LTD**BALANCE SHEET AS AT 31 MARCH 2022**

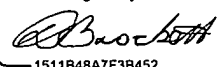
	Note	Total Funds 2022 £	Total Funds 2021 £
Fixed Assets	11	1,362	2,471
Current assets:			
Debtors	12	1,549	543
Cash at bank and in hand		91,410	137,654
Total Current Assets		92,959	138,197
Liabilities:			
Creditors falling due within one year	13	(5,457)	(15,620)
Net Current Assets		87,502	122,577
Net Assets		88,864	125,048
The funds of the charity:			
Restricted funds	14	78,065	114,418
Unrestricted funds	14	10,799	10,630
Total charity funds		88,864	125,048

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the company.

For the year ended 31 March 2022 the company was entitled to exemption under section 477 the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

Approved by the trustees and signed on their behalf by:

DocuSigned by:

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 Name: Debi Brockett

Date: 28 October 2022

Company No: SC529362

THRIVING SURVIVORS LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

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

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

(b) Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed, or through the terms of an appeal.

Further details of each fund are disclosed in note 14.

(c) Income recognition

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

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting year.

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

Income from government and other grants, whether 'capital' 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.

THRIVING SURVIVORS LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

(d) Expenditure recognition

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 settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (f) below.

- Expenditure on charitable activities includes governance costs and other 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 is incurred.

(e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the trustees' annual report for more information about their contribution.

(f) Allocation of governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory independent examination fees.

The allocation governance costs are analysed in note 8.

(g) Tangible fixed assets and depreciation

The charity does not currently have a capitalisation policy in place but is working towards this. Depreciation is charged as follows:

	Basis
Computer equipment	33% straight line

(h) 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.

(i) Cash at bank and in hand

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

(j) Creditors and provisions

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

THRIVING SURVIVORS LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

(k) Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

(l) Pensions

Employees of the charity are entitled to join the Smart Pension scheme. The charity contribution is restricted to the contributions disclosed in note 9.

(m) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(o) Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the Directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The trustees are satisfied that the accounting policies are appropriate and applied consistently. Key sources of estimation have been applied as follows;

<u>Estimate</u>	<u>Basis of estimation</u>
Depreciation of fixed assets	Fixed assets are depreciated and amortised over the useful life of the asset. The useful lives of fixed assets are based on the knowledge of the operations team, with reference to assets expected life cycle.

2. Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Every member of the charity undertakes to contribute such amount as may be required (not exceeding £1) to the charity's assets if it should be wound up while he is a member or within one year after he ceases to be a member.

3. Related party transactions and trustees' expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2021: £nil). No expenses were paid to any trustee during the year (2021: £nil). There were no waived trustee expenses during the year (2021: £nil).

THRIVING SURVIVORS LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022****3. Related party transactions and trustees' expenses and remuneration (continued)**

During the year no trustee had any personal interest in any contract or transaction entered into by the charity (2021: None).

4. Income from donations and legacies

	2022 £	2021 £
Donations	163,200	256,780
	<u>163,200</u>	<u>256,780</u>

5. Investment income

	2022 £	2021 £
Interest on cash deposits	-	50
	<u>-</u>	<u>50</u>

6. Other incoming resources

	2022 £	2021 £
Gains on disposal of asset	-	1,499
	<u>-</u>	<u>1,499</u>

7. Analysis of expenditure on charitable activities

	2022 £	2021 £
Staff costs	128,249	95,450
Staff training	2,520	270
Facilitator costs	-	6,292
Programme materials	894	2,245
Entertainment	345	305
Advertising and marketing	4,256	1,958
Subscriptions	1,447	1,382
Payroll fees	1,410	1,170
Travel	223	-
Rent	5,771	2,203
Utilities	2,040	1,150
Telephone and internet	1,948	3,682
Insurance	1,127	1,188
Printing & Stationery	67	-
IT software and consumables	142	2,393
General expenses	1,562	5,005
Bank fees	102	59
Project costs	15,740	26,577
Counselling service costs	26,233	8,720
Legal expenses	2,170	-
Volunteer costs	375	3,875
Depreciation	1,299	1,236
Governance costs (Note 8)	1,464	1,380
	<u>199,384</u>	<u>166,540</u>

THRIVING SURVIVORS LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

8. Governance costs

The breakdown of governance costs is shown in the table below:

	2022 £	2021 £
Independent examiner's remuneration	1,464	1,380
	<u>1,464</u>	<u>1,380</u>

Governance costs are allocated to the costs of charitable activities.

9. Analysis of staff costs and remuneration of key management personnel

	2022 £	2021 £
Salaries and wages	120,070	90,421
Social security costs	8,179	5,029
Total staff costs	<u>128,249</u>	<u>95,450</u>
Key management personnel remuneration	<u>52,043</u>	<u>45,668</u>

No employees had employee benefits in excess of £60,000 (2021: none).

	2022 No.	2021 No.
The average weekly number of persons, by headcount, employed by the charity during the year was:	<u>4</u>	<u>3</u>

10. Net income/(expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Independent Examiner's fee	1,464	1,380
Depreciation	1,299	1,236
Gain on sale of asset	-	1,499

11. Tangible Fixed Assets

	Computer equipment £	Total £
Cost or valuation		
At 1 April 2021	4,210	4,210
Additions	190	190
Disposals	-	-
At 31 March 2022	<u>4,400</u>	<u>4,400</u>
Depreciation		
At 1 April 2021	1,739	1,739
Charge for the year	1,299	1,299
Eliminated on disposals	-	-
At 31 March 2022	<u>3,038</u>	<u>3,038</u>
Net Book Value		
At 31 March 2022	<u>1,362</u>	<u>1,362</u>
At 31 March 2021	<u>2,471</u>	<u>2,471</u>

THRIVING SURVIVORS LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022****12. Debtors**

	2022 £	2021 £
Prepayments	485	543
Other debtors	1,064	-
	<u>1,549</u>	<u>543</u>

13. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	1,106	11,282
Accruals	1,401	3,599
Taxation and social security costs	2,950	739
	<u>5,457</u>	<u>15,620</u>

14. Analysis of charitable funds

2021 Analysis of Fund movements	Balance b/fwd £	Income £	Expenditure £	Transfers £	Fund c/fwd £
Unrestricted funds					
Fixed Assets	-	-	(1,236)	3,707	2,471
Total designated funds	-	-	(1,236)	3,707	2,471
General funds	14,211	1,549	(3,894)	(3,707)	8,159
Total unrestricted funds	<u>14,211</u>	<u>1,549</u>	<u>(5,130)</u>	<u>-</u>	<u>10,630</u>
Restricted funds					
Corra Foundation	-	9,975	-	-	9,975
Foundation Scotland	-	5,000	(4,243)	-	757
Lottery Community Fund	-	37,450	(7,560)	-	29,890
Scottish Government	6,048	106,400	(104,100)	-	8,348
Scottish Government – Restorative Justice Services	-	54,675	(11,973)	-	42,702
Scottish Government – Child Abuse Support Fund	-	7,380	(5,900)	-	1,480
The Robertson Trust	13,000	13,000	(10,325)	-	15,675
Wellbeing Fund	-	22,900	(17,309)	-	5,591
Total restricted funds	<u>19,048</u>	<u>256,780</u>	<u>(161,410)</u>	<u>-</u>	<u>114,418</u>
TOTAL FUNDS	<u>33,259</u>	<u>258,329</u>	<u>(166,540)</u>	<u>-</u>	<u>125,048</u>

THRIVING SURVIVORS LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

14. Analysis of charitable funds (continued)

2022 Analysis of Fund movements	Balance b/fwd £	Income £	Expenditure £	Transfers £	Fund c/fwd £
Unrestricted funds					
Fixed Assets	2,471	-	(1,299)	190	1,362
Total designated funds	2,471	-	(1,299)	190	1,362
General funds	8,159	1,518	(240)	-	9,437
Total unrestricted funds	10,630	1,518	(1,539)	190	10,799
Restricted funds					
Awards for all	-	9,848	(728)	-	9,120
Corra Foundation	9,975	-	(9,921)	-	54
Foundation Scotland	757	-	(675)	-	82
Lottery Community Fund	29,890	41,450	(32,647)	-	38,693
Scottish Government	8,348	100,000	(97,203)	(190)	10,955
Scottish Government – Restorative Justice Services	42,702	-	(28,977)	-	13,725
Scottish Government – Child Abuse Support Fund	1,480	9,884	(8,611)	-	2,753
Scotmid	-	500	-	-	500
The Robertson Trust	15,675	-	(13,673)	-	2,002
Wellbeing Fund	5,591	-	(5,410)	-	181
Total restricted funds	114,418	161,682	(197,845)	(190)	78,065
TOTAL FUNDS	125,048	163,200	(199,384)	-	88,864

a) The unrestricted funds are available to be spent for any of the purposes of the charity.

Funds have been designated to the net book value of the fixed assets held as these funds are not readily available for day to day use by the charity.

b) Restricted funds are held for the following purposes:

Awards for All

Towards core running costs – insurance and property costs.

Corra Foundation

Towards core running costs - insurance and property costs.

Foundation Scotland

To contribute to volunteer expenses, online training courses, essential supermarket vouchers for those in need and advertising costs and publicity to reach existing and new service users across the city of Glasgow.

Lottery Community Fund

This group will use the funding to deliver a three-stage programme of support to survivors of abuse and trauma. Support will be provided in the form of mentoring, counselling, workshops and peer to peer support helping people to move on from the trauma by providing coping techniques and identifying goals for the future.

Scottish Government

To provide core services, the Grant is made to enable the Grantee to carry out the Project including - Staff Costs, Admin Costs - Training Costs, Project Costs.

THRIVING SURVIVORS LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022****14. Analysis of charitable funds (continued)****Scottish Government –Restorative Justice Services**

National consultation to assess the understanding, awareness and demand for Restorative Justice Services in Scotland. This Consultation exercise will specifically seek the views and opinions of survivors of domestic and sexual abuse on Restorative Justice in Scotland.

Scottish Government – Child Abuse Support Fund

The funding will support the employment of the Chief Executive Officer, 2 x fulltime facilitators/mentors and administrators and also programme delivery costs.

Scotmid

Funding towards the cost of hosting panel events.

The Robertson Trust

Towards the costs of "Discovering Me Programme". £9,500 was for 50% of the salary cost of the facilitator and the remaining £3,500 was for associated project costs.

Wellbeing Fund

Money awarded to provide digital survival packs. Funds can be spent on equipment, telephone and internet as well as salaries and administration costs.

- c) Transfers comprise £190 (2021: £3,707) transferred to fixed assets due to asset additions in the year.

15. Net assets over funds

	Unrestricted Funds £	Restricted Funds £	Total 2021 £
	2,471	-	2,471
Debtors	543	-	543
Bank	23,236	114,418	137,654
Creditors	(15,620)	-	(15,620)
	<u>10,630</u>	<u>114,418</u>	<u>125,048</u>

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Fixed Assets	1,362	-	1,362
Debtors	1,549	-	1,549
Bank	13,345	78,065	91,410
Creditors	(5,457)	-	(5,457)
	<u>10,799</u>	<u>78,065</u>	<u>88,864</u>

THRIVING SURVIVORS LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

16. Government Grants

Income from government grants during the year consisted of the following:

The Scottish Government provided;

- £100,000 (2021: £106,400) of funding to provide core services and enable the charity to carry out the Project including - Staff Costs, Admin Costs, Training Costs, Project Costs.
- £nil (2021: £54,675) funding towards salaries, IT and administration costs.
- £9,884 (2021: £7,380) funding towards appointing full time mentor to provide support to survivors.

Lottery Community Fund provided £41,450 (2021: £37,450) towards mentoring, counselling and workshop costs.

17. Lease Commitments

At the balance sheet date, amounts due under operating lease commitments for land and buildings were as follows:

	2022 £	2021 £
Lease commitments falling due within 1 year	9,099	-
Lease commitments falling due in more than 1 year but less than 5 years	18,179	-
	<u>27,278</u>	<u>-</u>