

Company No: SC309982
Scottish Charity No: SC037917

UPWARD MOBILITY LTD.
(A Company Limited by Guarantee)

**REPORT OF THE TRUSTEES
and FINANCIAL STATEMENTS**

For the year ended 31 October 2020



UPWARD MOBILITY LTD.

REPORT and FINANCIAL STATEMENTS

For the year ended 31 October 2020

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UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES

For the year ended 31 October 2020

REFERENCE and ADMINISTRATIVE INFORMATION

The Trustees present their report and financial statements of the Charity and its subsidiary for the year ended 31 October 2020.

Trustees

The members of the Board of Trustees are as follows:

E Mitchell – Chair of Board
L Bird
S Dow (resigned 1 April 2021)
A Longo (appointed 1 April 2021)
S Campbell-Perry (appointed 1 April 2021)
P Atkinson (appointed 1 April 2021)
N Ali (appointed 1 April 2021)

Chief Executive

A Thomson

Registered Office

Links House
15 Links Place
Suite 4/5
EDINBURGH
EH6 7EZ

Auditor

Chiene +Tait LLP
Chartered Accountants & Statutory Auditor
61 Dublin Street
EDINBURGH
EH3 6NL

Bankers

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

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

OBJECTIVES AND ACTIVITIES

Upward Mobility (Upmo) is an Edinburgh-based Charity providing support and opportunity for adults with learning difficulties and autism. For more than a decade, we've been combining tailored support services with an increasingly respected curriculum of creative workshops, educational activities and vocational programmes. We're driven by a passionate belief that every person in society should be given the opportunities they need to develop their potential and play an equal, inclusive and rewarding role in their communities. We encourage our students to build confidence, develop life skills and enhance their employability – through music, drama, art and other expressive and physical activities. The support services provided by Upward Mobility currently constitute the majority of the Charity's income generated.

Chair's comments

The overarching issue which Upmo has had to deal with from March to October 2020, has been the unprecedented Covid-19 global pandemic. We have had to completely redesign our services, from a traditional service based around delivery of workshops and 1:1 sessions from within our various building locations, we moved to supporting students and families with a blended learning model using Care@Home and online services through Upmo Connect. As we progressed from the initial lockdown to a second extended lockdown, we have shown agility and flexibility, continuing to respond and against the challenges laid in front of all of us in order to support our students and families through what has been very challenging times. An immeasurable thank you is due to all the staff who worked, and continue to do so, in a tireless manner to ensure students were supported as best we could in difficult circumstances.

The redesign and delivery of these services has only been possible through the continued financial support for commissioned services from Midlothian, East Lothian and City of Edinburgh Councils, the support of our grant providers and corporate sponsors. Support has also been provided throughout the Care sector from the Scottish Government in the form of emergency revenue support where normal income streams have been shut down through the lockdown.

April to September saw 28 staff furloughed through the UK Government Job Retention Scheme. These staff were in non-essential posts due to the lockdown or where it was necessary to provide shielding. This national scheme enabled us to maintain these jobs through the darkest periods of the lockdown. While this has to be acknowledged as a really worrying time for staff, I am pleased to report that 26 of the 28 individuals who were furloughed, returned to Upmo in late September. Sadly, we had to make 2 staff redundant and we wish Verita Barton and Lynn McGinnes well in their future endeavours.

The challenge of Covid –19 has rightly necessitated the need for Upmo to review its strategic plans and undertake further evaluation in light of the very different operating environment we now work within. One of the biggest tasks is to reconsider the implications of social distancing on our current operations and on future developments such as the Upmo Performing Arts Hub. With social interaction all but stopped and no ability or opportunity to host or partake in art and cultural events, the challenge was to re-evaluate the desire and possibility of creating an Upmo Campus. This resulted in changes to the original concept with more circulation space and increased room sizes to accommodate anticipated social distancing requirements. Having undertaken this review a funding proposal was submitted to the Scottish Governments Capital Regeneration Fund in July for £1.2m.

Regrettably we were advised in September that our bid had been unsuccessful due to the number of applications received. While the fallback position remained, that we could approach other funding sources the situation unfolded that the focus of other funders switched from capital projects to much needed revenue to enable organisations to come through the pandemic, thereby cutting off alternative sources of funding. Further evaluation of the prospects of securing the necessary capital funding continues to be progressed.

While the desire to progress the Upmo Campus theme is very much alive, there are still uncertainties going forward about restrictions on public gatherings and numbers being allowed to attend events and community gatherings, the very ethos of what we were attempting to have the Upmo Campus focused on.

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

Chair's comments (continued)

Our founder Josh Barton moved to a fundraising role when our new Chief Executive Andrew Thomson took up his post in May. Andrew continues to work to ensuring Upmo's development moves forward with new structures aimed at ensuring sustainability and improvements in student services. Josh completed his fund-raising role at the end of September and has since moved on from Upmo to develop new business ventures. I would like to sincerely thank Josh for all his work with Upmo and wish him well in progressing his other business interests and passions.

Support from fellow Trustees Liz Taylor and Sophie Dow has never been stronger and ever present throughout the year and I cannot thank them enough for their dedication, encouragement and tireless commitment through what has been the most challenging of years.

Eric Mitchell
Chair of the Board of Trustees
Upward Mobility

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

REVIEW OF THE YEAR

The impending sale and closure of St Margaret's House did not materialise as the owners were unable to receive planning consent for their development proposals. Therefore, Upmo continued to operate from St Margaret's House, on a limited basis due to the pandemic with the need to maintain social distancing. While café operations and G25 Dance studio were severely restricted, small workshops were able to be restarted in late September.

While the Links House Campus development was restricted in terms of student numbers being able to attend, the opportunity to undertake further works within Links House was taken with 3 additional interview rooms providing more useable space for students and for staff. Further adaptations were made to the IT suite and the Art studios to provide additional storage and more useable space including a Covid isolation area to ensure we were prepared for any incident within the building. I am pleased to report that the isolation area has thankfully not been needed.

While Covid-19 has had a major impact on our buildings-based services, our outside facilities at Duddingston Gardens have proven to be more resilient with less risk of infection transmissions in outside spaces. Students were gradually brought back to the gardens during June and July as the restrictions allowed, to help the staff with the bumper crop of summer fruit and vegetables. Good weather during the period made the gardens even more delightful to attend while other services and opportunities for social interaction was restricted.

Information Technology developments in the Autumn saw a major upgrade to the organisation's IT capabilities. Firstly, a move from files being saved on a physical server to moving all file storage onto a Cloud based storage system. Then, the renewal of all the operational staff laptops, ensuring we had the most up to date software to take advantage of the Cloud based system. The opportunity to upgrade student workshop iPads and software was also undertaken to ensure when students are able to return to our workshops, they have the most up to date IT equipment available.

The overall IT improvements have enabled further digital technology to be considered with the first element of this improvement strategy being the transfer of all students records onto a computer-based system, enabling instant access and easier retrieval of students records through the introduction of a Client Record Management system – Salesforce. It is anticipated that Salesforce will provide the digital platform for all Upmo contacts and organisational development to be managed in the future.

While Café operations at St Margaret's House and Leith Victoria and the facilities at Gorebridge and Prestonpans have been closed since March, students have been continued to be supported through Care@Home services and through online learning and support via Upmo Connect. With an unusual twist, Upmo was delivering Activity Packs to students in their homes to enable them to participate in online sessions while having the appropriate art, craft, baking or gardening materials to hand – a further enhancement through the new Care@Home service.

Thanks to a successful Lottery Funding bid, a new service helping to support students in their own homes was able to be launched in June. Entitled Sensory in a Suitcase the service used the latest virtual reality headsets, software programs and sensory products to allow staff to help students experience a range of outdoor experiences while being confined to their own homes. The service has been well received and has enabled us to bring additional technology to support students during the pandemic.

Upmo Connect has been a mainstay of our service offerings whilst unable to have students back in our buildings. Managed by Patrick Findlay, we have taken staff from other tasks who've designing online content enabling us to continuing offering learning opportunities whilst maintaining contact with students and families. With an ever growing resource base, Connect has moved through a huge range of topics - Health and Wellbeing, Arts and Crafts, Music, Cooking and Baking, Gaming and sessions on current affairs - to name a few.

While Covid-19 has severely restricted activities both internally and in respect of participation in outside events, we have managed to keep in touch with students and staff through newsletters, emails, regular telephone contact and online platforms and apps. While it's been incredibly difficult for students and families, that has also been the case for staff members too. Team Upmo has rallied together in the past year showing resilience, determination and the enabling attitude that Upmo was founded upon. We all look forward to more settled times and the further easing of restrictions.

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2019

Future Plans

The identification of key skill gaps within the Upmo team has led to the decision to strengthen the Senior Leadership Team with two new posts – Head of Corporate Services and Head of Development. A Fundraising Officer and a Communications Officer will also be recruited to provide expertise in these specific areas.

The relocation of services in East Lothian and Midlothian from the current premises at Prestonpans and Gorebridge is seen as a priority to meet the projected increase in student numbers. The demand for places within the outdoor garden facilities at Duddingston and North Berwick will also require to be addressed with additional facilities including improved wheelchair access, raised beds and additional poly tunnels to increase the number of students who can participate in the scheduled services.

Accommodation within Edinburgh continues to remain under review with the earlier proposed redevelopment of the St. Margaret's House site unlikely to provide long term certainty of tenancy. The site at Swanfield earmarked for the Upmo Arts and Performance Hub, will be used to offer a new transitional service for students coming to Upmo for the first time. While Covid –19 restrictions continues to hamper plans for the development of performance space, we will use the Swanfield space, with appropriate social distancing, to address the waiting list for students to join Upmo.

The continuing restrictions on students accessing the traditional buildings-based services, will see the Care at Home and Upmo Connect online services offering a mix of blended learning to support students and families as we move through the worst of the pandemic.

While continuing to support our students through this unprecedented period has been our main focus, the longer-term development of systems which will enable Upmo to be more responsive and focused on improving student services will continue with the introduction of Salesforce. This is a digital system to improve student record keeping, provide access to improved information systems and provide relationship management software to enhance the sharing of information within the organisation.

Further development work will be undertaken on the curriculum, expanding opportunities and support activities with the proposal to build on the Care at Home service which was operated through the pandemic period. As we emerge from the lockdown restrictions, we anticipate renewed activity within the short breaks programme with increased demand from students and families since March 2020 and the start of the initial lockdown. Further scoping work will be undertaken to most appropriate formats for this support and services.

Upmo intends to continue to develop its student services and be increasingly active in its social media and marketing presence to ensure we build in the organisation's positive reputation of providing high quality, opportunity, support and innovative services.

FINANCIAL REVIEW AND ACHIEVEMENTS

The key financial indicators in the year are:

- total income increased by 7.84% compared to previous financial year
- total expenditure increased by 5.05% compared to previous financial year
- the working capital ratio is 3.76

Income

The income for Upward Mobility Ltd continues to be generated primarily through the support services offered by the Charity. At the end of this financial year we have 167 students receiving support each week. Growth in income is mainly attributed to increased restricted income from external funders, offsetting a decrease of 3.28% in service income (£1,724,754 in 2019 to £1,668,176 in 2020).

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

FINANCIAL REVIEW AND ACHIEVEMENTS (continued)

Grants

Whilst local authorities and parents commission the support service we provide for our students, we rely on grant funding to deliver our workshop programme and curriculum. Upward Mobility has received grants, through funding applications, which has enabled the development of workshop resources and activities, and the early phases of our campus development. New grant funding received in 2020 was £306,033 increasing from £224,224 in the previous financial year.

Restricted Funds £306,033

£500 from an individual donor to support North Berwick Gardening Group
£10,000 from Nat West Social and Community Care Fund to support development of employability programmes
£10,000 from The Cordis Trust to support our COVID response
£5,000 from Foundation Scotland to support our COVID response
£21,586 from State Street to support our COVID response
£5,000 from The Clothworkers Foundation to support our COVID response
£10,000 from Awards for All to support our Upmo CONNECT Project
£24,500 from the Third Sector Resilience Fund to support our COVID response
£11,065 from the Supporting Communities Fund to support sensory provision
£68,892 from the Inspiring Scotland Wellbeing Fund to support our COVID response
£5,000 from the Orcome Trust to support our COVID response
£37,767 from the National Lottery to support our COVID response including sensory provision
£5,000 from the Hugh Fraser Foundation to support our Upmo CONNECT Project
£24,323 from State Street to support curriculum development including online support and activity packs
£15,000 from The Robertson Trust to support Team Leaders
£52,400 from The Henry Smith Charity to support Case Managers

Unrestricted Funds £3,151

£3,151 donations of amounts less than £1,000.

The cost of generating these funds was £45,941 ('Cost to funding achieved' ratio 6.7:1).

Expenditure

Costs were effectively managed and controlled. As predicted and planned for, staff salaries at 74% took up the greatest part of expenditure. This represents a decrease of £196,062 on the previous financial year, due to non-replacement of staff leavers during the pandemic and the furlough scheme. The established costing model for workshops continues to be utilised to ensure that satisfactory margins are achieved whilst maintaining staff to student support ratios in compliance with COVID restrictions.

Project costs decreased from £44,530 in 2019 to £33,781 in 2020 reflecting the significant one-off investment made in 2019 in equipment for art and IT workshops, and different requirements due to the pandemic, eg individual student materials, activity packs for home working.

Support costs have increased from £335,547 in 2019 to £408,792 in 2020. This reflects an increase in accommodation costs due to increased rent partially to facilitate social distancing, significant investment in IT to support home working and increased costs associated with cleaning and PPE.

The allocation for depreciation reflects depreciation of £36,851 on the investment in premises, gardening and office equipment.

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

Balance Sheet and Cashflow

The balance sheet for the current year now reflects a surplus of £636,853 in relation to total assets over total liabilities from a surplus of £340,647 in the previous financial year. Maintaining revenues, investment in our operational structure and the effective management of these resources have largely contributed to this position.

Creditors – Total short-term liabilities of £182,120 are actively managed and all outstanding liabilities as at year end were fully settled within specified terms.

Debtors – This includes service income debt of £295,807. 87% of these invoices have been settled and 13% are still being progressed.

Cash Flow is effectively managed and the pressure to meet outgoing commitments within standard timeframes is manageable.

Investment

The focus for this financial year has been on strengthening the organisational structure and improvements to existing workshops whilst implementing the first phase of our campus development, including the relocation of our head office and a significant element of our service delivery operation.

All significant investments require authorisation by the Board of Trustees in conjunction with the financial risk management process.

Reserves Policy

The Charity's reserves serve to ensure the safety and welfare of the users of Upward Mobility's services while providing financial sustainability for the organisation. At the year end date, the restricted reserves are £166,575 (2019: £173,256) and unrestricted reserves are £470,278 (2019: £167,391). The Trustees aim to build a reserve to cover three months' marginal operating costs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

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

Registered Bodies:

Companies House
Office of the Scottish Charity Regulator (OSCR)
Care Inspectorate
Disclosure Scotland
Information Commission Office (ICO)

Membership Organisations

Scottish Council for Voluntary Organisations (SCVO)
Social Firms Scotland
Poverty Alliance
National Involvement Network

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Directors and Trustees

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

The Trustees, who served during the year and since the year-end with areas of particular focus and expertise relevant to their appointment indicated, are as follows:

L Bird: Human Resources
S Dow: Communication and branding
E Mitchell: Chair or Board

The senior management team consists of:

A Thomson: Chief Executive
V Barton: Head of Quality Assurance
C Turnbull: Head of Service Delivery.

The Chief Executive, under the guidance and governance of the Board of Trustees, oversees the Charity. The Board of Trustees oversees strategic planning and key financial decisions whilst delegating the day to day running of operations to the Chief Executive and the senior management team.

Upward Mobility are committed to ensuring a balance between ensuring staff are appropriately remunerated so that we attract and retain the best people for the job whilst careful managing our Charity funds. Liz Bird, as trustee with HR responsibilities, oversees the remuneration for the senior management team, although key decisions are still discussed at Board.

Recruitment and Appointment of New Trustees

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

Trustee Induction Training

All members work towards the Charity's aims and objectives and serve within the constituted guidelines. Trustees, if not already aware, learn the principles and practice of the Charity and Company Regulations as part of their induction. We currently source these trainings through two organisations: Edinburgh Voluntary Organisational Committee (EVOC) and Scottish Council for Voluntary Organisations (SCVO). It is our intention to review our Trustee induction and training plan in the next financial year.

Recruitment and Appointment of New Employees and Volunteers

Employees and volunteers are recruited using recruitment practices that fully adhere to the National Care Standards regulated by the Care Inspectorate. The National Care Standards require that all new appointees be processed through The Protecting Vulnerable Groups Scheme (PVG) in partnership with Disclosure Scotland.

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

Employee and Volunteer Induction Training

Upward Mobility has invested a significant amount of resources into creating its own internal, induction training programme which is completed by all new employees. The objective of the training is firstly to ensure familiarity as well adherence to the National Care Standards but also to introduce new employees to the unique systems, resources and structures that make Upward Mobility the dynamic and innovative organisation that it is. This induction includes, but is not restricted to, Adult Support & Protection, Student Documentation, Data Protection, Workshop Facilitation, Epilepsy Awareness, and First Aid Awareness. Appointments are made with full reference to service capacity strategically linking identified skills (art, drama, dance, music, horticulture, catering, cooking, cycling, etc) to appropriate support service and project requirements. In the instance where new appointees are required for operational and administrative activities, but not support services, then Upward Mobility provides relevant training. Volunteers also receive training appropriate to their role in the organisation.

Risk Management

The Trustees have considered the risks faced by the charity and have put appropriate procedures in place to mitigate the possible impact that these risks may pose. This includes regular reviewing of existing relationships with partnership organisations and monitoring the fluctuating external economic environment, particularly in regard to new funding opportunities and trends in demand for Upward Mobility services. Upward Mobility regularly reviews the responsibilities and skills of Trustees to strengthen and consolidate governance as well as to enhance the capacity, network and profile of the Charity.

Partners

Upward Mobility is grateful for the collaborative relationships that have been established with other organisations and service providers. We have received substantial financial and development support from State Street, a global financial services company over the last year. We continue to work closely with Edinburgh Palette (www.edinburghpalette.co.uk) who manage St Margaret's House, one of our main sites. We also continue to work with the City of Edinburgh Council, East Lothian Council and Midlothian Council to provide support and opportunities for students. Thanks to their interest in Upward Mobility we are able to continue the development of our programmed workshops and activities as well as support services for a growing number of people who benefit from them. Our partnership with Jock Tamson's Gairden at Duddingston Kirk has been strengthened in the last year, and relationships with new sites – The Beacon and The Hive – in Gorebridge have allowed improved options for delivery of support and opportunities in Midlothian.

UPWARD MOBILITY LTD.

REPORT OF THE TRUSTEES (Continued)

For the year ended 31 October 2020

TRUSTEES' RESPONSIBILITIES

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

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

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

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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

BY ORDER OF THE BOARD

E Mitchell

E Mitchell
Trustee, Chair of Board

28 July 2021

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES
AND MEMBERS OF UPWARD MOBILITY LTD**



Opinion

We have audited the financial statements of Upward Mobility Ltd (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 October 2020 which comprise the Group Statement of Financial Activities, the Group and Charity Balance Sheets, the Group and Charity Statements of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 October 2020, and of the group's 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 requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Report of the Trustees, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES
AND MEMBERS OF UPWARD MOBILITY LTD (*Continued*)**



Other information (*continued*)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

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

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES
AND MEMBERS OF UPWARD MOBILITY LTD (*Continued*)**



Auditor's responsibilities for the audit of the financial statements

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

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

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

Use of our report

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

Malcolm Beveridge

MALCOLM BEVERIDGE CA (Senior Statutory Auditor)
For and on behalf of
CHIENE + TAIT LLP
Chartered Accountants and Statutory Auditor
61 Dublin Street
Edinburgh
EH3 6NL

29 July 2021

Chiene + Tait LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

UPWARD MOBILITY LTD.**STATEMENT of FINANCIAL ACTIVITIES**
(including income and expenditure account)**Year ended 31 October 2020**

	Notes	Restricted Funds £	Un- restricted Funds £	2020 Total £	2019 Total £
Income					
Donations and legacies	2	-	3,151	3,151	13,218
Charitable activities	4	306,033	1,668,176	1,974,209	1,948,978
Other trading activities	3	-	181,268	181,268	39,371
Investments		-	91	91	145
Total income		306,033	1,852,686	2,158,719	2,001,712
Expenditure					
Costs of raising funds	6	-	45,941	45,941	6,584
Charitable activities	7	312,714	1,503,858	1,816,572	1,955,003
Total expenditure		312,714	1,549,799	1,862,513	1,961,587
Net income/(expenditure) for the year		(6,681)	303,117	296,206	40,125
Transfers between funds	15	-	-	-	-
Net movement in funds		(6,681)	302,887	296,206	40,125
Reconciliation of funds					
Total funds brought forward		173,256	167,391	340,647	300,522
Total funds carried forward	14,15	166,575	470,278	636,853	340,647

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

All activities relate to continuing operations.

The notes on pages 17 to 27 form part of these financial statements.

UPWARD MOBILITY LTD.**BALANCE SHEET****As at 31 October 2020**

	Notes	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	12		135,075		111,474
Investments	12		1		1
			<u>135,076</u>		<u>111,475</u>
Current assets					
Debtors	13	295,807		224,401	
Cash at bank and in hand		388,090		106,548	
		<u>683,897</u>		<u>330,949</u>	
Creditors:- Amounts falling due within one year					
Sundry creditors and accruals		162,787		80,676	
Taxation and social security		19,333		21,101	
		<u>182,120</u>		<u>101,777</u>	
Net current assets			<u>501,777</u>		<u>229,172</u>
Net assets			<u>636,853</u>		<u>340,647</u>
			=====		=====
Funds					
Restricted funds	14	166,575		173,256	
Unrestricted funds - General	15	470,278		167,391	
Total Funds			<u>636,853</u>		<u>340,647</u>
			=====		=====

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Approved by the Board of Trustees on 28 July 2021 and signed on its behalf by:



E Mitchell

Company No. SC309982

The notes on pages 17 to 27 form part of these financial statements.

UPWARD MOBILITY LTD.**STATEMENT OF CASH FLOWS****For year ending 31 October 2020**

	Note	2020	2019
		£	£
Cash generated by operating activities	20	341,903	138,364
Cash flows from investing activities			
Interest income		91	145
Purchase of tangible fixed assets		(60,452)	(112,593)
Cash used in investing activities		(60,361)	(112,448)
Increase in cash and cash equivalents in the year		281,542	25,916
Cash and cash equivalents at the beginning of the year		106,548	80,632
Total cash and cash equivalents at the end of the year		388,090	106,548
		=====	=====

Analysis of change in net debt

	At		Other	At
	31 October	Cash-	non-cash	31 October
	2019	flows	changes	2020
Cash and cash equivalents	106,548	281,542	-	388,090
	=====	=====	=====	=====

The notes on pages 17 to 27 form part of these financial statements.

UPWARD MOBILITY LTD.

NOTES to the FINANCIAL STATEMENTS

For the year ended 31 October 2020

1. Accounting Policies

Statutory information

Upward Mobility Ltd is a company limited by guarantee, domiciled in Scotland and registration number SC309982. The charitable company is governed by its Memorandum and Articles of Association. The liability of members is limited to £1 each. The registered office is Links House, 15 Links Place, Suite 4/5, Edinburgh, EH6 7EZ.

Basis of accounting

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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

The financial statements present the information about the charity only. The subsidiary undertaking, G25 Project CIC, ceased trading as at 31 October 2018 and has been dormant since this date.

Upward Mobility Ltd. meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The financial statements are presented in pounds sterling, rounded to the nearest pound.

Going concern

The financial statements have been prepared on a going concern basis. The Trustees have considered the impact of ongoing Covid-19 measures and taken this into account in the assessment of whether use of the going concern basis for preparing the financial statements remains appropriate. The Trustees have assessed the Charity's ability to continue as a going concern and have reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing these financial statements.

Income recognition

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

Donation income

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

Project grants receivable

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

Incoming resources from charitable activities

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

UPWARD MOBILITY LTD.

NOTES to the FINANCIAL STATEMENTS (Cont'd)

For the year ended 31 October 2020

1. Accounting Policies (Contd.)

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Report of the Trustees for more information about their contribution. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Interest receivable

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

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the Trust's work or for specific artistic projects being undertaken by the Trust.

Resources expended and irrecoverable VAT

All expenditure is included on an accruals basis and is recognised when there is a legal and constructive obligation to pay for expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All costs have been directly attributed to one of the functional categories of resources expended in the Statement of Financial Activities. The Charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.

Cost of raising funds are those costs associated with the generation of the Charity's incoming resources and the costs of its trading subsidiary.

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.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Trusts programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

Fixed assets

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

Depreciation

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

Motor vehicle	- straight line over 4 years
Office equipment	- straight line over 3 years
Leasehold improvements	- straight line over the term of the lease

UPWARD MOBILITY LTD.

NOTES to the FINANCIAL STATEMENTS (Cont'd)

For the year ended 31 October 2020

1. Accounting Policies (Contd.)

Investments

Investments in subsidiary undertakings are recorded at cost less any provision for impairment.

Operating lease

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity contribution is restricted to the contributions disclosed in note 4. There were outstanding contributions at the year end of £6,646. The costs of the defined contribution scheme are included within expenditure on charitable activities and charged to unrestricted funds.

Restricted Funds

Café Project

This fund has supported the continuing expansion of YoYo café at St Margaret's House and Edinburgh Leisure's café facility at Leith Victoria Leisure Centre. This fund was supported by the Balcombe Charitable Trust and Leith Benevolent Association.

Gardening Project

This fund contributes to gardening and outdoor learning workshops in Duddingston and North Berwick; these workshops are landscaping and maintaining garden and public areas in these locations. This activity was supported by a Scotmid Community Grant and individual donations.

Campus Development

This fund is for the development of our Upmo campus in Leith and has been supported by The Clothworkers Foundation, The Robertson Trust and The Baily Thomas Charitable Fund.

Management Support

This fund, supported by R S Macdonald Charitable Trust, has contributed to the salary costs associated with strengthening our organisation.

Project Development

This fund contributed to our campus development project, and was supported by State Street Foundation, Garfield Weston, The Robertson Trust and The Henry Smith Charity.

UPWARD MOBILITY LTD.**NOTES to the FINANCIAL STATEMENTS (Cont'd)****For the year ended 31 October 2020****1. Accounting Policies (Contd.)****Restricted Funds (Contd.)****Premises**

This fund supports the ongoing maintenance and refurbishment costs of the project.

Digital Lab

This fund has contributed to the development of the Digital Lab which supports a wide variety of workshops including for example IT skills, Employability skills, Music, Current affairs.

Unrestricted Funds**General fund**

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

2. Income from donations	2020	2019
	£	£
Unrestricted donations:		
Lindsays	-	1,000
Other donations of less than £1,000	3,151	12,218
	-----	-----
	3,151	13,218
	=====	=====
3. Other trading activities	2020	2019
	£	£
Unrestricted:		
Community café	4,510	30,802
Merchandise income	629	1,970
Hire of premises	9,145	177
Other income	3,288	6,422
Government grant income	163,696	-
	-----	-----
	181,268	39,371
	=====	=====

UPWARD MOBILITY LTD.

NOTES to the FINANCIAL STATEMENTS (Contd.)

For the year ended 31 October 2020

4. Income from donations and charitable activities

	Restricted £	Unrestricted £	2020 £	2019 £
Service Income	-	1,668,176	1,668,176	1,724,754
Project grants received				
Café Project:				
-Balcombe Charitable Trust	-	-	-	7,000
-Leith Benevolent Association	-	-	-	2,000
Gardening Project:				
-Orchard Fund	500	-	500	600
-Scotmid Community grant	-	-	-	500
Campus Development:				
-Clothworkers Foundation	-	-	-	20,000
-The Robertson Trust	-	-	-	47,000
-The Baily Thomas Charitable Fund	-	-	-	20,000
Management Support:				
-R S Macdonald Charitable Trust	-	-	-	16,800
Project Development:				
-State Street Foundation	-	-	-	54,124
-Garfield Weston	-	-	-	15,000
-The Robertson Trust	15,000	-	15,000	15,000
-The Henry Smith Charity	52,400	-	52,400	26,200
-State Street Foundation	24,323	-	24,323	-
-Nat West Social & Community Care	10,000	-	10,000	-
COVID Response:				
-Cordis Trust	10,000	-	10,000	-
-Foundation Scotland	5,000	-	5,000	-
-State Street	21,586	-	21,586	-
-Clothworkers Foundation	5,000	-	5,000	-
-Awards for All	10,000	-	10,000	-
-Third Sector Resilience Fund	24,500	-	24,500	-
-Supporting Communities Fund	11,065	-	11,065	-
-Inspiring Scotland Wellbeing Fund	68,892	-	68,892	-
-Orcome Trust	5,000	-	5,000	-
-National Lottery COVID-19 Response	37,767	-	37,767	-
-Hugh Fraser Foundation	5,000	-	5,000	-
	306,033	1,668,176	1,974,209	1,948,978

In 2020 the income from charitable activities was £1,974,209 (2019: £1,948,978) of which £1,668,176 (2019: £1,724,754) was income from unrestricted funds and £306,033 (2019: £224,224) was income from restricted funds.

UPWARD MOBILITY LTD.**NOTES to the FINANCIAL STATEMENTS (Contd.)****For the year ended 31 October 2020**

5. Staff costs	2020	2019
	£	£
Wages and salaries	1,258,135	1,454,184
Social security costs	73,750	91,787
Pension costs – defined contribution	19,753	24,230
Ex-gratia payment	22,361	4,725
	1,373,999	1,574,926
	=====	=====

Average number of employees during the year was 85 (2019: 96). No employee received emoluments in excess of £60,000 during the year.

The key management personnel are the charity's Trustees and those members of staff detailed on page 7. The total employment benefits including employer pension contributions and consultancy costs of the key management personnel were £121,519 (2019: £198,210).

No remuneration or reimbursement of expenses was paid to the Trustees during the year. Trustee indemnity insurance costing £832 (2019: £800) was purchased during the year.

6. Costs of raising funds	Restricted	Un-Restricted	2020	2019
	£	£	Total	Total
			£	£
Fundraising expenses	-	45,941	45,941	6,584
	-----	-----	-----	-----
	-	45,941	45,941	6,584
	=====	=====	=====	=====

In 2020 the expenditure on raising funds was £45,941 (2019: £6,584) of which £45,725 (2019: £5,979) was expenditure from unrestricted funds and £nil (2019: £605) was expenditure from restricted funds.

7. Analysis of expenditure on Charitable Activities

	Restricted	Un-restricted	2020	2019
	£	£	Total	Total
			£	£
Salary costs	197,150	1,176,849	1,373,999	1,574,926
Direct project costs	10,640	23,141	33,781	44,530
Support costs (note 8)	104,924	303,868	408,792	335,547
	-----	-----	-----	-----
	312,714	1,503,858	1,816,572	1,955,003
	=====	=====	=====	=====

In 2020 the expenditure on charitable activities was £1,816,572 (2019: £1,955,003) of which £1,503,858 (2019: £1,795,585) was expenditure from unrestricted funds and £312,714 (2019: £159,418) was expenditure from restricted funds.

UPWARD MOBILITY LTD.**NOTES to the FINANCIAL STATEMENTS (Contd.)****For the year ended 31 October 2020**

8. Support and governance costs	Restricted	Un-restricted	2020 Total	2019 Total
	£	£	£	£
Registrations and subscriptions	-	3,183	3,183	5,570
Training and expenses	-	578	578	1,475
Marketing, communication and publication	200	1,196	1,396	3,161
Rent	27,933	121,655	149,588	88,363
Maintenance	190	42,290	42,480	61,049
Administration fees	-	10,790	10,790	1,284
Postage, stationery and telephone	6,707	17,211	23,918	30,445
Computer expenses	21,355	4,029	25,384	18,582
Insurance	6,402	10,280	16,682	2,155
Subsistence, travel and motor expenses	-	5,143	5,143	15,217
Professional fees	9,476	73,257	82,733	60,590
Bank charges	-	1,628	1,628	1,801
Depreciation	32,644	4,207	36,851	21,300
Sundry expenses	17	544	561	2,202
Bad debt provision	-	2,945	2,945	17,572
Governance costs (note 9)	-	4,932	4,932	4,781
	104,924	303,868	408,792	335,547

In 2020 the expenditure on support costs was £408,792 (2019: £335,547) of which £303,868 (2019: £302,230) was expenditure from unrestricted funds and £104,924 (2019: £33,317) was expenditure from restricted funds.

9. Governance costs	2020	2019
	£	£
Audit	4,891	4,740
Companies House fees	41	41
	4,932	4,781
	=====	=====
10. Net incoming resources	2020	2019
	£	£
This is stated after charging		
Auditor's remuneration	4,891	4,740
Depreciation	36,851	21,300
	=====	=====

11. Taxation

Upward Mobility Ltd has charitable status for taxation purposes. In the year to 31 October 2020 it is considered that Upward Mobility Ltd's activities were within the scope of the charitable status and accordingly no provision for taxation is necessary.

UPWARD MOBILITY LTD.**NOTES to the FINANCIAL STATEMENTS (Contd.)****For the year ended 31 October 2020**

12. Tangible assets	Motor Vehicle £	Leasehold Improve- ments £	Gardening & Office Equipment £	Total £
Cost				
At 1 November 2019	53,000	154,038	33,484	240,522
Additions	-	20,704	39,748	60,452
Disposals	-	-	-	-
At 31 October 2020	53,000	174,742	73,232	300,974
Depreciation				
At 1 November 2019	53,000	52,704	23,344	129,048
Charge for year	-	13,560	23,291	36,851
Disposals	-	-	-	-
At 31 October 2020	53,000	66,264	46,635	165,899
Net book value at 31 October 2020	-	108,478	26,597	135,075
Net book value at 31 October 2019	-	101,334	10,140	111,474
	=====	=====	=====	=====
			2020	2019
			£	£
Investments				
G25 Project CIC			1	1
			=====	=====

The subsidiary was dormant throughout the years to 31 October 2019 and 2020. The charity holds 1 ordinary share of £1 which is 100% of the issued share capital. Net assets of the subsidiary at the year end amounted to £1 (2019: £1).

Subsequent to the year end, on 1 April 2021, the charity disposed of its interest in G25 Project CIC when the single share was transferred to the CIC director, J Barton.

13. Debtors	2020 £	2019 £
Service income debtors	253,893	179,907
Prepayments	41,419	34,415
Amount due from group undertakings	-	10,079
Other debtors	495	-
	=====	=====
	295,807	224,401

UPWARD MOBILITY LTD.**NOTES to the FINANCIAL STATEMENTS (Contd.)****For the year ended 31 October 2020****14. Restricted Funds – Charity**

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

	Balance at 31 October 2019	Incoming Resources	Outgoing Resources	Transfers	Balance at 31 October 2020
	£	£	£	£	£
Gardening	681	500	(681)	-	500
Café	2,333	-	(2,333)	-	-
Digital Skills	1,280	-	(1,280)	-	-
Premises	14,583	-	(2,571)	-	12,012
Management support	2,212	-	(2,212)	-	-
Campus Development	89,275	-	(11,675)	-	77,600
IT Room	6,911	-	(6,911)	-	-
Project Development	55,981	101,723	(121,504)	-	36,200
COVID Response	-	203,810	(163,547)	-	40,263
	173,256	306,033	(312,714)	-	166,575
	=====	=====	=====	=====	=====

	Balance at 31 October 2018	Incoming Resources	Outgoing Resources	Transfers	Balance at 31 October 2019
	£	£	£	£	£
Gardening	270	1,100	(689)	-	681
Café	3,333	9,000	(10,000)	-	2,333
Outward Mobility	34,242	-	(34,242)	-	-
Digital Skills	2,561	-	(1,281)	-	1,280
Premises	20,654	-	(6,071)	-	14,583
Management Support	8,576	16,800	(23,164)	-	2,212
Events	1,869	-	(1,869)	-	-
Campus Development	19,000	87,000	(16,725)	-	89,275
IT Room	13,822	-	(6,911)	-	6,911
Project Development	-	110,324	(54,343)	-	55,981
Shopmo	4,728	-	(4,728)	-	-
	109,055	224,224	(160,023)	-	173,256
	=====	=====	=====	=====	=====

15. Unrestricted Funds

	Balance at 31 October 2019	Incoming Resources	Outgoing Resources	Transfers	Balance at 31 October 2020
	£	£	£	£	£
General fund	167,391	1,852,686	(1,549,799)	-	470,278
	=====	=====	=====	=====	=====

UPWARD MOBILITY LTD.**NOTES to the FINANCIAL STATEMENTS (Contd.)****For the year ended 31 October 2020****15. Unrestricted Funds (Contd.)**

	Balance at 31 October 2018 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance at 31 October 2019 £
General fund	191,467	1,777,488	(1,801,564)	-	167,391
	=====	=====	=====	=====	=====

16. Capital

The Charity being limited by guarantee has no share capital.

17. Capital Commitments

The Charity has outstanding commitments for future lease payments under non-cancellable operating as at the reporting date as follows:

	2020 £	2019 £
Not later than one year	110,901	107,230
Later than one year and not later than five years	352,298	459,143
Later than five years	997,958	1,043,458
	-----	-----
	1,461,157	1,609,831
	=====	=====

18. Analysis of net assets between funds**2020**

	Tangible Fixed Assets £	Net Current Assets £	Total £
Restricted	113,980	52,595	166,575
General Fund	21,095	449,183	470,278
	-----	-----	-----
	135,075	501,778	636,853
	=====	=====	=====

2019

	Tangible Fixed Assets £	Net Current Assets £	Total £
Restricted	110,257	62,999	173,256
General Fund	1,217	166,174	167,391
	-----	-----	-----
	111,474	229,173	340,647
	=====	=====	=====

UPWARD MOBILITY LTD.**NOTES to the FINANCIAL STATEMENTS (Contd.)****For the year ended 31 October 2020****19. Related party transactions**

During the period the Charity provided services, on a normal commercial basis, to close family members of certain of the Trustees.

In addition, a party with shared interests in the Charity provided consultancy services of £23,100 within the year (2019: nil).

20. Reconciliation of net movement in funds to net cash flow from operating activities

	Charity 2020 £	Charity 2019 £
Net movement in funds	296,206	40,125
Add back depreciation charge	36,851	21,300
Deduct interest income	(91)	(145)
(Increase)/decrease in debtors	(71,406)	82,585
Increase/(decrease) in creditors	80,343	(5,501)
	-----	-----
Net cash generated by operating activities	341,903	138,364
	=====	=====

22. Going concern

The nationwide restrictions imposed in relation to the Covid Pandemic, has continued to have an impact on the ability of Upmo to provide services to students. However, the impact of these measures has been mitigated due to the efforts of the Upmo staff team, Board and the financial support from funders and the Government furlough scheme. The Directors have prepared budgets and forecasts for the period through until October 2021, based upon reasonable assumptions on future funding levels.

As part of the support measures provided to the third sector Care Providers, funding has been maintained throughout the Covid Pandemic at the levels of commissioned services which were in place pre Covid. This has allowed Upmo to continue to offer services through blended learning with an element of buildings-based service and an extensive on-line support package through Upmo Connect.

As we emerge from the Pandemic and the operating restrictions begin to be relaxed, the expectation is that services will be re commissioned from the end of September. Student numbers are expected to restart just below pre-Pandemic levels. The commencement of a newly approved Transitional Service, scheduled to commence in August, will see the overall student numbers maintained at circa 170.

While confirmation of continuing sustainability payments from the 3 Local Authorities until the end of September 2021 has been received, the expectation is that funding income will resume based on service delivery from October. In the event that services are unable to resume due to further Covid restrictions, a further extension of the sustainability payments scheme is anticipated. The Directors are satisfied that, based upon the continuing support of Government, existing reserves of the charity, current performance, and student numbers being maintained at circa 170, the forecasts and projections along with the success of funding bids that Upmo is a going concern for a period of at least twelve months from signing the financial statements.