

Registered Company No: SC190521  
Registered Charity No: SCO28909

**ROSEMOUNT LIFELONG LEARNING**  
**(A company limited by guarantee)**  
**REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2012**

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**ROSEMOUNT LIFELONG LEARNING**  
**(A company limited by guarantee)**  
**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2012**

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# **ROSEMOUNT LIFELONG LEARNING**

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## **LEGAL AND ADMINISTRATIVE INFORMATION**

**Charity name:** Rosemount Lifelong Learning

**Registered office and operational Address:** 221 Millburn Street, Glasgow G21 2HL

**Charity registration number:** SC190521

**Company registration number:** SCO28909

**Trustees:**

Elizabeth Wilson	Chairperson
Francine Bucumi	Vice Chairperson
James Gow	Treasurer
Kenneth Bennet	
Katrina Brown	
Arlene England	
Ed Monaghan	
Peter Sama	
Gill Scott	
Christina Young	
Patrick Gallagher	
Colin Watson	
Natasha Osiagu	

**Company Secretary:** Kam McMillan

**Senior Management team:**

Chief Executive	Alex Meikle
Finance Manager	Kam McMillan
Childcare Managers	Angela Cameron
	Geraldine O'Brien
Service Department Manager	Valarie Sutton
Young Parents Project Manager	Joan McManus
Flexicentre Co-ordinator	Sam Ross
Office Manager	Sue Harper

**Auditors:** Wylie and Bisset LLP  
168 Bath Street,  
Glasgow,  
G2 4TP

**Bankers:** Royal Bank of Scotland  
Glasgow Parkhead Branch,  
1304 Duke Street,  
Glasgow,  
G31 5PZ

## **ROSEMOUNT LIFELONG LEARNING**

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### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2012**

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2012. The legal and administrative information on page one forms part of this report.

#### **Directors and Trustees**

The directors of the charitable company (the charity) 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:

Elizabeth Wilson (Chairperson), Francine Bucumi (Vice Chairperson), James Gow (Treasurer), Kenneth Bennett, Katrina Brown, Arlene England, Liz McIlroy, Ed Monaghan, Peter Sama, Gill Scott, Christina Young, Mary Mackay, Patrick Gallagher, Colin Watson and Natasha Osiagu.

Liz McIlroy stood down on 3<sup>rd</sup> October 2011. Mary Mackay stood down on 3<sup>rd</sup> October 2011. Kenneth Bennett and Katrina Brown were appointed as directors at the Annual General Meeting on October 3<sup>rd</sup> 2011.

#### **Structure, governance and management**

##### Governing document

The organisation is a company limited by guarantee, incorporated on 14 October 1998 and registered as a charity with the Inland Revenue on 28 October 1998. The company was established under a Memorandum and Articles which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

##### Recruitment and appointment of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as Member Directors. Under the requirements of the Memorandum and Articles of Association the Member Directors are elected at an Annual General Meeting from members of Rosemount Lifelong Learning. Membership is open to residents of Glasgow. At each Annual General Meeting, the two Member Directors who have been longest appointed stand down and may then put themselves forward for re-election. Non members may be appointed as Appointed Directors.

Most of the Member Directors are local people who have benefited from childcare and training at the centre and who have an excellent understanding of the issues facing local families as well as the organisation's operational issues. In addition, the Board includes three directors with expertise in research, finance and management. The Board of Directors meet bi-monthly, with support from a sign language interpreter as well as a crèche for the directors' children.

##### Trustee induction and training

As current or former services users, many Trustees are already familiar with the practical work of the charity. All Trustees receive an information pack which includes the policies and procedures of the organisation including its mission and aims, the historical background of the organisation, its resourcing and the current financial position as set out in the latest audited accounts and Business plan, and the findings of external evaluations. Training events are provided for Trustees explaining the rights and responsibilities of Directors. More specialised training is provided for Directors who are office bearers.

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### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2012**

During 2011/12 training on finance for Directors and the Duties and Responsibilities of Trustees with relation to Equalities and Diversities were provided for Directors, both facilitated by Glasgow Council of Voluntary Services (GCVS).

In addition Rosemount is working with GCVS on producing an updated bespoke and up to date board induction pack for the organisation. This will include:

- Reviewing and offering feedback on the current board induction pack
- Supporting a sub group of trustees with senior managers to develop the pack
- Providing examples of template policies and procedures and associated documents (where relevant)
- Suggesting an updated format for the Board Induction Process

It is envisioned that this work will be completed over the summer of 2012 with most of the input being from the sub group at Rosemount but with facilitative support from GCVS over a series of meetings.

#### Risk management

The Board of Directors are working with the senior management team in working on a Business plan for the period 2012 - 2015, which examines external risks to funding and identifies potential strategies for diversifying income.

Assistance and preparatory work on this document was carried out between managers and directors through the form of a Strategy Planning Group which met on several occasions during the year. The new business plan will be finalised by autumn 2012. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to the organisation. All staff and volunteers who work with children or vulnerable adults are subject to Enhanced Disclosure Scotland checks supplemented by Protection of Vulnerable Groups (PVG) checks. Quality is also assured by the Care Commission, HMI inspectors and the Scottish Qualifications Authority.

#### Organisational structure

The members of Rosemount Lifelong Learning's Board of Directors meet bi-monthly. The Chief Executive and the Finance Manager and Company Secretary also attend the meetings but have no voting rights. The Finance and Strategy Planning sub committees of the Board of Directors meet regularly to discuss specific strategic and finance related issues. Five meetings of the Finance sub-committee and three meetings of the Strategy Planning Group were held over the year.

A scheme of delegation is in place and day to day responsibility for the provision of the services rests with the Chief Executive along with the Finance Manager and other members of the management team. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that the key performance indicators are met. The Managers are responsible for the day to day operational management of services, individual supervision of the staff team and also ensuring that the team continues to develop their skills and working practices in line with good practice. The Chief Executive and managers meet collectively as a senior management meeting on a monthly basis.

#### Related parties

In so far as it is complementary to the charity's objects, the charity is guided by both local and national policies and strategies, including Community Planning, Community Health and Care planning, the Glasgow Adult Literacy and Numeracy Action plan, One Glasgow, the Scottish Government Economic Strategy especially 'learning skills and well being', 'equity', several Scottish childcare strategies including 'Getting it Right for every child' and 'Hidden Harm' – responding to the needs of children of problem drug users' and the UK Child Poverty strategy. Managers, staff and Directors participate in specialised networks related to these policy areas.

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### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2012**

#### **Objectives and activities**

The company's objects and principal activities are to:

- Benefit the inhabitants of Glasgow by improving their life conditions
- Advance education, particularly among lone parents and the long term unemployed
- Provide skills training, particularly where this will help people to obtain employment

Rosemount Lifelong Learning's mission is 'to reduce poverty by providing high quality childcare and increasing lifelong learning opportunities in an approachable and supportive community setting'.

The objectives are to:

- Improve access to education that allows adults and children to realise their full potential
- Increase potential for employment and career progression
- Create a healthier and more confident community
- Remove barriers to participation and encourage integration of all individuals by increasing the accessibility of services and support in a family friendly environment

The charity's aims fit with several Scottish Government National Outcomes, namely:

- (2) We realise our full economic potential with more and better employment opportunities.
- (4) Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- (5) Our children have the best start in life and are ready to succeed.
- (6) We live longer, healthier lives.
- (7) We have tackled the significant inequalities in Scottish society.
- (8) We have improved life chances for children, young people and families at risk.
- (9) We live our lives free from crime, disorder and danger.
- (11) We build strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

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#### Achievements and Performance in 2011/12

In order to meet the above aims, the charity delivered a range of integrated services in the area of childcare, parenting, guidance, employability for young parents, support for families affected by addiction and adult literacy and numeracy. These services were primarily provided from two centres within Royston, but also on an outreach basis. There are four constituent departments which deliver these services, these are the Community and Flexible Learning Centre, known as the Flexicentre, the Service Department, the Childcare Department and the Young Parents Employability Project.

The total number of service users seen across all departments during 2011/12 was:

2011/12	2010/11
1,162	1,021

Over 1100 adults and children used the services of Rosemount Lifelong Learning during 2011/12. As well as facilitating access to training, education, employment and childcare the organisation has helped many more individuals achieve personal aspirations related to health, self confidence and parenting skills. External evaluations have found that Rosemount Lifelong Learning provides high quality responsive services which engage 'hard to reach' participants and help them to make life changing choices in order to find routes out of poverty and poor health.

The following shows the number of service users distributed across the four departments.

Departments		
Flexicentre	589 (51%)	564
Service	302 (26%)	229
Childcare	163 (14%)	228
Young Parents	108*( 9%)	

\*This Department was transferred from Skills Development Scotland and only became operational at Rosemount from July 2011

#### Demographic Profile

		%	N
Gender:	Male	60	697
	Female	40	465
Postcode:	G21	81	941
	Rest	19	221

% of service users from each department who came from the immediate vicinity of Royston:

Flexicentre	45%	265
Childcare	60%	98
Services	12%	36
Young Parents	8%	9
Total of all departments	35	408

The main areas besides Royston where service users come from are: Springburn, Sighthill, Barmulluch, Balornock, Germiston, Possil, Maryhill, Dennistoun, Parkhead, Shettleston and Provanmill.

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### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2012

Age Distribution	%	N
Under 21	25	290
21-30	25	290
31-40	25	290
41-60	20	232
61+	2	25
Age not recorded	3	35
	100	1162

The average age was 29

**Operational Departments:** The achievements and outcomes of the four operational departments are listed below, the targets referred to are those set out by Community Planning and other funders and are used as a convenient benchmark for assessing outcomes and effectiveness.

#### 1) Rosemount Flexicentre

The **Rosemount Flexible Learning Centre or Flexicentre** aims to support people who live or work in North Glasgow by providing a range of learning opportunities, including Adult Literacy and Numeracy, accredited and non-accredited courses including computing, First Aid, ESOL (English as a Second Ordinary Language) and various other courses, childcare and play opportunities, volunteer opportunities and work placements amongst others. As well as increasing education and training opportunities, the Flexicentre aims to:

- Improve confidence and aspirations.
- Reduce isolation and better networks of support for adults and children.
- Improve understanding of other cultures.
- Increase take up of services.
- Increase skills and qualifications.
- Assist people to move into Further Education, Higher Education and other training.
- Assist people to move towards employment or improve their employment position.

The Flexicentre offers people a broad range of learning opportunities including formal and informal learning, short and longer courses, and independent learning, with opportunities for accreditation in some of the formal classes. The on-site crèche enables parents to access learning and therefore removes a widely cited barrier to engagement. The centre is located in the heart of the community beside the primary school and its evening opening hours also allows people who are employed to access learning, as well as facilitating social networking between those who are in work and those who are not. The general informality and welcoming ethos of the Flexicentre encourages even the most tentative of learners to continue attending.

During 2011/12:

- A total of 589 people were provided with specific individual advice and guidance on learning opportunities at the Flexicentre during 2011/12 against a target of 540.
- 190 people attended formal adult learning classes consisting of 113 people attending adult literacies classes (including ESOL classes) and 77 people completing formal certificated courses. The target was 150.
- 208 people attended certificated course such as the European Computer Driving Licence (ECDL) course, ESOL and adult literacies against a target of 190.
- 268 people attended informal non-certificated courses e.g. Nail technical, Beauty therapy, Northern Walks, no specific target was set for non-certificated courses.
- 167 learners were parents who were able to attend Flexicentre courses (primarily ESOL) through their children being provided with childcare at the Flexicentre creche.



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Overall the Flexicentre has had a successful year and targets have been met and exceeded against a backdrop of funding uncertainties and disruption caused by location one of the two Making a Difference guidance programmes there.

#### **2) Services Department**

The Services Department (which was formed during the course of 2010/11 from the amalgamation of the former separate Family Links and Employability/Guidance – see below) is primarily responsible for managing Rosemount's social care programmes the main aims of which are to:

- Increase self confidence and aspirations.
- Improve access to services.
- Increase access to education and employment opportunities.
- Improve health.

The service delivers three programmes: The Making a Difference and Progression Guidance Programmes, Family Links and the Work Development Network Co-ordinator.

#### **Making a Difference Programme and Progression Guidance**

Making a Difference (MAD) is a personal and social development programme for young parents aged 16-25. The programme addresses many of the factors that affect the young parents' lives, including sustaining tenancies, quality of education, access to employment, family stability, social demographics and media influence. This is a creative and varied programme which enables the participants to increase their confidence, improve their self esteem, develop stable routines and set goals for the future. Another essential and much valued component is the on-site childcare which provides stability, stimulation and support.

59 young parents were referred to two intensive Making a Difference programmes. 35 parents participated in the programme at two locales in the east end of Glasgow and at Rosemount Lifelong Learning's Flexicentre. The significance of the second programme was that the social care programme was delivered within a learning environment in order to stimulate and encourage participants to go on to further education, volunteering or employment as well as integrating social care with employability programmes. All parents on the programme received childcare as well as ongoing progression guidance, which provides further intensive support.

Of the 35 participants 21 (60%) were under 25 while 14 (40%) were 25 or over 28 (80%) were white Scottish, 5 (14%) were black African, 1 (4%) and one other British (4%).

The east end programme has just recently finished while the Flexicentre programme will end in June and follow-up and outcome information will be compiled on all participants.

In total 58 individuals were being seen by the Progression Guidance service over the period of whom 28 (48%) had moved onto education through a college place, 5 (9%) had moved into employment, 13 (22%) had begun a training programme and 2 (3%) had started in a volunteering capacity. 10 (17%) were still not in employment, training or education but continued to be engaged by the service.

What follows are three case studies, one from the Progression Guidance service and two from Making a Difference which will illustrate the impact these services are having on the individuals participating with them. (Names have been changed to maintain confidentiality.)

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#### **CASE STUDY ONE: Progression Case study**

Sandra

Sandra is a 20 year old single parent with her own tenancy. Sandra has suffered from post-natal depression since the birth of her daughter a couple of years ago and has been receiving anti depression medication to combat this. She has been a carer for her mother who suffers from cancer and her father recently passed away a few months ago.

Sandra was initially referred to the Making a Difference Programme through Skills Development Scotland, and participated in the Making a Difference Programme.

Sandra enjoyed the Making a Difference Programme and made lots of new friends. She completed the REHIS food programme, First aid and an introduction to Beauty and received certificates for these courses. Sandra worked closely with her guidance advisor who had one to one meetings with her on a regular basis to ensure she had continuous support throughout her time on the Making a Difference course. It was during the Exit part of the Making a Difference Programme that Sandra highlighted that she would really like to gain some formal qualifications. It was at this stage that Sandra started working with the progression worker.

Through discussions with the Progression Worker Sandra decided that she would like to study Social Care as she felt that her own life experience would hold her in good stead to work in this field. Sandra and the progression worker looked at various courses and submitted a college application for the NC Social Care course at Glasgow's City College of Nautical studies. A major barrier to Sandra's progression was her child care requirements for her young daughter. To enable Sandra to participate on her course we had looked into childcare options available to her, taking into consideration the funding available from the college to cover the childcare costs. We managed to secure a childcare place at T.A.S.C. (After School Care) and filled out the relevant funding forms.

Sandra was also advised to make an appointment with her Lone Parent advisor at her local Job Centre to ensure that they were aware of her change in circumstances and that her benefits were not affected. Sandra was informed that she would continue to stay on her benefits including housing benefit.

Sandra successfully gained an interview and a couple of weeks later secured her place on the course. Sandra has started her course and is enjoying it so far. The progression worker continues to stay in contact with Sandra to offer her support and to track her progression.

#### **CASE STUDY TWO: Making a Difference**

Angela is lone parent with 2 children and was referred to the Making a Difference programme through her local health visitor.

##### **Background information**

Originally from out with Glasgow, Angela was brought up by her family but spent periods of time in care, as an adult she has had a number of tenancy's and was formerly in supported homeless accommodation but is now living in a private let in the East end of Glasgow with her youngest child for the past several months, her ex partner who she has no relationship with has custody of her oldest child.

Angela's youngest child is on the Social Work at risk register for physical neglect and both parent and child are being supported through the local Parent and Children Together team.

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Angela's family is living in different parts of Scotland and she feels quite isolated, she does have a relationship with the father of her youngest child but this relationship is fraught and she feels he is abusive, verbally and psychologically (plays mind games) she is keen to move on from this relationship but is unsure how to proceed, she describes her confidence as very low.

Angela has had several bouts of depression, diagnosed post natal after the birth of her youngest and has recently finished prescribed medication and is coping reasonably well though her problems with her partner are difficult to deal with and she has a number of debt issues that she has problems managing.

She feels she needs support to get through this particular period in her life.

In the future Angela sees herself working with young disabled children.

Angela feels that participating on the programme has been a very positive step for her and her child and despite her initial apprehension and ongoing issues in her life has greatly benefited from the programme in a very positive way.

The routine that the programme offers has been of real benefit for her and her child, she feels that she has a purpose to her week; she no longer feels bored and lethargic and eagerly anticipates each day.

Angela feels that the cooking course, money advice and the STEPS for excellence programme have been particularly useful.

- Cooking course – has developed a confidence in her cooking that has enabled her to take the recipes she has learnt into the home, feels this has had a positive impact on her diet and the knowledge she has gained around healthy eating has enabled her to have a clearer understanding of the importance of nutrition on her child's health.
- STEPS - feels that this course has had a positive impact on how she deals with what is happening in her life at the moment, Angela says she began the course with a very negative attitude towards herself, through developing her affirmations and trying to look at some of her issues from a different perspective she has been able to have a more positive attitude, this has had an impact with her relationship within her ex partner the father of her eldest child Angela has been able to build bridges with him and this has subsequently led to her gaining access to her child. In regards to her relationship with the father of her youngest child she has been able to put some distance between them but supports his access to their child.
- Money advice –given that Angela has had a number of issues around her finances the input from this course had a very positive impact on her, she has been able to work through her monthly budget with the team and introduce strategies that have allowed her to reduce her utility and grocery bills, she feels she is now able to manage her finances confidently.

Angela believes being on a course with other young parents that have similar issues as she has, has given her the opportunity to make friends with people that know what she has gone through in her life, she has been able to talk to them seeking information and advice and this has also given her the opportunity to offer support to other parents.,

Regarding her overall wellbeing Angela believes that she has grown over the period, her confidence has increased in many ways, and she feels less isolated and has a purpose to her week. Her relationship with her children has benefited and her youngest child is thriving in the Creche.

Angela has had a lot of positive feedback from Social work since she has been on the course and she has had her child protection order removed.

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#### **Guidance**

Guidance has had a crucial role in supporting Angela in a number of ways

Angela had issues around debt and through the advice and support of guidance was able to take full advantage of the money advice course on the programme; we were able to identify a discrepancy in her benefits that culminated in her receiving arrears of benefit that paid off her outstanding debts.

A number of interpersonal problems developed within the group and it was through guidance that enabled Angela and a number of young parents to resolve these issues to the benefit of her and the rest of the group.

With the support of guidance Angela has decided to apply to college to take a full time NC in Childcare.

Angela will be working with our progression worker.

#### **CASE STUDY THREE: Making a difference" Programme**

##### **Background**

Lesley Anne is an 18 years old lone parent with one child, aged 15 months.

Lesley Anne's experience of learning to date has been very negative. Attendance at both primary and secondary education was erratic as a result; she left school without any qualifications. She had low self esteem and a poor self image and had struggled with anorexia throughout her teenage years when she registered interest in participating on the "Making a Difference" course at Rosemount.

Lesley Anne's childhood was difficult: her poor attendance at school was mainly due to having to stay at home to care for her mother who is an alcoholic and who was verbally abusive to Lesley Anne on an ongoing basis, especially whilst under the influence of drink. Lesley Anne also disclosed to me that she was sexually abused by her uncle from a very young age.

Lesley Anne left the family home when she was 16 years old and was pregnant with her daughter shortly. She has never worked but has discussed longer term aspirations to train and work as a beautician.

The first week into the course, Lesley Anne encountered problems. Her daughter found it very difficult to settle into Nursery, she had to leave the class two or three times a day to comfort her she had also become homeless due to breaking up with her partner. Her partner was the sole named tenant on the private let accommodation that they had shared for approximately 12 months. Lesley Anne temporarily took up residency with her grandmother who lives in Royston.

Lesley Anne claimed benefits jointly with her partner who had total responsibility for managing the household income. Due to her sudden change in circumstances she became homeless and with no income to support her and her daughter.

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#### **Impact of "Making a Difference" course**

Lesley Anne is making steady progress in addressing issues by working closely with her guidance worker at Rosemount and other external agencies including: Glasgow City council Homeless Casework Team, Parents and Children Together Team, Social Work, Spire View Housing, North Glasgow Money Advice. Her benefits situation and housing situation have improved dramatically. Following several appointments at the local Jobcentre and liaising with Tax Credits, etc. Lesley Anne now claims income support for herself and her daughter. By actively working with her guidance worker at Rosemount, Parents and Children Together Team adviser, Glasgow City Council Homeless casework team and local Housing Association, Lesley Anne and her daughter were initially re-housed in a temporary flat in North Glasgow, shortly due to being a priority case she was offered a permanent tenancy located near to her grandmother. Lesley Anne was supported with furnishing the flat by being supported to apply for a Community Care grant from Jobcentre Plus.

Although Lesley Anne split from her partner she was keen for him to have access rights to spend time with their daughter a case conference meeting was arranged and attended by Lesley Anne, her ex partner, social worker, health visitor, Parents and Children Together Team adviser & her Rosemount guidance worker to discuss a solution to the current issues.

#### **Progress**

Lesley Anne has now completed the core part of the "Making a Difference" course; she has enjoyed meeting young parents of a similar age and has benefited from participating in activities that have included: First Aid, Art & Crafts, Healthy Cooking and Money Management. Her daughter has settled into nursery and Lesley Anne has commented on how well she is doing and how happy she is learning and developing life skills with other children of her own age.

She is keen to continue on the exit part of the course and aspires to apply for a suitable college course to attend in the summer. Lesley Anne is more positive than ever about the future for her daughter and herself.

#### **Family Links**

*This service supports and provides interventions for children and families affected by drugs and alcohol misuse. Family Links works in close partnership with a range of voluntary and statutory services and is highly regarded in the area. The service focuses on interventions relating to relationships, confidence-building, groupwork, education and health which compliments and adds value to specialist substance misuse work. During 2011/12*

- 35 children and young people were provided with intensive support in relation to their physical/emotional/social wellbeing against a target of 21 and indicated improvements in resilience and attachment.
- 67 parents were provided with intensive support related to their physical, emotional and social wellbeing, including provision and attendance at the Triple 'P' positive parenting programme. The target set for this 61.
- 4 parents were able to access and sustain employment, training or education as a result of working with the service and being provided with high quality childcare. The target set was four.
- 48 parents provided with intensive support related to the care of their children including work on resilience, attachment and bonding and childcare. The target set was 41.
- The number of children provided with groupwork and structured holiday care activity was 36 against a target of 36.

The service has established a strong interface with the Childcare service at Rosemount in working on through care/recovery work with families affected by substance misuse. Childcare places are provided in Rosemount's nursery, allowing respite for parents recovering from addiction issues and the children to be integrated with other children through play and activity within the Curriculum for Excellence framework.

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The service also emphasises the importance in having separate workers specialising in addiction related work with children distinct from the Family Development workers dealing largely with parents or carers thus preventing the situation where an adults' agenda takes priority at the expense of those of a child.

The work of the Family Links has assisted families to live together in a drug free environment, has helped parents sustain employment, education and training, has carried out work that has supported children being taken off the child protection register, has supported parents through completion of the parenting programme in getting their children back to live with them, has enabled families to stay together, has helped children who are struggling in mainstream school access additional support or alternative schooling who are now reaching their full potential, have supported the avoidance of many relapses, has helped identify mental health problems so appropriate action can be taken, have supported many clients with other additional issues related to their addiction issues such as debt and housing, and has supported families in many other ways, for example through children's hearings and court cases.

The following case study will illustrate the range of service to families.

Case study from Michelle Macphie Family Development Worker Family Links Department:

"SS was referred to Rosemount Lifelong Learning Family Links Department by Social Work Services Royston office on April 2010. She is a thirty-seven year old lone parent with sole responsibility of five children aged nine, ten, eleven, twelve and sixteen and have all been on the child protection register since December 2009.

SS's engagement with services had been superficial and sporadic. She was having relationships with inappropriate male adults. It was also noted by social workers that Mum struggled to maintain a consistent level of comfort and safety within the home for the children and had an inability to attend to the children's health appointments and was putting her own needs before the children's welfare.

At the beginning of Family Links involvement Mum was resistant in engaging fully with the service, but did acknowledge that she needed support with the children's behaviour and routine in the home. I offered Triple P parenting course but there were concerns going into a group due to low self esteem and confidence. I offered Handling Children's Behaviour a six week one to one programme to promote positive parenting skills which we started on 29th September and completed on the 10th March 2011. She has used the skills learned to improve her parenting skills (reducing pocket money, using praise for good behaviour). I also provided support and referred Mum to Lifelink to help manage her stress levels. She also attended a six week cooking course provided by Family Links to allow her to mix with peers to build confidence in groups and to learn skills to make healthy meals on a budget for the family she enjoyed the course and her confidence grew.

I also visited SS both when the children were at school to provide one-one intensive support and when the children were present to allow me to assess the relationship between the parent and children. The children are loyal to their Mum. I have witnessed an attachment with the children, but the children have said Mum does shout and can lose her temper although I have noticed Mum has been giving more positive praise when they are behaving and the children have been enjoying the praise.

The home can be messy and untidy and Mum does not encourage the children to respect their home, at times Mum can look after the house well, but this only is maintained for a short time. I have worked with Mum in developing a routine and to encourage the children to have chores to allow the family to have pride in their home.

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The primary school has concerns with the four youngest children's presentation, hygiene and persistent head lice. This has led to the children being targeted at school by other children. We worked out a routine so the children would have a clean uniform daily and spoke about the correct way to treat head lice. This has made a great improvement in the children's appearance and the head lice is now controlled. Mum also did not take the children to medical appointments and this has resulted in poor dental health which at times causes a lot of pain for the children. I have worked in partnership with the Social Worker to provide a high level of support and attended appointments I also worked with the children for them to understand the importance of dental hygiene and attending appointments.

SS now engages well with Family Links service and this has been recognized by the Social Work Services. Mum is more open around her problems with herself and the children.

The four youngest children agreed to take part in our school holiday programme from the summer 2010. This gave the staff a good opportunity to build on the relationship and to assess the children in a social environment. The children are friendly and have no problem interacting with both staff and children their attendance has been good and they fully enjoyed the activities provided by Family Links.

The whole family took part in our family summer outing in 2011 and this was to provide the family with an outing away from the community to build positive memories and have fun as a family unit. It was noted by staff that the attachment was a lot more positive; they enjoyed time as a family also Mum was more confident in her parenting skills and used positive language throughout the outing.

We have also provided one-one sessions at Rosemount Lifelong Learning for the ten year old to explore her feelings and to address the reasons for her behavior and tantrums. She was happy to engage, talk about herself and recognizes that she does have a temper, we worked around this to understand different feelings and how to manage our feelings in our daily lives. The 12 year old also attended social development course with peers to help with the transition from primary to secondary school. She took active part in the course and the move to secondary has been positive there were issues of bullying but due to the relationship with the family this was addressed quickly and is enjoying school and has made new friends in her year.

The oldest child does not engage well with services and has strong negative feelings towards social workers. He is a quiet boy who lacks confidence but has a good relationship with Family Links and this has allowed me to make a referral to Youth Lifelinks for additional support. His standard grades results were excellent and he moved on to study business management at college but he only attended for three months. Through talking to him, he was unsure what direction to take. I have been working with the project Tomorrows People to provide an eighteen week course which starts May 2012 to explore different trades and also provide support to move on to further education or work and he will receive an allowance for attending.

SS' progress has been steady and in the last year she has been drug (amphetamine) free for 6 months (supported by test from addiction worker). She has been attending Addiction 3 days a week and has a more loving, positive relationship with the children who have improved in their appearance and hygiene and this is no longer a major concern at school. The house is now a family home and there is structure and routine in place. The children attend dental appointment regularly with support, unfortunately this will be ongoing due to the extent of the damage done in the past. Due to the positive improvement noted by all agencies involved the children were de-registered by Social Work Services on 18th of April 2012. Family Links are still offering support to ensure the progress stays at the appropriate level but are hoping to withdraw August/September 2012 with agreement of the family along with all other services involved."

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#### **Work Development Network Co-ordinator**

This post provides a specialised service to support people who have severe and enduring mental health issues back to full recovery, and integrate them back into the community.

- In 2011/12 the Co-ordinator worked with 86 clients, of whom 29 (34%) were Job Centre customers.
- 24 (28%) of the caseload had taken up training opportunities.
- 18 (21%) had taken up volunteering opportunities.
- 6 (7%) had begun employment and were receiving support to sustain employment, while 3 (3%) were in further education of whom 2 were at university.
- 35 (41%) were not in education, training or employment but were being provided with sustained support towards these aims.

The Work Development Network Co-ordinator has worked with a significantly greater number of people this year than 2010/11 when the comparable caseload was 65. This is mainly attributable to a greater number of referrals from Job Centre Plus. A total of 59% of the caseload had accessed either education, employment, training or volunteering opportunities.

The post is funded through Greater Glasgow and Clyde NHS Board and this year the service was put out to competitive tender. Rosemount Lifelong Learning submitted a detailed bid, including a comprehensive service specification, to continue to deliver the service and to develop it. After a very competitive selection process, including a presentation and interview, Rosemount were successful in retaining the service against stiff competition, including experienced service providers in the mental health field.

#### **CASE STUDY: Work Development Network Co-ordinator (Again names have been changed to protect confidentiality.)**

I started working with Tracy in August 2011, she suffers from anxiety and panic attacks and she wouldn't leave the house unless it was essential, and when she did she needed to be with someone. Tracy had learned how to deal with this i.e. shopping on-line etc. She also shared that she had postnatal depression which she never received any support with. Tracy is taking prescribed drugs, anti-depressants medication which she has done for many years which she believes she is addicted to. She feels she needs to stop taking these drugs to help her get custody of her youngest child who currently stay with father.

I carried out an Initial Assessment and we agreed an Individual Action Plan identifying some of the issues Tracy needed my support with.

One of the key issues was to help her build her confidence and self esteem, and start to believe in herself. We agreed we would meet regularly on a one to one basis and I would signpost her to relevant specialised agencies to support her with the issues and difficulties she was experiencing, and we would continually review her progress and discuss next steps.

##### **Panic Attacks**

I gave Tracy some information on "What is Panic Attacks" and ways in which she can deal with these.

##### **DEA**

I suggested to Tracy that she meets with DEA when coming into JCP to sign on other than a mainstream adviser, who will give her additional support with her health when required.

##### **Support from her GP**

I suggested to Tracy that she arranges to meet with her GP to discuss the possibility of reducing the dosage of her medication with a view of completely stopping taking the prescribed drugs as a long term goal.



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**Lifelink**

I suggested counselling services to Tracy including Lifelink which was her preferred option. I completed the Referral Form with Tracy and forwarded it to Lifelink.

I am supporting Tracy to take the small steps to make the changes in her life, get out of the house, go shopping, and go to the park with her children.

**Outcome**

Tracy is progressing very well:

- She is regularly going shopping on her own now and is managing to cope in busy periods at Tesco which she thought she would have never being able to do.
- She doesn't take panic attacks as regular and when she does she is able to deal with them.
- She visits her friends and goes out with her children and is now getting more access to her youngest child.
- Tracy is working with her GP to wean off her medication and awaits an appointment with Lifelink.
- She meets regularly with her DEA for support.

Tracy's confidence and self esteem blossomed and she is very enthusiastic about her future and determined to progress towards employment. I referred Tracy for IT Training at RLL Flexicentre which she has now started, she is really enjoying the training and having a structure to her day, and she is starting to think about other activities she would like to get involved in.

Tracy's health took a dip due to personal circumstances and she disengaged with my service and the activities she was involved in. Working with the DEA we managed to re-engage Tracy with my service and resume the support she needed to help her get back on track. Tracy decided IT training wasn't right for and we explored other options available to her. Tracy is starting to go out again and visiting friends, shopping etc and she is getting involved in a Jewellery Course at Rosemount Lifelong Learning Flexicentre.

The Service Department also provides a facilitative and supportive role for the **North Glasgow Men's Group**, by providing the services of a Community Development Worker and one volunteer. The Group has been meeting weekly for approximately 6 years with a regular attendance of between 8-12 members. The aims of the group are:

1. To advance education and in particular to raise awareness and understanding of issues relating to men's health, including their needs and problems.
2. To relieve the needs of group members including those suffering from any form of mental illness.

Through this the Group strives to increase the men's wellbeing, confidence and self-esteem and develop an awareness of their abilities. This builds upon their own social networks and supports the men on roles and responsibilities within their local communities. Most Group members are from the Royston area. Highlights of the past year include a successful 'awards for all' application which will allow the Group to buy equipment and also to fund a variety of trips; it will also ensure that the group remains sustainable. Another major achievement for the group has been the success of two group members at being chosen to be Glasgow Ambassadors during the upcoming Olympic games.

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### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2012**

#### **3) Childcare**

This service provides a nursery, a crèche, afterschool and holiday care, for children of parents using Rosemount Lifelong Learning's range of services or working parents from the local community. The childcare service aims to provide structured play activities for children that will allow them to become successful and confident learners, as well as to promote integration and acceptance for children, while enabling parents to access education and employment.

During 2011/12:

- 65 children were provided with nursery care, this is an increase on 52 children from last year.
- This allowed 71 parents to sustain employment.
- A further 21 parents were able to attend college through the provision of childcare, 2 parents were provided with respite places and 16 parents were able to engage and participate with our social care programmes such as Family Links and Making a Difference.
- A further 81 children attended the creche at the Flexicentre allowing 167 parents to participate in learning and coursework activities.

The increase in the number of children attending the nursery is largely explained by the closure of the After-School Care service from March 2011, allowing staff to be redeployed into the nursery, the MAD programme not being located at the Millburn Centre and thus nursery places not having to be set aside for those children and a greater level of marketing which combined to maximise occupant capacity over the year.

A major strength of the Childcare service is its ability to successfully integrate children from vulnerable families with other children through play and activity within the Curriculum for Excellence framework. Holiday care provision, through subsidised places were provided for Kinship Carers, i.e. grandparents and other relatives caring for children whose parents have drug or alcohol problems.

#### **CASE STUDY: Katrina, Working Parent**

Katrina is a working parent whose child Caden attends Rosemount's childcare service.

"I was returning to work and wanted to ensure that Caden was placed in a good childcare centre. I'd heard good things about Rosemount and was impressed by some of the staff here when they'd delivered a presentation when I was with Expereintia Play.

"Caden has really settled well here. The staff are very warm and welcoming, but also knowledgeable and they communicate well about events and your child's development. They are easily approachable.

"Caden gets a lot of good stimulation here. There is a good emphasis on development and age appropriate play. I really like the Home-to-Centre forms, these tell you where your child's at and you can easily adapt them at home so your child is getting the same kind of play and development as in the Centre.

"I also like the fact that there is a cook on site preparing nutritious wholesome food; this prepares for healthy eating and a balanced diet. Caden loves the food; he says he's the cook's favourite!

"I'd thoroughly recommend Rosemount's Childcare service to any parent and have every intention of sending any more children I have to here".

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#### **4) Young Parents Project (new project commenced July 2011)**

This project was previously operated by Skills Development Scotland (SDS), but with the agreement of the Board in February 2011, it was agreed that this service would fit better with Rosemount's range of services, in particular the progression guidance, Making a Difference and parenting programmes. Rosemount Lifelong Learning recruited 3 Support Staff who work alongside 2 SDS Careers Guidance staff.

The Young Parents project provides a city-wide service working with young people aged 15-19 (extending to 24 for care leavers) who have children. The project assists young parents to overcome barriers including childcare and progress into employment, education and training and sustain positive outcomes. In 2011/12 the project:

- Supported and sustained 7 young people aged 16-24 into employment at 13 weeks. This compares to a target of 30 young people into employment. Project staff are confident that the employment target will be met in the 2nd year of the project as initial intensive preparatory work has been done. A number of young parents are attending interviews and are work ready.
- 108 young people have been provided with specific/individual employment related advice On target due to networking, marketing, and increased self- referrals. Careers guidance staff devising career action plan for all clients.
- 108 young people have been provided with access to work related support services (e.g. travel costs, financial advice etc). Again this is on target.

#### **Case Study Robyn.**

Robyn is a young parent who has worked with the Young Parenting Project for the past two years. During that time she has been supported and sustained into employment by the service.

"I was going through my maternity classes and I was completely unsure what to do or where to go after my pregnancy. It was suggested that I try this new service and that's how I met Mo the Young Parenting Project worker.

"I'd just left school and hadn't planned to be pregnant. I felt pretty isolated quite quickly as a lot of the girls I went about with didn't want to hang about with a young, pregnant girl. I didn't want to be stuck in the house and I'd seen so many lassies just vegetate after they'd given birth to their children.

"Mo has been fantastic and gave me some great advice and help. I was applying for milk vouchers and the forms were so complicated. Mo helped me with that. At other times when I've been trying to claim benefits for my child and myself that I've been entitled to, I felt as if I've been pushed from pillar to post and getting nowhere. Again,

Mo's been there to help and advocate for me and I got my benefits backdated. I couldn't have done all that by myself.

"With the help of the project I've now got a young apprentice position with Glasgow Housing Association. I'm learning all sorts of new skills, including reception and admin skills. This is great because I didn't want to work in a café or shop, I've always really wanted to work in an office, but I never thought a big company would take on a young girl with a baby, so I'm pleased to have landed this.

"I feel like a whole new person with a purpose in life. But I actually feel like I've got an even better relationship now with my child as I am not stuck in the house constantly and I really enjoy him when I'm home from work; I've actually got more time for him.

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"The project has been fantastic for me, it's built my confidence and it's prevented me slipping into just staying in the house. I'd recommend it to any young parent; try it and see".

Overall, Rosemount's services have had another successful year with almost all departments meeting or exceeding targets. There have been no major operational issues which have arisen this year and Rosemount is engaged in excellent and effective joint working operations with a network of public and voluntary sector agencies across Glasgow. The commitment, dedication and enthusiasm of our staff is superb and Rosemount is regarded as a model of good and innovative practice in many areas encompassing and integrating social care, childcare, pre-employability, guidance and community learning.

The table below provides a summary of our activities and the areas of need they meet

Summary of Rosemount services	
Need	Services
Child poverty	Nursery, Making a Difference, Young Parents Support Project
Workless households	Nursery, Making a Difference, Young Parents Support Project, Work Development Network Co-ordinator
No qualifications	Flexicentre, Making a Difference
Few core skills: literacy, IT, English	Flexicentre
Vulnerable children	Nursery, Family Links, Making a Difference, Young Parents Support Project
Poor health	Nursery, Flexicentre, Making a Difference, Men's Group, Work Development Network Co-ordinator
Drug/alcohol misuse	Family Links
Employability	Flexicentre, Young Parents Support Project, Work Development Network Co-ordinator

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#### **Needs and Demands for Rosemount's Services**

The level of demand for Rosemount's services is evidenced by the high level of deprivation in the Glasgow North-East area where the organisation is based and where most of its programmes are delivered from. The following statistics reflect this

- The Glasgow North East parliamentary constituency has the highest rate of child poverty in Scotland with 44% of children living in poverty (End Child Poverty, 2010)
- 62% of children in the Royston ward live in families which claim out of work benefits or child tax credit (ScotPHO)
- 28% of working age residents claim out-of work benefits, compared with 25% in Glasgow; 50% of claimants have been on benefits for 5 years or more (TERU)
- 42% of adults of working age hold no qualifications (Glasgow 36%) (TERU)
- Rates of 'looked after' children are twice the Scottish figure (27.8 per 1000 cf 13.8 in Scotland)(ScotPHO)
- 37 out of every 100 adults smoke; 34% of women smoke during pregnancy (23% Scotland) (ScotPHO)
- 270 people died of alcohol related causes between 2002-2007, three times the Scottish average (GCPH)

#### **References:**

[www.endchildpoverty.org.uk/why-end-child-povert/poverty-in-your-area](http://www.endchildpoverty.org.uk/why-end-child-povert/poverty-in-your-area)

NHS Scotland Public Health Observatory (ScotPHO), *'Children and Young People health and well being profiles 2010, Glasgow North East'*

#### **Developments and Strategic Priorities 2011/12**

As noted in the 2010/11 Trustees Report, the Board and Management at Rosemount are acutely aware of the current economic position and are working to ensure that Rosemount remains financially sustainable and is able to provide essential services to local people throughout the coming years. Medium term financial planning is exceptionally difficult in the present climate and it will be extremely challenging for Rosemount to continue to develop and evaluate service provision.

To progress this, the Board of Directors agreed at the meeting held in June 2011 that there were four key areas of strategic priority that the CEO and SMT were to direct Rosemount Lifelong Learning over the next two years. In order to build a sustainable development strategy. What follows is an outline of each of those strategic priorities and progress made against them:

##### **1) Integration**

Rosemount is keen to promote integration within the organisation, particularly through integrating the social care elements of the organisation with that of the community learning parts in order to promote continuity of care and progression from social care through learning to employability and regeneration.

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#### **Activity and progress**

- One Making a Difference programme has successfully relocated to the Flexicentre, within a learning environment
- Several Family Links service users referred to Flexicentre
- Successful bid in for pilot Flexible Support Fund programme combining progression guidance, employment support and learning. Pilot commenced early May for 8 weeks
- Guidance staff, including Progression Guidance staff, working closely with Flexicentre IT/Tutor Support staff

**Conclusion: Very good progress**

#### **2): Addressing the recurrent deficit in Childcare**

##### **Progress**

A consultant was commissioned in October 2011 to examine the recurrent deficit within the Childcare service. The consultant made several recommendations to make the service more cost effective and efficient, many of which have been implemented. These were:

- The Childcare fees were much lower than comparable nursery providers. The fees were raised in January and are to be raised every subsequent January until the service's fee charges are more in line with private sector providers
- From January a direct debit system has replaced cash payments for all parents
- A more robust system for preventing and collecting arrears has been implemented
- Late payment penalties for late pick-up of children was introduced from January
- Two Childcare Manager's posts are being replaced by one job share post (from July)

In addition we are examining the possible relocation of the Childcare service with substantially reduced rent costs and increasing capacity in order to maximise income. All other costs within the Childcare service, including staffing, are continuing to be reviewed

**Conclusion: Very good progress**

#### **3): Overseeing the capital refurbishment/build for the Our Place project to be located at the Flexicentre**

**Purpose:** Our Place is a Big Lottery funding stream aimed at revitalising and regenerating communities such as Royston. Rosemount is applying to this programme for a significant capital investment to refurbish and extend our existing Flexicentre in order to develop a combined community events hub and learning centre within the refurbished centre. We are also aiming to relocate all Rosemount's guidance, employability, family recovery and parenting services within the proposed facility in order to create an interactive and integrated events, learning and service hub in an accessible location which would further embed Rosemount Lifelong Learning at the heart of the Royston community.

##### **Progress**

Much work has been carried out on this over the year including:

- An options appraisal and community survey completed
- Design and overall capital costs established
- Design application to Planning Committee
- A detailed application and business plan are in progress and the application is to be submitted by July
- Rosemount will be informed of the success of the application and funding decision in August

**Conclusion: Overall progress good**

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#### 4): Ensuring the refunding of the Flexicentre which is facing significant funding gaps from December (This is tied in very closely to the Our Place development)

**Purpose:** Over the course of 2011/20112 two major funding streams amounting to 60% of overall funding for the Flexicentre, are coming to an end. The main task, therefore, has been to source replacement funding streams to safeguard the existing range of services provided by the Flexicentre.

#### Progress

- A range of applications have been submitted with limited success given the level of refunding required
- The Centre has been successful in sourcing funding for a pilot project through from Job Centre Plus for a Flexible Support Fund employability groupwork programme. If the pilot is successful this could be a potential precursor for further funding through employability programmes.
- A major element of this is retrain staff to focus on employability and training directed learning with specific outcomes for employability and training attached and to reduce the previous emphasis on self-directed learning.
- If the Our Place proposal is successful this will have a major impact on the Flexicentre.

#### Conclusion: Overall progress mixed

#### Summary

Overall progress has been good in meeting the four objectives in an adverse and difficult funding environment. Progress on the integration agenda has been very good with departments interacting, co-operating and referring to each other far more than previously while retaining their autonomy.

We can now positively identify that a significant number of our service users are making a 'journey' through and using a range of Rosemount's services, particularly the crucial one from social care to learning and employability. This is critical for funders and referrers who can obtain a range of services, outcomes and positive destinations for individuals that add value and are *not duplicating* existing service provision.

There have been significant improvements within the Childcare department which is maximising income and occupant capacity while beginning to reduce costs. The level of public subsidy to the department is still high, but if the proposed relocation of the service goes ahead this would have the threefold effect of

- a) considerably reducing costs, particularly rent
- b) allow for an increase in capacity thus
- c) increasing income

Progress on Our Place is critical for the future of both the Flexicentre and the organisation as a whole. Our overhead costs are relatively high and a major contributor to this is the high rent costs incurred at the Millburn Centre combined with the limitations for development at the Centre. Relocation to a refurbished Flexicentre for the Service Department's programmes, Young Person's project and the Core, will considerably boost the integration agenda further, reduce costs, make our services more accessible to the community enhanced by a community events facility on-site, and provide Rosemount Lifelong Learning with a "one-shop" identity.

*Progress on Our Place is now at critical juncture with a decision expected from the Big Lottery in August.*

In addition to continuing to progress the four strategic priorities outlined, Rosemount will continue to ensure that our be Rosemount's programmes are in a 'strategic fit' with Glasgow City Council, local Community Planning Partnership and Scottish Government priorities in relation to education and early years, targeted support for vulnerable people and early interventions and are thus well placed to continue to receive public contracts (including service level agreements) and trust funding.

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Finally, in order to maximise efficiency Rosemount Lifelong Learning has made great strides, primarily through the establishing of the post of Office Manager, in centralising administration services in order to provide a more efficient delivery mechanism to operational departments, streamlining procurement of supplies and services, considerably reducing costs and assisting with on-site IT assistance. These developments have allowed the organisation to make savings and contributed to producing a surplus as well as creating efficiencies.

#### **Future Developments**

##### **Financial Review**

Rosemount Lifelong Learning is extremely committed to delivering all its activities in an efficient and effective manner. The charity is also committed to the highest standards of financial management and governance to ensure that it delivers excellent value for money and maximises the impact of the programmes it runs upon the communities it serves. Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. The 2011/12 year was a challenging one for Rosemount from a financial perspective. The impact of the current economic climate started to impact on Rosemount during the year, particularly in relation to the security of funding sources. Despite these difficulties, the year was a reasonable one for the Charity from a financial perspective and income levels remained in line with the previous year at just over £1.4m. The Statement of Financial Activities shows a surplus of £34,079 for the year. The primary reason for this is that the charity has been efficient in reducing central costs and re negotiating external contracts. It is anticipated the surplus will be utilised to offset the budget deficit in 2012/13.

The Charity set aside a proportion of its reserves at the end of the 2008/09 year to fund the above activity and developments. During 2009/10 it invested around £19k in its assets and property, ensuring that the equipment and buildings remain up to date and well maintained. The directors recognise the fundamental importance of the provision of Childcare as an integral part of the services and programmes it offers. However, it remains extremely difficult to fully fund the costs of Childcare for local residents through charges and specific funding. During 2011/12 childcare fees were increased in attempt to generate more income for the charity and also to meet the increasing costs associated with the childcare provision.

The charity continues to monitor and improve internal financial controls and remains in a financially stable position with the support of both its staff and volunteers.

##### **Principal funding sources**

Rosemount continues to receive funding from a wide range of partners, donors and trusts which pay for the activities delivered by the Charity.

The service which generates the most income is the Service Department which operates the Social Care Programmes and generates 42% of income from grant making trusts and other public bodies. 35% of income is generated from the Childcare and Family Care services, principally through local authority funding, but also from income generation through Childcare Fees, which is the largest single source of unrestricted income for the organisation (12% of total income). The community learning Flexicentre generates 23% of income.



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Rosemount Lifelong Learning is extremely grateful to all individuals and organisations which recognise both the quality of the services Rosemount provides and the need for them in the local community. Further details on some of the main sources of income are described below:

- *Fee income for the Childcare service continues to be maximised and, in addition to income derived from parents, income was also generated from Glasgow City Council's Integrated Grants Fund and for crèches from Glasgow Life. Glasgow City Council Education Services contracted with the charity for the delivery of the pre-school curriculum within the nursery.*
- Childcare places for vulnerable families were funded by Lloyds TSB Partnership Drugs Initiative. Lloyds TSB Partnership Drugs Initiative also funded the Rosemount Family Links service, match funded by BBC Children in Need, Glasgow North East Community Planning Partnership (CPP) and Maryhill, Kelvin and Canal CPP. Rosemount Lifelong Learning was successful in obtaining continuation funding from both Lloyds TSB (until 2014) and BBC Children in Need (until 2015) for the Family Links service.
- The parenting programme, which forms part of the Family Links service, was part funded through Glasgow North East Community Planning Partnership (CPP) and Maryhill, Kelvin and Canal CPP and NHS Greater Glasgow and Clyde.
- The Big Lottery in Scotland is the main funder for the Making a Difference Personal and Social Development programme for young parents in partnership with Glasgow Housing Association (GHA) and the Scottish Government Wider Role Fund. Glasgow City Council Integrated Grants Fund also contributes to this programme. The programme will be delivered in its present form until 2014. Thereafter, it will be delivered in a reduced and modified format which will continue to be delivered to young parents who are tenants of social landlords in addition to GHA and will also be accessible to other vulnerable care groups.
- Greater Glasgow and Clyde NHS board have refunded, for a two-year period after an open competitive tendering process, the Work Development Network Co-ordinator's work with people with mental health problems seeking employment.
- European Social Funding from the Lowlands and Uplands Programme for the action research programme examining the Flexicentre as a model of community based learning and its impact on employability came to an end in December 2011.
- Other funding for the Flexicentre came from the Paul Hamlyn Foundation, Robertson Trust, the Glasgow Adult Literacy and Numeracy Partnership and Glasgow City Council Integrated Grants Fund. The North Glasgow Learns partnership led by Glasgow Regeneration Agency, enabled outreach delivery of English and literacy classes. In addition, Flexicentre funding was secured through Individual Learning Accounts and miscellaneous income.
- The Flexicentre crèche was funded by Glasgow City Council Childcare Strategy, Fund and Fairer Scotland Equalities and Diversity Fund.
- The new Young Parents Project was funded through the European Social Fund ESF Project 5 programme and Glasgow City Council Integrated Grants Fund
- Glasgow City Council Social Inclusion Budget was the main source of the charity's voluntary income.
- Esmeé Fairbairn Foundation continued to provide funding for a Community Engagement Worker who supports local residents to organise self help groups, such as the Men's group and parents' groups, to address isolation, provide useful skills and contribute to the regeneration of the local community.

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#### Investment Policy

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for long term investment.

#### Reserves Policy

The Board of Directors has examined the charity's requirements for reserves in the light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between three and six months of the expenditure. Budgeted expenditure for 2012/13 is £1,321,456 and therefore the target is £330,365 to £660,730 in general funds. The reserves are needed to meet the working capital requirements of the charity and the Board of Directors are confident that at this level they would be able to continue the current level of activities in the event of a significant drop in funding. The present level of reserves of £379,498 therefore falls at the lower end of this range. Although the strategy is to continue to build reserves through planned operating surpluses, the Board of Directors is fully aware that it is unlikely that the target can be reached for at least ten years. In the short term the Board has considered the extent to which existing activities and expenditure could be curtailed should such circumstances arise.

#### **Statement of trustees' responsibilities**

The trustees (who are also directors of Rosemount Lifelong Learning for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year 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 charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 charitable company will continue in business.

The trustees are responsible for keeping proper 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). They 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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.

**ROSEMOUNT LIFELONG LEARNING**

**(A company limited by guarantee)**

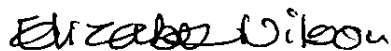
**REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2012**

**Auditors**

A resolution will be proposed at the Annual General Meeting that Wylie & Bisset LLP be reappointed as auditors to the charity for the ensuing year. The Board of Directors have been advised by Wylie & Bisset LLP that they are willing to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006

Approved by the Trustees and signed on their behalf by:



Name: Elizabeth Wilson

Date: 3<sup>rd</sup> September 2012

## **INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF ROSEMOUNT LIFELONG LEARNING**

We have audited the financial statements of Rosemount Lifelong Learning for the year ended 31 March 2012 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

### **Respective responsibilities of trustees and auditor**

As explained more fully in the Trustees' Responsibilities Statement set out on page 24, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustees Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2012 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

### **Opinion on other matter prescribed by the Companies Act 2006**


In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF ROSEMOUNT LIFELONG LEARNING

### Matters on which we are required to report by exception

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

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the directors report.

*Wylie & Bisset* 

Jenny Simpson (Senior statutory auditor)

For and on behalf of Wylie & Bisset LLP, Statutory Auditor

Wylie & Bisset LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Date: 3<sup>rd</sup> September 2012

168 Bath Street  
Glasgow  
G2 4TP

**ROSEMOUNT LIFELONG LEARNING**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES**  
(including Income and Expenditure Account)

**FOR THE YEAR ENDING 31 MARCH 2012**

	Notes	Unrestricted £	Restricted £	2012 Total £	2011 £
<b>Incoming Resources</b>					
Incoming resources from voluntary funds					
Voluntary income	3	102,817	203,745	306,562	331,911
Activities for generating funds	4	1,180	-	1,180	4,837
Investment income	5	690	-	690	72
Incoming resources from charitable activities	6	157,993	954,995	1,112,988	1,157,571
<b>Total Incoming Resources</b>		<u>262,680</u>	<u>1,158,740</u>	<u>1,421,420</u>	<u>1,494,391</u>
<b>Resources expended</b>					
Costs of generating funds					
Costs of generating voluntary income	7	13,453	-	13,453	20,754
Charitable activities	8	203,004	1,156,490	1,359,494	1,473,935
Governance costs	9	14,394	-	14,394	13,912
<b>Total Resources Expended</b>		<u>230,851</u>	<u>1,156,490</u>	<u>1,387,341</u>	<u>1,508,601</u>
<b>Net incoming/(outgoing) resources before transfers</b>		31,829	2,250	34,079	(14,210)
<b>Transfers</b>		-	-	-	-
<b>Net income/(expenditure) for the year</b>		<u>31,829</u>	<u>2,250</u>	<u>34,079</u>	<u>(14,210)</u>
 Total funds brought forward	18, 19	347,669	-	347,669	361,879
Total funds carried forward	18, 19	<u>379,498</u>	<u>2,250</u>	<u>381,748</u>	<u>347,669</u>

The statement of financial activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

**ROSEMOUNT LIFELONG LEARNING****(A company limited by guarantee)****BALANCE SHEET AT 31 MARCH 2012**

	Notes	£	2012 £	2011 £
<b>FIXED ASSETS</b>				
Tangible Assets	14		32,513	36,196
<b>CURRENT ASSETS</b>				
Debtors	15	142,514		165,397
Cash at bank and in hand		<u>361,671</u>		<u>231,637</u>
		504,185		397,034
Creditors: amounts falling due within one year	16	<u>(154,950)</u>		<u>(85,561)</u>
<b>NET CURRENT ASSETS</b>			349,235	311,473
<b>NET ASSETS</b>			<u>381,748</u>	<u>347,669</u>
<b>Unrestricted Funds</b>				
Designated Funds	19	150,808		164,860
General Funds	19	<u>228,689</u>		<u>182,809</u>
			379,498	347,669
<b>Restricted Funds</b>	18		2,250	-
<b>TOTAL FUNDS</b>			<u>381,748</u>	<u>347,669</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006

Approved by the Trustees and signed on their behalf.



Name: Elizabeth Wilson



Name: James Gow

Date: 3<sup>rd</sup> September 2012

## ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

### NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

#### 1. Accounting Policies

##### a) Basis of preparation

The financial statements have been prepared under the historic cost convention and in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005) issued in March 2005 and applicable UK Accounting Standards and the Companies Act 2006. The principal accounting policies adopted in the preparation of the financial statements are set out below.

##### b) Fund accounting

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

##### c) Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of 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 the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.



## ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

### NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

#### 1. Accounting Policies (continued)

##### d) Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on a appropriate basis e.g. floor areas, per capita or estimated usage as set out in Note 10.

##### e) Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 are capitalised, including any incidental expenses of acquisition.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Leasehold improvements	-	over the term of the lease.
Plant, machinery and motor vehicles	-	25% reducing balance.

##### f) Operating leases

Rentals paid under operating leases are charged to the statement of financial activities. The obligation to pay future rentals on operating leases is shown by way of a note to the Accounts.

##### g) Pension scheme

The company operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are administered by Trustees in a fund independent from those of the company.

The pension costs charged against profits represent the amount of employer's contributions payable to the scheme in respect of the accounting period.

##### h) Taxation

The company is a charitable company within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

## ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

### NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

#### 2. Legal Status

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

#### 3. Voluntary Income

	Unrestricted £	Restricted £	2012 Total £	2011 Total £
Social Inclusion Budget	102,593	203,745	306,338	326,252
Other grants and donations	224	-	224	5,659
	<u>102,817</u>	<u>203,745</u>	<u>306,562</u>	<u>331,911</u>

#### 4. Activities for Generating Funds

	Unrestricted £	Restricted £	2012 Total £	2011 Total £
Fundraising activities	1,180	-	1,180	4,837
	<u>1,180</u>	<u>-</u>	<u>1,180</u>	<u>4,837</u>

#### 5. Investment Income

	Unrestricted £	Restricted £	2012 Total £	2011 Total £
Bank interest	690	-	690	72
	<u>690</u>	<u>-</u>	<u>690</u>	<u>72</u>

#### 6. Incoming Resources from Charitable Activities

	Unrestricted £	Restricted £	2012 Total £	2011 Total £
Social Care & Community Regeneration	157,993	954,995	1,112,988	1,157,571
	<u>157,993</u>	<u>954,995</u>	<u>1,112,988</u>	<u>1,157,571</u>

# ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

## NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

### 7. Resources Expended – Costs of Generating Funds

	Direct costs £	Support costs £	2012 Total £	2011 Total £
Staff costs	-	13,453	13,453	20,754
	-	13,453	13,453	20,754

### 8. Resources Expended- Charitable Activities

	Direct Costs £	Support Costs £	2012 Total £	2011 Total £
Social Care & Community Regeneration	1,309,837	49,657	1,359,494	1,473,935
	1,309,837	49,657	1,359,494	1,473,935

### 9. Resources Expended – Governance Costs

	Direct Costs £	Support Costs £	2012 Total £	2011 Total £
Staff Costs	-	11,454	11,454	9,934
Auditors' Remuneration	2,940	-	2,940	3,978
	2,940	11,454	14,394	13,912

### 10. Support Costs – Breakdown by Activities

	Fundraising £	Millburn Centre £	Governance	Basis of Allocation
Staff costs	13,453	49,657	11,454	Time spent
	13,453	49,657	11,454	

### 11. Net Incoming Resources for the Year

This is stated after charging:

	2012 £	2011 £
Depreciation	11,022	11,682
Auditors' Remuneration - Audit Fees	2,942	3,978
- Non audit services	1,801	3,920
Operating lease rentals - Plant and machinery	23,834	19,403
- Other	73,103	75,362

## ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

### NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

#### 12. Staff Costs and Numbers

Staff costs were as follows:

	2012	2011
	£	£
Salaries and wages	956,620	979,061
Social security costs	74,762	77,972
Other pension costs	50,928	50,543
Total	<u>1,082,310</u>	<u>1,107,576</u>

No employee received emoluments of more than £60,000.

Included in the above amounts are exceptional severance costs of £Nil (2011: £35,294).

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2012	2011
	Number	Number
Training	5	7
Guidance / Family Links	12	12
Childcare	12	15
Administration	8	5
Cooks, cleaners and support staff	6	6
Total	<u>43</u>	<u>45</u>

#### 13. Trustees' Remuneration and Related Party Transactions

No Trustees received any remuneration during the year. Travelling expenses totalling £17 (2011 – nil) was reimbursed to 3 trustees (2011 – nil) in the year.

# ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

## NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

### 14. Tangible Fixed Assets

	Leasehold properties £	Plant, machinery and motor vehicles £	Total £
<b>Cost or valuation</b>			
At 1 April 2011	426,011	228,186	654,197
Additions	-	8,417	8,417
Disposals	-	11,515	11,515
At 31 March 2012	<u>426,011</u>	<u>225,088</u>	<u>651,099</u>
<b>Depreciation</b>			
At 1 April 2011	426,011	191,990	618,001
On disposals	-	10,437	10,437
Charge for the year	-	11,022	11,022
At 31 March 2012	<u>426,011</u>	<u>192,575</u>	<u>618,586</u>
<b>Net book values</b>			
At 31 March 2012	<u>-</u>	<u>32,513</u>	<u>32,513</u>
At 31 March 2011	<u>-</u>	<u>36,196</u>	<u>36,196</u>

All assets are used for charitable purposes.

### 15. Debtors

	2012 £	2011 £
Trade debtors	110,757	105,333
Other debtors	31,757	60,064
	<u>142,514</u>	<u>165,397</u>

### 16. Creditors: Amounts falling due within one year

	2012 £	2011 £
Trade Creditors	1,991	13,420
Other Creditors	32,134	11,308
Deferred Income (Note 17)	120,825	60,833
	<u>154,950</u>	<u>85,561</u>

# ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

## NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2012

### 17. Deferred income

	2011 £
As at 1 April 2011	60,833
Released in year	(60,833)
Deferred in year	120,825
As at 31 March 2012	<u>120,825</u>

Deferred income comprises income received in advance for the financial year 2012/13.

### 18. Restricted Funds

	Balance at 01-Apr-11 £	Movement in funds		Transfers £	Balance at 31-Mar-12 £
		Incoming resources £	Expenditure (gains)/losses £		
Esme Fairbairn Foundation	-	25,000	25,000	-	-
Integrated Grants Fund	-	203,745	203,745	-	-
Fairer Scotland Fund - Parenting	-	17,920	17,920	-	-
BBC Children in Need	-	40,830	40,830	-	-
Fairer Scotland Fund	-	40,866	40,866	-	-
Lloyds TSB Foundation	-	72,026	72,026	-	-
Glasgow Housing Association	-	40,000	40,000	-	-
GCC Education Partnership	-	24,061	24,061	-	-
Individual Learning Accounts	-	1,970	1,970	-	-
Integrated Grants Fund – Learning Programme	-	52,500	52,500	-	-
Scottish Government Wider Role	-	35,000	35,000	-	-
European Social Fund – Lowlands & Uplands	-	69,273	69,273	-	-
European Social Fund – Priority 5	-	60,032	57,782	-	2,250
NHS GGC	-	46,322	46,322	-	-
Robertson Trust	-	7,500	7,500	-	-
Start Up	-	46,000	46,000	-	-
Integrated Grants Fund - Employability	-	72,480	72,480	-	-
Paul Hamlyn Foundation	-	53,583	53,583	-	-
North Glasgow Learns	-	12,519	12,519	-	-
Fairer Scotland Fund – Equalities and Diversity	-	3,750	3,750	-	-
Big Lottery in Scotland	-	165,281	165,281	-	-
Big Lottery – Our Place	-	17,082	17,082	-	-
Volant Trust	-	20,000	20,000	-	-
Department of Regeneration Services	-	31,000	31,000	-	-
	-	<u>1,158,740</u>	<u>1,156,490</u>	-	<u>2,250</u>

**ROSEMOUNT LIFELONG LEARNING**  
**(A company limited by guarantee)**

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2012**

**18. Restricted Funds (continued)**

Esmee Fairbairn Foundation – funds received for delivery of a community engagement promoting community based self-help groups.

Integrated Grants Fund – contribution towards the salaries of 15 full time and 8 part time staff including childcare, managerial and administration staff.

Fairer Scotland Fund – Parenting - for the development and delivery of a support service for families affected by addictions

BBC Children in Need - for the development and delivery of a support service for families affected by addictions.

Fairer Scotland Fund – for the development and delivery of a support service for families affected by addiction.

Lloyds TSB Foundation - for the development and delivery of a support service for families affected by addictions.

Glasgow Housing Association – grant received from Glasgow Housing Association for the development and delivery of personal and social development programmes for young parents.

GCC Education Partnership – funding from Glasgow City Council Education Services for our delivery of the pre-school curriculum to three and four year old children.

Individual Learning Accounts – income from Learn direct Scotland via Individual Learning Accounts as a contribution towards the fees of learners on specific courses at the Flexicentre.

Integrated Grants Fund – Learning Programme – contribution towards the cost of delivering community based adult literacy and numeracy programmes.

Scottish Government Wider Role - grant received for the development and delivery of personal and social development programmes for young parents.

European Social Fund – Lowlands & Uplands – European Social Fund grant from Scottish Lowland and Uplands Partnership towards the costs of an action research project at the Flexicentre.

European Social Fund - Priority 5 – contribution to salaries and running costs for Young Parents employability project.

NHS GGC - funds received from Greater Glasgow and Clyde Health Board to work with people with mental health problems who wish to enter the labour market.

Robertson Trust – grant received for the costs of delivering a Literacy and Numeracy service.

Start – Up – start up costs for Young Parents employability project.

Integrated Grants Fund – Employability – salary costs for Young Parents employability project.

Paul Hamlyn Foundation - funds received for delivery of community based learning for young people.

North Glasgow Learns – funding received from Fairer Scotland Fund for provision of literacy and English classes throughout North Glasgow.

**ROSEMOUNT LIFELONG LEARNING**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2012**

**18. Restricted Funds (continued)**

Fairer Scotland Fund – Equalities and Diversity - contribution towards the costs of the crèche at the Flexicentre.

Big Lottery in Scotland – grant received for the development and delivery of personal and social development programmes for young parents.

Big Lottery – Our Place - development grant in support of the Second Stage application for development of a community centre in Royston.

Volant Trust – contribution to running costs for the Childcare service.

Department of Regeneration Services – contribution to running costs for Young Parents employability project.

**19. Unrestricted Funds**

	Balance at 01-Apr 2011 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31-Mar 2012 £
Repairs & refurbishments	28,370	-	2,186	23,816	50,000
IT Maintenance and replacement	10,294	-	-	-	10,294
Contingency	90,000	-	-	(90,000)	-
Redundancy	-	-	-	18,000	18,000
Our place	-	-	-	40,000	40,000
Other tangible fixed assets	36,196	-	11,599	7,918	32,515
	<u>164,860</u>	<u>-</u>	<u>13,785</u>	<u>(266)</u>	<u>150,809</u>
General funds	182,809	262,680	217,066	266	228,689
	<u>347,669</u>	<u>262,680</u>	<u>230,851</u>	<u>-</u>	<u>379,498</u>

**Purposes of designated funds**

*Repairs and refurbishment:* This fund is to be used for a programmed refurbishment of premises.

*IT maintenance and replacement:* This fund will be used to ensure that computer equipment remains up to date and well maintained.

*Contingency:* The Board recognise that in the current economic climate it may be necessary to subsidise activities out of reserves. This amount has been designated accordingly.

*Redundancy:* Redundancy provision for possible redundancies within the Childcare service and at the Flexicentre.

*Our place:* Our place provision for possible contribution towards proposed development of a community space within a refurbished Flexicentre.

*Other tangible fixed assets:* These funds represent the monies tied up in tangible fixed assets and therefore not readily expendable.



**ROSEMOUNT LIFELONG LEARNING**

(A company limited by guarantee)

**NOTES TO THE ACCOUNTS**

FOR THE YEAR ENDED 31 MARCH 2012

**20. Analysis of Net Assets between Funds**

	<b>Tangible fixed assets £</b>	<b>Net current assets £</b>	<b>Total £</b>
<b>Restricted funds</b>	-	2,250	2,250
<b>Unrestricted funds</b>	32,513	346,985	379,498
<b>Total funds</b>	<u>32,513</u>	<u>349,235</u>	<u>381,748</u>

**21. Lease Commitments – operating leases**

At 31 March 2012 the charity had the following annual commitments under non-cancellable operating leases:

	<b>Property 2012 £</b>	<b>Property 2011 £</b>	<b>Other 2012 £</b>	<b>Other 2011 £</b>
Operating leases which expire:				
Within one year	-	-	-	-
In the second to fifth year inclusive	5,000	-	8,946	8,946
Over five years	65,000	65,000	-	-