

Company registration number: 02805996
Charity registration number: 1020313

CHILDREN IN WALES - PLANT YNG NGHYMRU

**TRUSTEES ANNUAL REPORT &
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014**

Broomfield & Alexander Limited
Chartered Accountants & Statutory Auditors
Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
CF23 8AB



**CHILDREN IN WALES – PLANT YNG NGHYMRU
REPORT OF THE TRUSTEES
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MEMBERS, TRUSTEES AND ADVISORS

The trustees, who are also the Directors for the purposes of the Companies Act, present their report and the audited financial statements of the charity for the year ended 31 March 2014.

Charity name Children in Wales – Plant Yng Nghymru

Registered charity number 1020313

Company registration number 02805996

VAT registration number 850 934 516

Registered office 25 Windsor Place
Cardiff
CF10 3BZ

Members of the trustee board

<u>Name</u>	<u>Appointed</u>	<u>Resigned</u>
John Valentine Williams OBE (Chair)	04.12.08	
Diane Daniel (Vice Chair)	04.12.08	
Stuart Chapman (Treasurer)	27.08.08	
Roger Bishop	04.12.08	
Dr Iolo Doull	24.11.09	
Yvonne Rodgers	04.12.08	
Emily Warren	24.11.09	
Mike Greenaway	15.12.10	
Carol Daniel	09.10.13	
Jonathan Scourfield	09.10.13	
Dr David Williams	03.12.13	
Hannah Williams	09.10.13	
Rebekah Burns	15.12.10	09.10.13
Phillip Hodgson	23.02.11	12.03.14

Company Secretary Catriona Williams

Chief Executive Catriona Williams

Auditors Broomfield & Alexander Limited
Chartered Accountants & Statutory Auditors
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MEMBERS, TRUSTEES AND ADVISORS

Bankers

HSBC
75 Llandennis Road
Rhyd-Y-Penau
Cardiff
CF23 6EE

Alliance & Leicester Commercial Bank
Business Banking Accounts Management
Bridle Road
Bootle
Merseyside
L30 4GB

CAF Bank Ltd
25 Kings Hill Avenue
West Malling
Kent
ME19 4JQ

Solicitors

Freed Kemp Solicitors
19 St Andrews Crescent
Cardiff
CF23 3RQ

Geldards
Dumfries House
Dumfries Place
Cardiff
CF10 3ZF

Darwin Gray
Helmont House
Churchill Way
Cardiff
CF10 2HE

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GOVERNANCE

Governing document

Children in Wales is both a registered charity and a company limited by guarantee, governed by its Articles of Association dated 9 October 2012.

Children in Wales is a membership organisation. Full membership is open to organisations and individuals from third, statutory and independent sectors who support the strategic aims of the charity. The activities of the organisation are driven for the benefit of children and young people in Wales. The charity and its members are dedicated to a programme of activities based on a mutual desire to benefit children and young people across Wales regardless of gender, class or ethnic background. The activities of the organisation are driven for the benefit of children, young people and their families in Wales. The organisation's approach is inclusive and public participation is encouraged through service user engagement in activities.

The organisation is governed by a Trustee Board, comprising up to 12 trustees that meets not less than three times in each financial year. There is also a Finance & Human Resources Committee (F&HR Committee) that meets quarterly in advance of the Trustee Board. The trustees elect and appoint the members of the F&HR Committee. The F&HR Committee is responsible, under the direction of the trustees for the overall finances and human resources of the Company and exercises the powers given to it as approved by the Trustee Board. The Trustee Board has oversight of its work through reports to each of the Trustee Board meetings and the Trustee Board may amend these powers from time to time.

A Policy Council meets three times per year to consider and make recommendations about children and young people's policy issues to the Trustee Board, but has no governance function. The Policy Council comprises up to 10 pre-appointed members from key bodies, with a further 21 elected places from the membership, plus the 12 trustees who are automatically members of the Policy Council.

Recruitment and appointment of Trustees

All current members of Children in Wales are eligible to nominate and stand for election and to vote. Members of the Trustee Board must be members of Children in Wales (by virtue of organisational or individual membership). The Trustee Board comprises up to nine elected and three appointed trustees. Trustees can serve for up to two consecutive terms of office of three years, following which there must be a break of at least two years before they are eligible to stand for re-election.

Honorary officers are elected by the Trustee Board from Board members following the AGM.

In order to achieve a balance of representation on the Trustee Board to reflect the diversity of the charity, trustees may co-opt additional members following the AGM.

Functions of the Trustee Board include:

- to control the charity and its property and funds
- to be responsible for the overall governance and strategic direction of Children in Wales
- to develop the aims, objectives and goals of Children in Wales in accordance with the governing document, legal and regulatory guidelines
- to ensure that Children in Wales and its representatives function within the legal and regulatory framework of the sector and in line with the organisation's governing document, continually striving for best practice in governance
- to uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust in Children in Wales
- to recruit and appoint the Chief Executive

The Trustee Board is accountable in varying degrees to a variety of individuals and organisations including service users, members, funders, the Charity Commission and Companies House. Trustee Board members are required to sign a Code of Conduct declaration and Register of Interests. All members of the Trustee Board give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in Note 3 to the accounts.

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Trustee induction and training

New trustees receive an induction pack containing the following enclosures:

- Declaration to act as a trustee
- Terms of Reference/Job Description/Conflict of Interest briefing
- Code of Conduct
- Equal Opportunities Monitoring form
- Declaration of Interest form
- Skills & Knowledge Audit form
- Charity Commission CC3 document – *Responsibilities of Charity Trustees*
- Charity Commission CC10 document – *The Hallmarks of an Effective Charity*
- WCVA website – *Trustees & Governance*

Children in Wales Background Information

- Memorandum and Articles of Association
- Membership & Information leaflets
- Annual Report and Annual Accounts for the previous three years
- Organisational Chart
- List of current trustees
- Minutes of Annual and Extraordinary General Meetings for the previous three years
- Minutes of the previous three Trustee Board meetings
- Copies of Management Accounts prepared since the last audited accounts
- Children in Wales Insurance Policies
- List of Children in Wales' professional advisers
- Information regarding Trustee Board meetings

Prior to their first meeting the trustee meets key employees and other trustees.

Organisational structure

The Chief Executive is responsible for the day to day management of the organisation and is accountable to the F&HR Committee for financial and human resources matters, and overall to the Trustee Board.

There are two Policy Directors, an Administration Manager and a Finance & Facilities Manager who, together with the Chief Executive, form the Corporate Management Team.

There were 13 full time and 13 part time staff based in Cardiff (head office) and Caernarfon.

Relationships with related parties

Numerous children's organisations in Wales are involved with Children in Wales in a variety of ways. Many are members, others send staff to conferences, events, seminars, workshops and training events. As the representative body for the children's sector in Wales on the Third Sector Partnership Council, Children in Wales also works in partnership with the other national representative bodies such as the Wales Council for Voluntary Action (WCVA).

Risk management

The Trustee Board conducts a review of the major risks to which the organisation is exposed. A risk register is maintained and is updated regularly by staff and quarterly with trustees with appropriate action plans. Where necessary, systems and procedures have been established to mitigate the risks the charity faces.

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OBJECTIVES AND ACTIVITIES

Main objectives

Children in Wales promotes, advocates and supports full implementation of the United Nations Convention on the Rights of the Child. In particular the organisation covers a wide range of issues including promoting effective early intervention services and improving the lives of vulnerable and disadvantaged children, young people and families in Wales and those who are discriminated against.

During the year Children in Wales aimed to improve the well-being outcomes of children, young people and families in Wales through:

- effectively influencing policy, practice and research
- enabling them to benefit from services provided by a better connected multi agency and cross sector workforce facilitated by Children in Wales
- supporting a better informed workforce including policy makers and practitioners
- improved consultation with and representation of the views of the children and families workforce, children and young people and other stakeholders to ensure that their views are heard by policy makers

Work to improve the lives of children and young people in Wales, especially those in need or marginalised, was delivered through the following activities:

- work with members and other professionals and stakeholders to develop, support, review and promote policy development, practice development and research relevant to contributing to implementation of Welsh Government programmes
- work to develop, maintain and support forums, networks and groups to bring the children, young people and family support workforce and also service users together to share information, research, policy and practice related to specific areas
- providing the children and family's workforce and policy makers with a range of opportunities to access information about the development of policies, practice and services for children and young people. This includes a new website, quarterly mail-outs including newsletters, e- and paper briefings, training, workshops, seminars and conferences, talks and presentations and responding to enquiries. Public, political and professional awareness is also raised through media work and campaigns
- consulting with the children's workforce and service users to establish their views in relation to influencing policy and practice development and to represent them in Wales, the UK and international groups/committees as well as supporting new developments in Wales
- Ensuring the charity's work delivers its aims for the public benefit of children, young people and their families

Children in Wales reviews its aims, objectives and activities annually. This review looks at what has been achieved and the outcomes of the activity in the previous 12 months. The review also looks at the success of each key activity and the outcomes achieved. The review helps ensure that the aims, objectives and activities remain focussed on the stated purposes.

In the furtherance of these aims, the trustees of Children in Wales have complied with the duty in S4 of the Charities Act 2011 to have due regard to the Charity Commission's published general and sub-sector guidance concerning the operation of the Public Benefit requirement under the Act. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

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The outcome of the work of Children in Wales includes an active range of organisations and individuals linked together in a proactive network resulting in improved policy and practice for the benefit of all children and young people in Wales. Equal access to Children in Wales' services is vital to successful outcomes.

Members of the multi disciplinary and cross sector children's workforce will:

- be better informed about children and family issues, policy and practice from receiving information and training and making connections with others, gaining perspectives from across Wales and from different disciplines and sectors
- have the opportunity to contribute to identifying, developing and influencing national policy and practice priorities to improve the lives of children and young people and to support vulnerable families in Wales
- have the opportunity to take action through 'speaking with one voice' with others to influence children and family support policy and practice in a nationally and regionally co-ordinated way
- be more able to establish and sustain national, regional and local connections and networking with colleagues working to support children, young people and their families in their specific area of interest
- be better equipped to support groups of vulnerable or marginalised children, young people and their families to express their views and be more actively involved in policy and practice development affecting them
- support new and exciting initiatives which make a positive difference in the lives of children, young people and their families in Wales
- support All Wales campaigns such as End Child Poverty Network Cymru
- influence and inform the media, members of the public, local, national, UK and European politicians and Local Health Board members of current practice developments, issues and concerns so that they can be more effectively implemented locally and nationally

Plans for the future 2014/15

Children in Wales will continue to aim to improve the well-being outcomes of children, young people and families in Wales through:

- informing and enabling children and young people to participate effectively and have their views heard by policy makers
- ensuring that the children and young people's workforce is informed of children's right to participate and facilitating the sharing of effective methods of participation
- supporting a better informed and engaged multi agency cross sector workforce including policy makers, practitioners and the media
- effectively influencing and contributing to policy and practice development and research through consultation with and representation of the views of the children, young people and families workforce

The focus of the work will be to bring to the attention of members, professionals and policy makers in Wales models of practice, policy and research that are positively contributing to integrated services that support children and families from the multi-disciplinary and holistic way in which Children in Wales operates through a knowledge hub, so that the lives of children and young people can be improved.

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This will highlight 'what works' thus being proactive and sharing local initiatives as well as national, from other parts of the UK and international. The focus will be on children's rights, participation particularly in relation to those who are disadvantaged or who suffer poverty and discrimination. Priorities will be based on the views of members, children and young people and also on government programmes. Children in Wales will endeavour to measure and evaluate effectiveness.

Toolkits and training courses will be developed in a range of areas to up-skill the workforce and children and young people themselves. Collaboration with sister organisations in England, Scotland and Northern Ireland, as well as Eurochild and the International Forum for Child Welfare will contribute to this resource pool.

➤ ***informing and enabling children and young people to participate effectively and have their views heard by policy makers***

- developing a UNCRC and Participation communication and information strategy
- events
- engagement of groups of disadvantaged children and young people
- produce child friendly materials
- develop e media with partners
- meetings with policy makers

Outcome – children and young people are equipped to have their views heard

➤ ***supporting a better informed multi agency cross sector workforce including policy makers, practitioners and the media***

- Sound and updated database.

Outcome – more individuals can access CIW information.

- Produce information including new and updated websites, mail-outs, e- and paper briefings, responding to enquiries, developing social media, presentations and materials, press coverage.

Outcome - children and adult workforce is better able to link national and local policy and practice.

- Facilitate the Cross Party Parliamentary Group for Children in Wales in the Assembly and the All Party Parliamentary Group for Children in Wales in Westminster.

Outcome - MP's & AM's increased awareness.

- Design and implement training programme.

Outcome - workforce is better trained.

➤ ***supporting a better engaged multi agency cross sector workforce including policy makers, practitioners and the media***

- Facilitate members of the children and families workforce to come together for mutual learning and engagement

Outcome – Children and families workforce is better informed, gaining perspectives from across Wales

- Develop collaborative activities and funding bids

Outcome - enhanced capacity

➤ ***effectively influencing and contributing to policy and practice development and research through consultation with and representation of the views of the children, young people and families workforce***

- Conduct surveys

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- Producing consultation responses, providing representation in external meetings/events in Wales, the UK, internationally and consultation.

Outcome - Children in Wales and WG better informed.

- Involvement in a campaign.

Outcome - workforce and the public made aware of key campaign issues, and given opportunities to engage.

- Participation in Welsh Government and other external working groups.

Outcome - workforce views inform policy development and implementation and workforce informed of Welsh Government and other developments.

- Participation in and contribution to events in Wales, the UK, and Europe.

Outcome – cross fertilisation of practice.

ACHIEVEMENTS AND PERFORMANCE 2013/14

Using the framework of the UNCRC, in particular in combating child poverty and supporting families, the main objectives for the year were as follows:

Objective 1: To improve the well-being of children, young people and families in Wales by effective influencing of policy, practice and research

Outcome : A better skilled and informed workforce, able to deliver and influence practice, policies and strategies underpinned by knowledge of research and good practice in relation to specific topic areas such as: family support, parenting, disabled children, early years and childcare, child poverty, child safety, service user engagement, participation, fathers, grandparents, children's rights, etc.

Objective met through:

Expenditure of **£284,644**

➤ Contributing to the development and implementation of WG policies through attendance at Welsh Government and UK Government Groups

Much of Children in Wales' work involved policy and practice development, training and research. During the year the organisation was active in a wide range of activities including contributing to the development and implementation of Welsh Government policies by Children in Wales representatives, being active in at least 40 Welsh Government work groups (*listed under Objective 4*) thus exceeding target. Most groups met at least quarterly and some much more frequently. The volume of work between the meetings varied but Children in Wales representatives were either chair or core contributors to at least 30 of them which involved producing papers and being involved in sub groups for specific tasks. One example is the heavy engagement in the Social Services Partnership Forum and the Social Services Strategic Leadership Board and associated sub groups.

There continued to be active participation in the Third Sector Partnership Council and associated ministerial meetings (including involvement in resulting TSPC work-streams) representing the children and families third sector organisations meetings with over 90% being attended.

➤ Promoting research and good practice in relation to identified areas of work such as child poverty; family support; disabled children; early years and childcare; advocacy; participation; and 'looked after' children, or in relation to specific sector wide areas of importance such as safeguarding and children's rights

During the year, CIW worked with academics and specialists in order to identify and disseminate findings from new research and provide practitioners with ways to use this new information in their

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work. Events have been augmented by reports or articles where appropriate. Feedback to other individuals not able to attend has been provided through forum group updates or e-briefings/website.

Children in Wales organised a series of conferences and seminars including:

- Two conferences on engaging parents in family and parenting support services in Cardiff and Wrexham
- Shaking your baby is just not the deal
- Bullying: Sharing the Challenge,
- “Infoforthefuture” Conference, a joint event with Family and Youth Information Services and Wrexham Family Information Service
- Two events on the Independent Inquiry into Family Learning (England and Wales), Policy Seminar
- Children in Wales’ 20th anniversary event
- Early Attachment and the Importance of Language
- Miaow Miaow – it ain’t no Pussy Cat! Working Together To Reduce Harm from Substance Use and Misuse
- Translating Policy into Practice A Disability Forum Information Day
- What works for youth work? A Children and Families’ Practice Exchange Group
- Protecting Children and Young People from Abuse A Children and Young People’s Rights Practice Exchange Group Event
- Child Protection through a Cultural Lens – and information day held in collaboration with Swansea City of Sanctuary

➤ ***Development and delivery of a training programme***

During the year trustees of Children in Wales continued to invest in the expansion of the training programme, building on the expertise held within the organisation where staff supported the development according to their specialist areas of expertise. In order to deliver this across Wales a panel of training associates is maintained.

Children in Wales continues to deliver and develop a wide range of training courses in response to workforce need, which is researched by both development staff working in the field, as well as training officers. The organisation is also working to ensure that new relevant skills are also introduced to the workforce by offering specialist training opportunities. Training is delivered by experienced staff members or by consultants.

To enhance professional development for the workforce, Children in Wales gained accredited training centre status with Agored to provide accredited courses so the the range and frequency of accredited courses offered is planned to increase in subsequent years.

Children in Wales open training

During 2013/14 Children in Wales ran a very successful programme of open training. Our training brochure featured an ambitious range of training including new topics as well as those which had been run successfully in the past. Topics covered included child protection, e-safety, keeping children safe, recognising and responding to bullying behaviours, supporting parents, working with groups and soft outcomes.

267.5 days of training were delivered throughout the year, comprising advertised and commissioned courses.

44.5 days of advertised training courses, open to all, were held at regional venues across Wales. In excess of 600 professionals were trained through these open courses in a wide range of subject areas designed to reflect specific workforce needs, such as:

Examples of open training courses during 2013/14:

- Keeping Our Children Safe
- Building Resilience in Young People

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- Supporting parents to talk about growing up
- Recognising and Responding to Bullying Behaviours
- Working with Groups
- Introduction to Soft Outcomes and Distance Travelled
- Understanding Teenagers
- Understanding how to safeguard the welfare of Children and Young
- Working with Fathers
- E-Safety With Under 8s
- Supervision: A Model for Practice
- Risk and Resilience in Cyberspace: Exploring Young People's Use of Multimedia
- Cultural Awareness in Safeguarding Children
- Working Positively with Autistic Children in the Early Years
- Attachment and its Role in Children's Lives
- Positive Approaches to Creating Positive Behaviours
- Getting to Grips with Child and Family Policy in Wales
- Reducing Accidents in Early Years Childcare Settings
- Keeping Our Children Safe Training for Designated Person for Child Protection

Commissioned training

Children in Wales regularly provides in house training for a wide variety of organisations, ranging from small charities and private businesses to local authority training departments. Core topics that Children in Wales provide training on include child protection, building resilience in young people, working with significant males and accident prevention in the early years, although we also provide in house training on any of the topics advertised in our open training programme.

Child protection training for dental practitioners

The programme of commissioned child protection training for the School of Dentistry continued with a total of 78 courses held at venues across Wales, including those at Post Graduate Centres. 145 days of training courses were run as a result of commissioning from a range of organisations across Wales. Each of these courses enabled up to 20 professionals to receive training at their place of work.

Accredited training centre

Some of Children in Wales' training courses are accredited with Agored Cymru as our awarding body. Children in Wales has successfully delivered units from the Credit and Qualification Framework for Wales since Autumn 2012, and in Spring 2014 Children in Wales gained accredited training centre status, meaning that we can run accredited training courses in our own right. Children in Wales provides a range of training courses for professionals the children's sector in Wales. This includes training courses which are open to anyone and specific training commissioned by outside agencies.

➤ **Development of funding bids**

Work was carried out throughout the year to develop over 15 funding bids for new and existing activities, and relationships were further developed with the BIG lottery Fund on behalf of the children and families sector. The Big Lottery Fund was convinced to invest significant funds in Looked After Children.

➤ **Other collaborative development activity (including commissioned work) Wales/UK**

CIW worked in collaboration with a range of organisations, partners and members on a variety of projects and research, some of which are also mentioned elsewhere in this report as activity crosses several action points. Through this work, CIW gains an informed understanding of a wide range of policy and practice and can pass this on to other partners and members.

Collaborative work during the year included, for example:

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- CIW working with our members has been contributing to the development of the Social Services & Well-Being Bill. Meetings have taken place with Third sector, Public Sector and Welsh Government. The organisation's influence can be evidenced in Stage 1 Committee Report.
- A joint paper was also produced for the Deputy Minister in respect of advocacy featuring strongly in the discussions on the SS&WB (Wales) Bill.
- Supported development of the new Advocacy Expert Group set up by Welsh Government and chaired by the ex Chair of Children in Wales.
- CIW with ECPN produced a report calling for a greater focus on children in the refresh of the Tackling Poverty Action Plan (TPAP) and in the priorities of the new Minister moving forward.
- Report from a Wales perspective developed and submitted on the National Reform Programme which is a key deliverable under the Europe 2020 framework. This evaluation contributed to the European report published by Eurochild.
- Produced a paper on the immunisation of looked after children in advance of the Looked After Children Health Exchange discussions with WG officials and members.
- CIW is a partner with Wrexham Family information Service, in a project led by the Family and Childcare Trust to deliver the Family Information Network for two years.
- CIW worked with Welsh Government to ensure that Young Carers' issues and needs were clearly articulated within the Refreshed Carers Strategy.
- Meetings with the NAW presiding officer in respect of their priority to enhance the engagement of children and young people in their work.
- Working with the Welsh Government to inform the Governments report to the UN in relation to delivery on the UN Concluding Observations. A written submission was developed and submitted to officials and CIW attended a full day event on the revised report as part of the Getting it Right Steering Group.
- Meetings have taken place with a range of officials to discuss a number of programmes for Government priorities including Participation and Funky Dragon, Child Poverty, MEIC helpline, Social Services and Well-Being Bill.
- CIW produced briefing papers, and brought together a sub group of the NGO Policy Officers group, addressing issues within the Social Services and Wellbeing Bill as they relate to young carers and disabled children and young people.
- CIW led a workshop on looked after children, care leavers and the social services and Well-Being Bill – workshop event took place in September with keynote speakers which examined the developments around LAC and CL in respect of the SS&WB Bill and captured the key issues from those working directly with this group of children and young people on a day to day basis. A report from the event was produced.
- Evidence was given on two occasions to the Health and Social Care Committee on the Social Services and Well-Being Wales Bill.
- Children in Wales together with members of the All Wales Children and Young People Advocacy Providers Group produced a briefing paper which identified our concerns with the proposed amendments being tabled by Welsh Government for Stage 2 of the Social Services and Well-Being (Wales) Bill.

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- CIW informed the submission of the WG UNCRC compliance report to the UN Committee and wrote two chapters of the NGO alternative report.
- CIW are working with partners on the continuous development and management of the MEIC helpline service.
- Children in Wales acted as secretariat for the Review of Registration, Regulation and Inspection of early childhood services.
- Facilitation of the Flying Start coordinators meetings.
- Joint planning with Welsh Refugee Council and with other partners.
- Funky Dragon Management Committee - Policy Director has been part of the task group charged with the restructuring of the organisation including issues of recruitment, retention of existing staff and governance post ESF funding coming to an end.

➤ **Other collaborative development activity (including commissioned work) - international**

- **Eurochild**
Representation on the **Eurochild Policy Steering Group** which meets on a biannual basis.

Contribution to and participation in the Eurochild Annual General Assembly 2013.
- **International Forum for Child Welfare (IFCW)**
As immediate past President of the International Forum for Child Welfare, the Chief Executive has been an Honorary Adviser to IFCW and has ensured that Wales has been represented in the world arena and endeavours to influence the UN. Issues of migration and 'children on the move' were prioritised.

➤ **Project work**

Children in Wales manages and hosts a number of grant funded projects, namely:

Reach the Heights European Social Fund joint sponsor. This project drew to a conclusion in June 2014 - The four main aims of the project was:

- To support the development of young disabled people's skills, learning and future employment through opportunities for participation in decision making and training.
- To develop a range of activities under the youth expert programme, to offer opportunities for young people to be informing the policy direction of Children in Wales work.
- To build the organisations capacity through workforce development to increase the participation, and the potential employability of young people.
- To develop and maintain support for practitioners through the Participation Workers Website for Wales (PWNW).

Child safety work funded by , the Welsh Government, Public Health Wales and Swansea University to:

- develop a strong child safety network in Wales.
- provide the child safety workforce with a range of opportunities to access information.
- ensure that clear links are made between members of the children safety forum; children, young people and families; partner agencies; and policy makers in Wales.
- work with members and partners to support and promote development in research, policy and practice.
- contribute to the development and implementation of WG policy, bringing about a national strategic focus on preventing unintentional injuries and deaths in children and young people.
- to raise public, political and professional awareness of how to reduce the risk of children and young people being hurt or killed through accident and non-intentional means.

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Including Families - funded by the Big Lottery Fund.

The focus of the work is on safeguarding, child protection and positive parenting by working with asylum seeking and migrant families, and the services which support these groups in Wales.

Projects currently led by Children in Wales in partnership with others

MEIC Advocacy and Information helpline

Children in Wales in partnership with four other charities oversees the running and the delivery of the Welsh Government funded MEIC Advocacy, Advice and Information helpline through the CYWAITH management board. Children in Wales chairs monthly meetings and is represented on all sub groups, task groups and attends the quarterly WG monitoring group meeting and quarterly WG marketing meetings.

➤ **Contribution to and participation in other organisations' conferences/events**

Through presentations, organising and leading workshops, and participation in a wide range of external events and activities, the staff of CIW were able to contribute to the cross fertilisation of ideas and developments between colleagues in Wales, the wider UK and internationally.

➤ ***Supporting other third sector organisations***

- **Trusteeships of third sector organisations** – especially user lead organisations
Trusteeship of seven organisations including Voices from Care, Funky Dragon and WCVA, each of which involved a considerable amount of time.
- **UK**
Involvement with sister organisations in the rest of the UK continued, and there was also representation on the Child Poverty Action Group (CPAG).
- **International**
Children in Wales worked with the umbrella bodies and national organisations from a range of other countries in Europe through Eurochild AISBL, which is at the centre of the Social Combating Child Poverty and Inclusion work in the EU. The Chief Executive of Children in Wales was the Founder President of Eurochild, and Children in Wales are the lead partner in the UK Investing in Children Alliance which will deliver a programme of activity throughout 2014 to support the implementation of the European Commission Recommendation 'Investing in Children'.

Objective 2 : To enable children, young people and families in Wales to benefit from services provided by a better connected multi agency workforce facilitated by Children in Wales

Outcome:

The children's workforce and policy makers will have opportunities to consider children's issues from a multi disciplinary and cross-sector perspective in a national network. They will be better informed about children young people and families issues, policy and practice from making connections with others gaining perspectives from across Wales and from different disciplines and sectors and will be facilitated in contributing to improved collaborative working between and across key children's agencies

Objective met through:

Expenditure of **£120,400**,

Membership at the end of the year was 271 of which 202 were organisations. There was a slight increase in membership during the year.

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Over the year the marketing database was increased by 5.5% and many contacts were updated or replaced reflecting a churn in the workforce, thus extending the reach of the organisation.

A membership survey was also carried out to evaluate members' views of services

➤ ***Policy Council meetings***

The Policy Council allows a broad selection of children and families organisations to network at a policy-maker level to discuss pertinent issues with colleagues. It also enables Children in Wales' trustees and policy staff to hear the views of leaders of key organisations to participate in the work of the organisation so that key priorities can be established.

There were three meetings during the year with a Policy Report containing policy news and developments produced for each. This report provided details of consultations, legislation and inquiries affecting children and young people in Wales, and the issues that Children in Wales is raising in relation to them on behalf of our members. The report also outlined other policy work that Children in Wales is involved in, including meetings with ministers and other politicians and issues of concern raised by members of forums and networks Welsh Government senior officials presented at each meeting

➤ ***Forums, networks and groups***

Over 32 professional forums, networks and groups were facilitated by Children in Wales and met regularly throughout Wales and included:

- Advocacy Practitioners Network
- Advocacy Providers T&F Group meetings
- All-Wales Children and Young People's Advocacy Providers Group
- Assembly Cross Party Group for Children in Wales
- Child Accident Prevention Practice and Information Exchange (CHAPPIE) Network
- Children with Disabilities Network Managers Group
- All Party Parliamentary Group for Children in Wales (Westminster)
- Children and Families Practice Exchange (South Wales)
- Children and Young People's Rights Practice Exchange (North Wales)
- Children's Third Sector Policy Officers
- Children's Third Sector Directors
- Disability Policy Group
- Disabled Children's Forum network - now evolved into information seminars.
- End Child Poverty Network Cymru Steering Group
- End Child Poverty Network Cymru Task and Finish Groups
- Families First North Wales Parenting Learning Set
- Flying Start Network
- Forum for Integrated Service delivery.
- Integrated Children's Centres network (co-ordinate with regular WG input)
- Linc 3 – C&YP's Third Sector Network, North Wales sub group meetings
- Linc 3 - C&YP's Third Sector Network, Pan Gwent meetings
- Linc 3 – C&YP's Third Sector Network, South Wales
- Looked after Children Health Exchange
- Media Forum
- MSLC (Maternity Services Liaison Committee)
- Parenting Coordinators network
- Participation Workers Network Wales (web based network)
- Preventing Bullying Behaviours Group
- Together for Rights (Young disabled people's network)
- Young Carers sub group focusing on Young Adult Carers
- Young Carers sub group planning for young carers festival in 2014
- Young Carers' Network meeting

**CHILDREN IN WALES – PLANT YNG NGHYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

➤ **Developed database**

To ensure the widest reach to the children, young people and families sector, Children in Wales has been working to increase the size and accuracy of its database of contacts to enable more individuals to receive pertinent information relating to their practice. Improvements have been made to include each contact's areas of interest to ensure that they receive relevant information.

Objective 3: To improve the well being of children, young people and families in Wales through supporting a better informed workforce including policy makers

Outcome : a better informed children's workforce and policy makers on a range of practice, research and policy issues.

Expenditure of **£338,203**

Objectives met through:

➤ ***E- briefing services to members***

Monthly policy e-briefings were sent to members throughout the year, containing the latest policy news, details of consultations, legislation and other policy documents. They all provide details of forthcoming events and jobs in the children and families sector.

The **End Child Poverty Network** at Children in Wales produced monthly briefings outlining the latest news, reports and policy relating to child poverty in Wales and other parts of the UK.

UK briefings in partnership with CIS, CINI and NCB

Children in Wales provided information to the **4-Nations Child Policy Network to produce a monthly e-briefing** detailing some of the major policy developments affecting children, young people and families in each nation of the UK in partnership with Children in Scotland, Children in Northern Ireland, and the National Children's Bureau.

Regular e mail briefings to the **parenting** networks on latest research, policy and training opportunities and shared resources and practice between them.

Electronic information bulletins were produced for the Child Accident Prevention Practice and Information Exchange (CHAPPIE) Network regularly during the year. These bulletins provide a range of the latest research, policy and other developments relating to accident prevention in Wales.

Briefings were also produced on disability.

➤ ***New website was developed and regularly updated***

The website is a key resource and gateway to Children in Wales' policy and other information, as well as news from the sector. The website was updated daily, including details of forthcoming events and training. Information about Children in Wales' different areas of work, forums and networks was also maintained and updated. In addition Children in Wales maintained the websites for the End Child Poverty Network, the All Wales Family Group Conferencing Network, the All Wales Child Protection Procedures Review Group, and the Flying Start Network.

➤ ***Quarterly magazine and mail out to members including information gathered from members***

The Children in Wales magazine is published on a quarterly basis. The 40-page, full colour bilingual magazines contain a range of news and features on issues impacting on children, young people and families and those that work with them in Wales. It contains a regular welcome from Children in Wales' Chief Executive highlighting key developments in the children's sector as well as columns from the Children's Commissioner for Wales and Funky Dragon.

CHILDREN IN WALES – PLANT YNG NGHYNRU
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➤ ***Provide help desk and signposting services to members and public enquiries***

Children in Wales received over 350 enquiries during 2013/14 from both members of the public and professionals in the children's sector. These have covered a range of issues, including:

- child protection issues
- advocacy
- young carers
- school exclusion
- working or volunteering with children
- policy
- contact issues
- requests for statistical information

~~Children in Wales has either been able to answer these enquiries directly or signpost individuals on to other appropriate agencies.~~

➤ ***Presentation and information services provided at conferences and events***

In excess of **40 presentations** were made at conferences and seminars run by other organisations

➤ ***Public information***

Children in Wales worked tirelessly to raise public and professional awareness of both the problems affecting children, young people and families in Wales and ways that their lives can be improved. This was done in a range of ways. Children in Wales acted as an interlocutor between children and families organisations in Wales and politicians. Numerous meetings were held with individual AM's and MP's on topics such as the CAU campaign; kinship care; child poverty and welfare reform; 'looked after children;' fuel poverty; and safeguarding.

Presentations were also made to politicians on topics such as the Early Support programme, and events run in the Sennedd.

➤ ***Campaigns***

CIW leads or works with others on a range of campaigns, actively promoting these to the sector and members through e-briefings, quarterly magazine, engagement with the media, the organisation of events (for both members and the public) and representation at external meetings. Activities include:

- Children in Wales led on a number of chapters in readiness of the publication of the Interim report on the implementation of the UNCRC in Spring 2013
- The End Child Poverty Network continues to lobby on issues concerning child poverty including a refresh of the ECPN manifesto
- Children in Wales with members of the All Wales Advocacy providers Group campaigned for advocacy to be included on the face of the Social Services and Well Being bill.
- Also supported campaign work to ensure the 'When I'm Ready' scheme principles are included on the face of the bill to support former looked after children to remain in foster care settings beyond 18.
- Children in Wales jointly chairs the TSANA (Third Sector Additional Needs Alliance) to monitor the progress of Welsh Government's Additional Learning Needs proposals.
- The Children are Unbeatable alliance, which campaigns for equal protection under the law for children and young people.

**CHILDREN IN WALES – PLANT YNG NGHYMRU
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➤ ***The media and interviews/articles***

Through the media, Children in Wales' work and the concerns about issues affecting children, young people and families, as well as good practice, were promoted. Children in Wales' staff gave over 50 interviews to television and radio, both local and national, and to a range of print media outlets. Presentations were also made to smaller groups as well as larger conferences about the organisation's work and specific aspects of concern to a variety of groups both locally and internationally.

Over 60 press enquiries on a range of topics were responded to and in fact formed by far the largest number of media appearances and interviews.

➤ ***Bi-annual meeting with Children's Commissioner's Office***

Meetings took place to identify areas of common interest and action

➤ ***Children in Wales annual report***

Children in Wales' Annual Report 2012/13, a downloadable colour 24-page document was produced.

➤ ***Maintain and update an information resource***

Children in Wales maintains a small paper based information resources, of policy documents, journals and other relevant publications, for use by Children in Wales staff and members. This was maintained and updated across the whole period.

➤ ***Social media***

Children in Wales uses Twitter to promote activities and publications as well as new policy. Children in Wales has been Tweeting virtually daily in both English and Welsh and by the end of the year had 1780 followers in English and 174 in Welsh. These include a mixture of individuals and organisations who work in the children's sector in Wales, Welsh politicians, journalists, businesses, and a variety of organisations and individuals based outside Wales. Use of Twitter helps to widen the networks that the organisation can reach and helps to keep information 'live'.

➤ ***Provide information and liaison for the TSPC and associated Ministerial meetings***

Provided a liaison for the Third Sector Partnership Council and associated Ministerial meetings, allowing members of the Third Sector Children and Families Network to feed into these meetings. Children in Wales e-mailed those working in the children's sector prior to each of the planning meeting, and received a number of issues for staff members to take forward. Notes of the meetings were made available on the Children in Wales' website.

Objective 4 : to improve the well-being of children, young people and families in Wales through improved consultation with and representation of the views of the children and families workforce, children and young people and other stakeholders to ensure that their views are heard by policy makers

Outcome Welsh Government and relevant institutions/organisations will become better informed on the range of views held by the children, young people and family support workforce in relation to the specific policy and practice issues being consulted upon. Children in Wales will become better informed on the range of views held by the children, young people and family support workforce in relation to policy and practice issues, and better able to represent members at meetings/events, etc.

**CHILDREN IN WALES – PLANT YNG NGHYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

Objective met

Expenditure of **£192,047**

Member Consultations

- **Over 20 consultation responses or inputs into responses from a variety of perspectives were produced**

Responses were produced as a result of discussions at the Policy Council, with Policy Officers as well as consultation events and electronic surveys.

Copies of CIW consultation responses are available in the policy area of our website. During 2013/14 we responded to the following consultations:

Consultation responses

- The Development of a National Standards and Outcome Framework for Children and Young People's Advocacy Services in Wales, Welsh Government, May 2013
- The draft Healthy Eating in Schools (Nutritional Standards and Requirements) (Wales) Regulations, Welsh Government, May 2013
- Wales and the EU: Partnership for Jobs and Growth- European Structural Funds 2014-2020, Welsh Government April 2013
- Renting Homes: A Better Way for Wales White Paper, Welsh Government, August 2013
- Equality Impact Assessment of the 2014-2020 Rural Development Plan for Wales, Welsh Government, August 2013
- Refreshing the Relationship between Welsh Government and the Third Sector, Welsh Government, August 2013
- A Vision for a new Youth Work Strategy for Wales 2013-2018, Welsh Government, September 2013
- Revised guidance on Safeguarding Children in Education, Welsh Government, October 2013
- Tackling Hate Crimes and Incidents: A Framework for Action, Welsh Government, October 2013 response from the Children in Wales Preventing Bullying Behaviour Group
- Rhondda Cynon Taf Service Changes: Phase 1 Proposals, December 2013, Children in Wales submitted a response on behalf of and with the End Child Poverty Network
- Draft Children's Rights Scheme 2014: Arrangements for having due regard to the United Nations Convention on the Rights of the Child (UNCRC) when Welsh Ministers exercise any of their functions, Welsh Government, February 2014

National Assembly for Wales inquiries

- Scrutiny for the Social Services and Wellbeing (Wales) Bill - Children in Wales presented to the National Assembly Health and Social Services Committee in relation to its scrutiny of this Bill on two occasions.
- Inquiry into Educational Outcomes for Children from Low Income Households. The End Child Poverty Network at Children in Wales provided written evidence to the inquiry held by the Children and Young People Committee at the National Assembly for Wales.
- Inquiry into Participation Levels in Sport Children in Wales with the End Child Poverty Network Cymru submitted a response to the National Assembly for Wales Communities, Equality and Local Government Committee Inquiry into participation levels in sport in Wales.

- **Children in Wales was represented at over 60 meetings, forums and events**

These included representation on the following regular groups listed by sector:

Children in Wales highlights the concerns of the children and families sector and facilitates the development of the children and young people's agenda in Wales through representation on a number of groups. During 2013/14 these included:

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Welsh Government

- Agored Development Group
- All Wales Posture and Mobility Partnership Board
- Anti Bullying Network
- CAFCASS Cymru Stakeholder Advisory Group
- Carers measure stakeholder group
- CAMHS Delivery Advisory Group
- Childcare and Play organisations
- Council of Wales Alliance of Citizen Directed Support
- Direct Access to the Midwife
- Early Years and Childcare workforce Network
- Effective Services for Vulnerable Children Delivery Board
- Families First Monitoring Framework Task and Finish Group
- Getting it Right Implementation Group
- Local Authority Performance Measurement Framework - Task and Finish Group
- Literacy and Numeracy Communications and Marketing Steering Group
- Maternity services Implementation group
- MEIC Marketing Group
- Maternity Services Liaison Committee
- New improvement framework and new accord steering group – social services
- Public Services events
- Refreshing Carers Strategy Group
- Social Services Partnership Forum
- Social Services Strategic Leadership Board
- Social Services Citizen's Panel
- Social Services National Outcomes Framework Task Group
- Social Services Regulation and Inspection White Paper - Policy Advisory Group Meeting
- Safeguarding groups for Social Services Bill
- Social Services - Strong and Professional Delivery team
- Social Care Accolades CARE Council for Wales
- Statements or Something Better
- Substance Misuse Advisory Board
- Talk Care Stakeholder Group – Development of an NHS Outcome Framework
- Tackling Poverty Expert Advisory Group
- Third Sector Partnership Council and related meetings
- Third Sector Partnership Council Funding and Compliance Group
- Safeguarding and Protection Advisory Network

National Assembly

- Cross Party Group on Disability
- Youth Engagement Group
- Cross Party Group on Fuel Poverty
- Cross Party Group on Looked After Children

UK

- Social Mobility and Child Poverty Commission

Statutory sector

- All Wales Child Protection Procedures Representation Group
- Flintshire Advice Network
- Conwy Core Aim 7 CYPP sub Group
- Derwen - Children's Specialists Services
- Job Centre Plus Customer Representation Group
- Rhwydwaith Cyfranogi Plant a Pobl Ifanc a Theuluoedd Gwynedd

**CHILDREN IN WALES – PLANT YNG NGHYMRU
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Academic

- Building Blocks Independent Data Monitoring Committee(Family Nurse Evaluation)
- DECIPHER (Development and Evaluation of Complex Intervention for Public Health Improvement) Public Involvement Steering Group
- Incredible Years Steering Group

Health

- CAMHS Action Planning Group
- Child Measurement Programme Steering Group
- NLIAH (National Leadership and Innovation Agency for Healthcare) Stakeholder Reference Group
- Paediatrics & Child Health National Specialist Advisory Group (NSAG)

Multi agency/sector

- All Wales Disability Network Managers Meeting
- All Wales FGM Forum
- All Wales Family Group Meeting Network
- Asylum Health & Wellbeing Forums
- Big Lottery Fund task groups
- Booktrust Advisory Group
- Children & Families Pathway Group
- Early Years Steering Group
- Emotional Wellbeing of Looked after Children steering group
- Flying Start Outcomes Measure Framework
- Fuel Poverty Coalition Group
- JRF Programme Advisory Board – Poverty and Ethnicity in Wales
- Looked after Children Charter Group
- National Childhood Poisonings Steering Group
- National Child Death Review Steering Group and Thematic Review Groups
- North Wales Participation Workers meetings
- Statutory Reform project board SENStatutory reform SEN Multi agency group Unaccompanied Asylum Seeking Children and Families Network
- Vale of Glamorgan LSCB - children's rights in safeguarding

Third Sector

- All Wales Children's Asylum Policy Group
- Attachment Network
- Carers Alliance (core contributor)
- Council for disabled children - NCB
- Council of Wales Alliance of Citizen Directed Support
- Cultural Poverty Forum
- Cywaith Management Board
- Early Childhood Forum, National Children's Bureau
- Early Support Implementation Group
- End Child Poverty Management Board
- Equality and Human Rights Coalition
- Fuel Poverty Forum - South Wales
- Fuel Poverty Forum - North Wales
- Funky Dragon Management Board
- Home Accident Prevention Wales Steering Group
- LDAN Stakeholder group
- NEA Cymru Advisory Group
- North Wales Financial Capability Forum
- Play Wales Board of Trustees
- TSANA (Chair)
- UK Qualifications and Skills Community Learning and Development Constituency Panel
- UNCRC Monitoring Group
- Voices form Care Board and F&HR Committee
- Wales Council for Citizen Directed Support

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- Wales Tobacco Control Alliance
- WCVA Alliance of Alliances
- WCVA Executive Committee
- WCVA Board
- WCVA Anti-Poverty Taskforce

International

- Eurochild Policy Steering Group
- European Child Safety Alliance
- European Child Safety Alliance Steering Group
- International Forum for Child Welfare Executive Committee

Fundraising

The charity does not carry out fundraising activities with the general public that might be in conflict with the fundraising activity of member agencies.

Principal funding sources

During the year the charity raised its income principally from the Welsh Government, membership fees, other grant funders, conferences, training and consultancy.

Core funding from the Welsh Government has been a major source of revenue and has been used to employ staff and to implement the work programme with the associated operational costs. The trustees continue to look at means of generating a diverse base of income streams, to supplement and underpin its primary purpose, including existing work programmes and activities. The trustees have been developing training activities to work towards achieving this.

Reserves statement

Restricted funds of £45,391 will be used during the year for purposes for which they are received.

At the year-end, the charity has an unrestricted surplus in reserves of £128,902 (2013 - £515,556). Of these reserves £358,958 is tied up in fixed assets, which includes investments of £335,873. £259,958 has been set aside in a designated fund to purchase a property however the unrestricted reserves are stated after the deduction of a pension liability of £517,000 that does not require settlement immediately. The free reserves available to the charity (excluding the fixed assets, the designated fund and the pension liability) were £154,141 (2013 - £317,596).

The trustees have reviewed the charity's needs for reserves and have set the charity an objective of increasing the building fund over the next few years to raise a deposit of 30% of the current office property value in order to purchase its own property.

The financial reserves that have been set aside since the formation of the organisation are to provide financial stability and the means for the development of the principal activity. The trustees intend to maintain the free reserves at a level that is at least equivalent to six months running costs which could exceed £500,000.

This will provide a secure financial base for up to six months from which to support new initiatives and develop projects that meet the changing needs of children and their families. The current level of free reserves is £(154,141) (2013 - £317,596); therefore the target set by the trustees has not yet been reached.

The charity has a balance sheet surplus as at 31 March 2014 which provides for the pension liability. The liability is based on the estimated projected deficit of the Cardiff and Vale of Glamorgan Local Pension fund apportioned to Children in Wales based on actuarial valuation. Changes in the annual FRS17 valuation reflect changes in financial and non financial assumptions and any liability will only crystallize if Children in Wales withdraws from the scheme or goes into liquidations. The trustees do not foresee either of these events happening in the near future and are committed to making additional deficiency contributions. The pension scheme advisors set contribution rates for all members' organisations to ensure that deficits are covered in the longer terms.

**CHILDREN IN WALES – PLANT YNG NGHYMRU
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2014**

Investment policy

Trustees regularly review the amount that the organisation requires, to ensure that it is adequate to fulfil the organisation's continuing obligations. Trustees take professional advice towards the investments; adopting a cautious low to medium risk approach currently.

RESPONSIBILITIES OF THE BOARD OF TRUSTEES

The trustees who are also directors of Children in Wales (for the purposes of company law) are responsible for preparing the Trustees' 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;
- 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. 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 auditors are 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 auditors are 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.

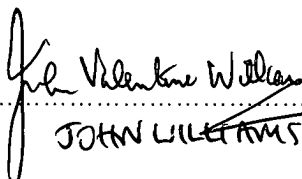
Members of the Board of Trustees

The Board of Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 1.

In accordance with company law, as the company's directors, we certify that:

- So far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- As the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by the Board of Trustees on 22nd September 2014 and signed on its behalf by:

Director 
JOHN WILLIAMS

Director 
ROGER BISHOP

**REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF CHILDREN IN WALES – PLANT YNG NGHYMURU
FOR THE YEAR ENDED 31 MARCH 2014**

We have audited the financial statements of Children in Wales – Plant Yng Nghymru for the year ended 31 March 2014 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 charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's 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 charity's trustees 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, 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.

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 (APB'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 Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 2014, 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 requirements of the Companies Act 2006, which satisfies the requirements of the Charities Act 2011

**REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF CHILDREN IN WALES – PLANT YNG NGHYMRU
FOR THE YEAR ENDED 31 MARCH 2014**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements;
- the charitable company has not kept adequate accounting records;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.
- the directors 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 and take advantage of the small companies exemption from the requirement to prepare a strategic report.



Broomfield & Alexander Limited
Chartered Accountants and Statutory Auditors
Ty Derw
Lime Tree Court
Cardiff Gate Business Park
Cardiff
CF23 8AB

Date 2-9-14

CHILDREN IN WALES – PLANT YNG NGHYMRU

**STATEMENT OF FINANCIAL ACTIVITIES
(Including Income and Expenditure Account and
Statement of Total Recognised Gains and Losses)
FOR THE YEAR ENDED 31 MARCH 2014**

	Notes	Unrestricted funds £	Restricted funds £	Total 2014 £	Total 2012 £
Incoming resources					
Incoming resources from generated funds					
Voluntary income	2	560,611	-	560,611	560,465
Investment income	6	10,999	-	10,999	10,753
Incoming resources from charitable activities					
Grant subsidies	2	-	112,940	112,940	281,203
Membership subscriptions		34,325	-	34,325	35,248
Activities for generating funds	2	409,094	-	409,094	484,445
Total incoming resources		1,015,029	112,940	1,127,969	1,372,114
Resources expended					
Cost of generating funds					
Membership expenditure support services	4	164,213	-	164,213	98,730
Charitable activities					
Direct charitable expenditure	4	818,919	103,408	922,327	1,226,546
Governance costs	4	14,093	-	14,093	32,134
Pension finance costs	3/4	13,000	-	13,000	17,000
Total resources expended	4	1,010,225	103,408	1,113,633	1,374,410
Net incoming/outgoing resources before transfers		4,804	9,532	14,336	(2,296)
Transfers					
Transfer of central administration from projects	11	29,228	(29,228)	-	-
Net (outgoing)/incoming resources before other recognised gains and losses		34,032	(19,696)	14,336	(2,296)
Other recognised gains/losses					
Realised gains/(losses) on investments		-	-	-	1,604
Unrealised gains on investments		8,426	-	8,426	27,770
Actuarial loss on defined benefit pension scheme	16	602,000	-	602,000	(125,000)
Net movement in funds		644,458	(19,696)	624,762	(97,922)
Reconciliation of Funds					
Funds brought forward		(515,556)	65,087	(450,469)	(352,547)
Total funds carried forward	12	128,902	45,391	174,293	(450,469)

All of the net (outgoing)/incoming resources are from continuing activities.
The company has no recognised gains or losses other than the above.

The notes on pages 27 - 36 form part of the financial statements.

CHILDREN IN WALES – PLANT YNG NGHYMRU

BALANCE SHEET AT 31 MARCH 2014

	Note	£	2014	£	2013	£
Fixed assets:						
Tangible assets	7					
Investments	8			23,085		25,890
				<u>335,873</u>		<u>327,447</u>
				<u>358,958</u>		<u>353,337</u>
Current assets:						
Debtors						
Cash at bank and in hand	9	105,000		164,663		
		<u>350,068</u>		<u>375,032</u>		
		<u>455,068</u>				
Liabilities:						
Creditors: Amounts falling due within one year	10	(122,733)		(224,501)		
Net current assets						
Net assets excluding pension liability				<u>332,335</u>		<u>315,194</u>
				<u>691,293</u>		<u>668,531</u>
Defined benefit pension scheme liability	16			(517,000)		(1,119,000)
Net liabilities including pension liability				<u>174,293</u>		<u>(450,469)</u>
The funds of the charity:						
Restricted income funds	11,12			45,391		65,087
Unrestricted income funds						
General purpose fund	12	385,944				
Designated fund: building fund	12	<u>259,958</u>		343,486		
Unrestricted income funds excluding pension liability				<u>259,958</u>		
Pension reserve	12,16	645,902		603,444		
		<u>(517,000)</u>		<u>(1,119,000)</u>		
Total unrestricted funds				<u>128,902</u>		<u>(515,556)</u>
Total charity funds				<u>174,293</u>		<u>(450,469)</u>

For the year in question, the charitable company was entitled to exemption from an audit under section 477 of the Companies Act 2006. The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act.

The trustees/directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (Effective April 2008).

Signed on behalf of the board of directors on 2-9-14

Director

JOHN WILLIAMS

ROGER BISHOP

The notes on pages 27 - 36 form part of the financial statements

CHILDREN IN WALES – PLANT YNG NGHYMURU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Basis of accounting

The accounts have been prepared under the historical cost convention. The accounts, incorporating a statement of financial activities have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and follow the recommendations in the Statement of Recommended Practice (SORP) – “Accounting and Reporting by Charities” revised in 2005.

Going concern

These accounts have been prepared on a going concern basis.

Cash flow statement

Exemption has been taken from preparing a cash flow statement on the grounds that the company qualifies as a small company.

Incoming resources

Income is primarily devised from grant income supporting the principal objects of the charity. All incoming resources are included in the SOFA 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. Grant income is recognised when it is reasonably certain to be received and only deferred where the donor has imposed restrictions on the expenditure or resources which amount to pre-conditions on use.

Resources expended

Costs are allocated between direct charitable expenditure and other expenditure according to the nature of the cost. Where items relate to more than one category they are apportioned between the categories according to the nature of the cost.

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.

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the charity to the expenditure as described in the Financial Reporting Standards for Smaller Entities.

Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Furniture & Equipment	- 15% on cost
Office Equipment	- 25% on cost
Computer equipment	- 33% on cost

Taxation

As a charity, Children in Wales is exempt from tax on income and gains falling within section 478 of the Taxes Act 2010 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

**CHILDREN IN WALES – PLANT YNG NGHYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014**

1. ACCOUNTING POLICIES (continued)

Pensions

The pension costs charged in the accounts represent the contributions payable by the charity during the year in accordance with FRS17.

The charity utilises a defined benefit scheme for its employees, which is operated through the Cardiff and Vale Local Government pension scheme. The assets of the scheme are held separately from those of the charity. Pension scheme liabilities are measured on an actuarial basis using a projected unit method and are discounted to their present value using an AA corporate bond rate. Pension scheme assets are valued at market value at the balance sheet date. The pension scheme deficit is recognised in full on the balance sheet.

Being a small charity the trustees have taken advantage of the reporting requirements and disclosure of the FRSE.

Investment Income

Investment income is included when receivable.

Operating lease commitments

Rentals paid under leases are charged to the Income & Expenditure Account as incurred.

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which was incurred.

Fund accounting

Details of the nature and purpose of each fund is set out on note 11.

Income

The income and surplus before taxation is attributable to the one principal activity of the charity.

CHILDREN IN WALES – PLANT YNG NGHYMRU
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

2. INCOMING RESOURCES FROM GENERATED FUNDS

	Unrestricted funds £	Restricted funds £	Total 2014 £	Total 2013 £
Voluntary income				
Welsh Government Children and Families Organisations Grant	558,530	-	558,530	558,530
Donations	2,081	-	2,081	1,935
	<u>560,611</u>	<u>-</u>	<u>560,611</u>	<u>560,465</u>
Incoming resources from charitable activities				
Influencing policy, practice and research	108,410	25,299	133,709	184,150
Better connected	45,000	19,200	64,200	88,439
Better informed	131,933	42,465	174,398	286,993
Consultation and representation	77,728	25,976	103,704	146,880
Governance & administration of charity	2,045	-	2,045	2,422
Cost of generating income	43,978	-	43,978	56,764
	<u>409,094</u>	<u>112,940</u>	<u>522,034</u>	<u>765,648</u>

3. TOTAL RESOURCES EXPENDED

	Total 2014 £	Total 2013 £
Wages & salaries	554,832	631,864
Social security costs	42,731	45,765
Pensions costs	116,537	117,334
Pension finance cost	13,000	17,000
	<u>727,100</u>	<u>811,963</u>

There was 1 employee (2013: 1) whose emoluments, including pension contributions for the year, were greater than £60,000.

Employer pension contributions for the above employee totalled £13,576 (2013: £12,795).

The average number of employees over the year was 24 (2013: 28).

No remuneration was paid to the trustees during the year ended 31 March 2014.

During the year trustees were reimbursed for travel costs for attending meetings as follows:

	2014 £	2013 £
Reimbursed costs for the year	<u>169</u>	<u>309</u>

CHILDREN IN WALES – PLANT YNG NGHYMURU
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2014

4. ANALYSIS OF CHARITABLE EXPENDITURE

	Basis of allocation	Influencing policy, practice and research £	Better connected workforce £	Better informed workforce £	Improved consultation and representation £	Governance £	Cost of generating income £	Total 2014 £	Total 2013 £
Costs directly allocated to activities									
Project staff costs	direct	190,049	83,346	239,214	141,719	3,413	71,918	729,659	794,963
Consultancy fees	direct	27,490	2,407	1,204	-	-	-	31,101	174,494
Recruitment	direct	-	-	1,820	-	-	-	1,820	2,206
Training	direct	-	-	-	-	-	65,586	65,586	46,176
Meetings & conference expenses	direct	5,343	6,856	15,496	3,707	-	3,329	34,731	44,972
International expenses	direct	-	738	738	738	-	-	2,214	14,722
Trustees expenses	direct	-	-	-	-	169	-	169	309
Auditors & accountancy	direct	202	135	338	207	9,950	18	10,850	8,080
Legal & professional fees	direct	-	-	-	-	561	-	561	21,332
Subscriptions	direct	-	-	2,188	-	-	-	2,188	2,083
Support costs allocated to activities									
Insurance	staff time	1,119	465	1,362	802	-	454	4,202	2,038
Repairs & renewals	staff time	1,401	582	1,705	1,005	-	568	5,261	7,042
Travel & subsistence	staff time	9,234	4,184	11,874	7,047	-	3,310	35,649	53,436
Communication	staff time	22,147	10,199	28,605	16,988	-	7,851	85,790	85,093
Rent	staff time	18,213	7,560	22,165	13,058	-	7,388	68,384	73,509
Other premises costs	staff time	3,564	1,479	4,337	2,556	-	1,445	13,381	15,560
Bank charges/loss/bad debts	objects	-	-	-	-	-	-	-	2,654
Depreciation	staff time	2,404	1,019	2,964	1,750	-	950	9,087	8,741
Total excluding pension costs		281,166	118,970	334,010	189,577	14,093	162,817	1,100,633	1,357,410
Pension finance costs		3,478	1,430	4,193	2,470	33	1,396	13,000	17,000
Total resources expended		284,644	120,400	338,203	192,047	14,126	164,213	1,113,633	1,374,410

CHILDREN IN WALES – PLANT YNG NGHYMURU
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2014

5. OPERATING SURPLUS/(DEFICIT)

The operating surplus (2013 - deficit) is stated after charging:

	Total 2014 £	Total 2013 £
Depreciation	9,087	8,741
Auditors remuneration	5,400	4,935
Accountancy, taxation and pension advice	<u>5,450</u>	<u>3,135</u>

6. INTEREST RECEIVABLE AND SIMILAR INCOME

	Total 2014 £	Total 2013 £
Income received on investments	<u>10,999</u>	<u>10,753</u>

7. TANGIBLE FIXED ASSETS

	Computer equipment £	Office equipment £	Furniture £	Totals £
Cost				
At 1 April 2013	103,137	106,523	44,515	254,175
Additions	<u>5,325</u>	<u>957</u>	<u>-</u>	<u>6,282</u>
At 31 March 2014	<u>108,462</u>	<u>107,480</u>	<u>44,515</u>	<u>260,457</u>
Depreciation				
At 1 April 2013	95,410	95,826	37,049	228,285
Charge for year	<u>4,307</u>	<u>2,913</u>	<u>1,867</u>	<u>9,087</u>
At 31 March 2014	<u>99,717</u>	<u>98,739</u>	<u>38,916</u>	<u>237,372</u>
Net book value				
At 31 March 2014	<u>8,745</u>	<u>8,741</u>	<u>5,599</u>	<u>23,085</u>
At 31 March 2013	<u>7,727</u>	<u>10,697</u>	<u>7,466</u>	<u>25,890</u>

8. INVESTMENTS

	£
At 1 April 2013	327,447
Revaluations	<u>8,426</u>
As at 31 March 2014	<u>335,873</u>
Historical cost of shares held at 31 March 2014	£292,132
Historical cost of shares held at 31 March 2013	£285,680

CHILDREN IN WALES – PLANT YNG NGHYMRU
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2014

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2014 £	2013 £
Debtors	81,888	144,697
Other debtors and prepayments	<u>23,112</u>	<u>19,966</u>
	<u>105,000</u>	<u>164,663</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2014 £	2013 £
Creditors & accruals	73,265	180,620
Deferred income	<u>49,468</u>	<u>43,881</u>
	<u>122,733</u>	<u>224,501</u>

In respect of deferred income the following receipts have been received in the year for projects which do not start until 2014/15:

	2014 £	2013 £
Grants and contracts	40,863	32,769
Membership subscriptions/training	<u>8,605</u>	<u>11,112</u>
	<u>49,468</u>	<u>43,881</u>

CHILDREN IN WALES – PLANT YNG NGHYMRU
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2014

11. FUNDS

Restricted Funds

	At 1 April 2013 £	Income £	Expenditure £	Transfers	At 31 March 2014 £
The Child Safe Wales Fund	12,652	294	(55)	-	12,891
ESF Reach the Heights	-	5,263	(5,263)	-	-
Child Safety Action Plan	29,432	-	(29,432)	-	-
Road Safety Initiative	7,023	-	-	-	7,023
Big Lottery – People and Places	15,980	60,633	(56,534)	-	20,079
Lloyds Bank T4R	-	8,750	(3,352)	-	5,398
PHW/Swansea University	-	38,000	(38,000)	-	-
	<u>65,087</u>	<u>112,940</u>	<u>(132,636)</u>	<u>-</u>	<u>45,391</u>

Included in expenditure of £132,636 is £29,228 being the central administration cost of the projects.

Restricted Funds

Restricted funds are subject to restrictions on their expenditure imposed by the donor.

The **Child Safe Wales Fund** grant is to develop a child safe safety action plan for Wales, and further the work of Child Safety.

Children in Wales is a partner in the **Reach the Heights**. The Convergence European Social Fund Project grant is to (a) support the development of young disabled people's skills, learning and future employment through opportunities for participation in decision making and training and (b) build organisations capacity through workforce development to increase the participation, and the potential employability of young people – funded by ESF Convergence Funding.

The **Child Safety Action Plan** grant was awarded from the WG Health Challenge Grant Scheme to action the child safety action plan for Wales.

Road Safety Initiative is to promote road safety in Wales.

The **Big Lottery** funded 'Including Families Project' works with asylum seeking families and migrant families in Wales.

The **Lloyds Bank Foundation** funds the activity for the Together for Rights network – the emphasis being on the personal development of those within the network.

PHW/Swansea University – funding in 2013 toward the continuation of the Child Safety Post.

CHILDREN IN WALES – PLANT YNG NGHYMRU
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2014

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed assets £	Net current assets £	Defined pension scheme liability £	Total £
Unrestricted funds				
General purpose fund	99,000	286,944	-	385,944
Building fund	259,958	-	-	259,958
Pension reserve	-	-	(517,000)	(517,000)
	<u>358,958</u>	<u>286,944</u>	<u>(517,000)</u>	<u>128,902</u>
Restricted funds	-	45,391	-	45,391
	<u>358,958</u>	<u>332,335</u>	<u>(517,000)</u>	<u>174,293</u>

Unrestricted funds

Unrestricted funds comprise those funds which the trustees are free to use in accordance with charitable objects.

Designated funds

Designated funds comprise of those funds which Children in Wales may, at its discretion, set aside for specific purposes which would otherwise form part of the general reserves of the organisation. Specifically, Children in Wales sets aside funds which represent the future investment of purchasing freehold property for use by the charity.

Restricted funds

Restricted funds are subject to restrictions on their expenditure imposed by the donor.

13. LIABILITY OF TRUSTEES

The charity is limited by guarantee, not having a share capital, the word limited being omitted from its name pursuant to a licence from the Department of Trade. Each trustee of the company is liable to a maximum of £1 in the event of the winding up of the charity and is not entitled to any share in the assets of the company.

14. OPERATING LEASE COMMITMENTS

	2014 £	2013 £
Expiring:		
Within one year	4,875	-
Within two to five years	<u>62,209</u>	<u>68,709</u>

CHILDREN IN WALES – PLANT YNG NGHYMRU
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2014

15. CUSTODIAL TRUSTEE – Edward Nichol Fund

The Children's Society has withdrawn from Wales and left behind two Victorian legacies, bequeathed for work with deprived children in Wales.

In order that the funds could be spent in accordance with the donors' wishes, the Children's Society split the fund 80% to Tros Gynnal and 20% to the Church in Wales Diocese of Llandaff. Children in Wales was nominated to be the Custodial Trustee of the newly created "Edward Nicholl Trust" and will pay the income received by the fund to Tros Gynnal and the Church in Wales in the agreed proportions.

In accordance with Charity Commission guidelines on "Funds held as Custodial Trustee" the assets of the Edward Nicholl Trust Fund are not included in the Balance Sheet.

The assets of the fund are held separately from the charity's own assets and are safely held in either a trust bank account or with appointed investment managers.

Assets held as at 31 March

	2014	2013
	£	£
Funds held in the trust bank account	9,073	9,074
Market value of the investment portfolio by investment managers	1,199,243	1,167,073
Total assets	<u>1,208,316</u>	<u>1,176,147</u>

The object of the Edward Nicholl Fund is the care and support of children and young persons. This is consistent with the objects of Tros Gynnal and the Church in Wales, to which the money shall be applied. The trustees seek to adopt a conservative investment policy to achieve a return and capital growth and also take professional advice towards the investments.

16. DEFINED BENEFIT PENSION SCHEME

The charity utilises a pension scheme providing benefits based on final pensionable pay which is operated through the Cardiff and Vale Local Government pension scheme. The assets of the scheme are held separately from those of the charity.

The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method. The most recent valuation was at 31 March 2014. The assumptions that have the most significant effect on the results of the valuation are those relating to the rate of return of investments and the rate of increase in salaries and pensions. It was assumed that inflation would be 3.4%, rate of general increase in salaries 3.4%, rate of increase to pensions in payment 2.4%, rate of increase to deferred pensions 2.4% and discounted rate of 4.4%.

The pension charge for the year was £122,000 (2013: £117,000). The contributions of the employer were 22.2% and employee contributions were a percentage of earnings respectively. The standard contribution rate was 15.5%. The charity contribution from 2012 will be 22.2%. Under the projected unit method the current service costs would be expected to increase over time as members of the scheme approach retirement.

The Employer's regular contributions to the Fund for the accounting period 31 March 2015 are estimated to be £138,000. In addition, Strain on Fund Contributions may be required.

CHILDREN IN WALES – PLANT YNG NGHYMURU
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2014

16. DEFINED BENEFIT PENSION SCHEME (continued)

Value of scheme assets and liabilities

	2014	2013	2012	2011	2010
	£	£	£	£	£
Market value of assets	1,997,000	1,626,000	1,287,000	1,129,000	1,182,000
Present value of scheme liabilities	(2,514,000)	(2,745,000)	(2,281,000)	(1,864,000)	(1,835,110)
Pension scheme (deficit)	(517,000)	(1,119,000)	(994,000)	(735,000)	(653,110)

Movement in year

	2014	2013	2012	2011	2010
	£	£	£	£	£
Pension scheme deficit at beginning of year	(1,119,000)	(994,000)	(735,000)	(653,110)	(456,110)
Expected return on assets	117,000	96,000	91,000	91,000	49,000
Current service costs	(143,000)	(115,000)	(97,000)	(113,000)	(81,000)
Interest costs	(130,000)	(113,000)	(104,000)	(94,000)	(83,000)
Contributions by the employer	122,000	117,000	112,000	116,000	111,000
Actuarial gain/(loss) for the period	636,000	(110,000)	(261,000)	(313,000)	(193,000)
Past service cost adjustment	-	-	-	231,110	-
Pension scheme deficit at end of year	(517,000)	(1,119,000)	(994,000)	(735,000)	(653,110)

17. TRUSTEES AND RELATED PARTIES

There were no related party transactions during the year ended 31 March 2014 that require disclosure.