

Charity Registration No. SC002280

Company Registration No. SC135696 (Scotland)

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
DIRECTORS' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

TUESDAY



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FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Directors	L J McEwan (Convenor) C Barclay (Treasurer) D Boyd J Bryce M Duncan G Duncan P Merchant C Turnbull
Secretary	K Swan
Charity number	SC002280
Company number	SC135696
Principal address	95 Causewayside EDINBURGH EH9 1QG
Registered office	95 Causewayside EDINBURGH EH9 1QG
Auditors	Johnston Carmichael LLP 66 Tay Street Perth PH2 8RA
Bankers	Bank of Scotland 300 Lawnmarket Edinburgh EH1 2PH
Solicitors	DMD Law LLP 22 St John's Road EDINBURGH EH12 6NZ

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
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FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2011

The directors present their report and accounts for the year ended 31 March 2011.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The company is constituted as a registered Scottish Charity and as a company incorporated under the Companies Act and is limited by guarantee. Its activities are governed by a Memorandum and Articles of Association and there have been no changes to these documents during the year.

The directors who for the purposes of Charity regulation are also trustees, present their report and accounts for the year ended 31 March 2011.

L J McEwan (Convenor)	
J Russell (Vice Convenor)	(Resigned 8 July 2011)
C Barclay (Treasurer)	
D Boyd	
J Bryce	
M Duncan	
G Duncan	
P Merchant	
S Cruickshank	(Resigned 31 July 2010)
C Turnbull	

Directors are appointed by the members of the charity in accordance with the Articles of Association. Any member who wishes to be considered for appointment as a director must apply in writing to the company. At an Annual General Meeting the charity may, by ordinary resolution, appoint a director. The directors may also, at any time, appoint a member to fill a vacancy or as an additional director.

At the first meeting of the Board following the Annual General Meeting the directors elect the Convenor, Vice Convenor and Treasurer.

Directors' Induction and Training

Members who wish to become a director attend one or two meetings of the Board, prior to appointment. They are supplied with information about the charity, including copies of the Memorandum and Articles of Association, previous years' audited accounts, current year's budget and current business plan. From time to time training days are organised for the entire board.

None of the directors has any beneficial interest in the company. All of the directors are members of the company and guarantee to contribute £1 in the event of a winding up.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2011

Structure, governance and management (continued)

Management

The Board of directors administer the company, meeting every two months to make strategic decisions. A chief executive is in place, Ms. Kimberley Swan, who has been appointed by the directors to manage the day to day operation of the company.

The company also has an internal structure which is headed by the Management Team. They are responsible for the day to day operation and have regular meetings.

Management Team:

Margaret Hurcombe, Chief Executive (Resigned 31 March 2011)

Gill Reid, Deputy Chief Executive (Resigned 31 May 2010)

Kimberley Swan, Chief Executive (Appointed 1 April 2011)

Graham Bell, Finance Officer

The company is organised so that the directors meet regularly to manage its affairs. There are 6 staff who manage the day to day administration of the company. They are assisted by 5 volunteers who work on the production and mailing of newsletters and information booklets.

Related Parties

Fair Limited is the ultimate parent company of Fair Multimedia Limited a non-trading company.

Risk

In accordance with SORP 2005, the directors operate an ongoing review of the major financial and operational risks to which the company is exposed. The whole organisation continues to be engaged in risk management because of the climate that the charity is operating in.

In order to minimise risks, the Finance Officer continues to maintain up to date cashflow projections, which are monitored by the Management Team and the Convenor and reported to the Board at every meeting.

Objectives and activities

The company's object and its principal activity continues to be to promote the welfare of people with learning disabilities in the community and there has been no change in this during the year. The company achieves this through the provision of advice and information for people with learning disabilities and their carers. It aims to improve the conditions of life for people with learning disabilities and their families and carers.

FAIR Ltd in 2010/11 had two partnership agreements, with Enable Scotland and Elcap Ltd for the delivery of two specific projects, in the pursuit of its charitable objectives.

In our 2010 report we said:

-The charity's core activity will continue to be the provision of an information service for people with learning disabilities in Edinburgh.

-We will continue to develop and produce health publications which attract customers from all sectors of the learning disability market.

-We will also continue to expand the geographical area in which FAIR provides advice, assistance and training and foster key partnerships with Enable and others and provide a centre of excellence for Edinburgh.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

Volunteers

The charity makes significant use of volunteers to distribute a regular newsletter. Some 1400 copies are mailed out to members and others every second month by a small group of volunteers, all of whom have learning disabilities. Each volunteer works for two hours a week. The charity also has one volunteer who carries out administrative tasks for two hours a week and two volunteers who record the health booklets onto audio CD's.

Achievements and performance

Core Activity

The charity's core activity continued to be the provision of an information service for people with learning disabilities in Edinburgh.

In 2010 - 11 FAIR dealt with more than 1,100 enquires. This year again has seen an increase in benefit enquires from the previous year, with 80% of enquires being about welfare benefits. This increase can be seen to be a result of the Government's welfare reform.

Health Materials

In 2010 - 2011 we sold booklets and designed materials for the Scottish Government, City of Edinburgh Council, Health Scotland and the Mental Welfare Commission for Scotland.

We also bid successfully for a contract with NHS Lothian to run a year long Health Diaries Project with people with learning disabilities in Lothian. This started in April 2010. It gathered information about all aspects of their healthcare experiences and will enable NHS Lothian to identify areas of good practice and highlight priorities for improvement.

FAIR also successfully applied for funding from a number of sources to run pilot health courses for people with learning disabilities. Three ten week courses ran during 2010-2011. These courses have been very successful and we have secured funding from NHS Lothian to run these courses in 2011-2012.

Filling The Gaps

East Lothian

We continue to work with ELCAP, who provide support services for adults and children with learning disabilities. We offer welfare benefits advice to their clients, most of who live in East Lothian.

We also have a new partnership in place with Intowork to deliver one day welfare benefits advice a week to clients they are working with in East Lothian, Mid and West Lothian and Fife. Our agreement with Enable through the ESF fund has come to the end in June 2011. We will look to secure funding and expand our service in these areas.

Financial review

Results for the year ended 31 March 2011 are given in the Statement of Financial Activities on page 9. The assets and liabilities are given in the Balance Sheet on page 10. The financial statements should be read in conjunction with the related notes which appear on pages 11 to 23.

In summary incoming resources amounted to £184,273 (2010 - £247,643), resources expended totalled £145,940 (2010 - £168,665), which together with the actuarial gain of £51,000 (2010 - loss - £94,000) resulted in net income for the year of £89,333 (2010 - net expenditure - £15,022).

FAIR LIMITED
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DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

In reporting a figure of net movement in funds for the year of £89,333 recognition has been made in the financial statements of an actuarial pensions surplus amounting to £51,000 for the year. This adjustment has been required as a consequence of receipt of an Actuarial Valuation which is required under Financial Reporting Standard 17 - Accounting for Defined Benefit Pension Schemes.

Prior to the allocation of this surplus across the charity's funds the respective working funds of the charity at 31 March 2011 were as follows:

	£
Restricted funds	12,462
Unrestricted funds	<u>39,913</u>
	<u>52,375</u>

The allocation of the current year actuarial gain of £51,000 restates these fund balances to:

	£
Restricted funds	12,462
Unrestricted funds	<u>90,913</u>
	<u>103,375</u>

Reserves Policy

At the year end the charity has unrestricted funds of £90,913. It is the intention of the directors to retain unrestricted reserves equivalent to 3 months costs. At 31 March 2011 this has been achieved.

Asset cover for funds

The present level of funding is adequate to support the company's activities and the directors consider the financial position of the company to be satisfactory.

Plans for the future

FAIR continues to be in a relatively strong position, but is operating in a challenging funding environment. The charity is well respected by both users and funding organisations; provides a service that is not adequately covered by other organisations and is a centre of excellence. But long term forecasting of income continues to be difficult and we are not always able to seize opportunities through lack of resources.

At the same time, the government has announced extensive reforms to benefits and social care and, as a result, we anticipate a continuing increase in the demand for our service.

In the coming year we aim

- To continue to provide advice and assistance to people with learning disabilities in the Edinburgh area.
- To ensure that sufficient funding is available to run and maintain FAIR for the foreseeable future.
- To carry out succession planning / management
- To continue to develop and produce health publications which attract customers from all sectors of the learning disability market.
- To expand the geographical area in which FAIR provides advice, assistance and training.
- To foster key partnerships with Enable and others and provide a centre of excellence for Edinburgh.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

Disclosure of information to auditors

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Auditors

The auditors, Johnston Carmichael LLP, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

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

On behalf of the board of directors



K Swan

Secretary

Dated: ...05/08/11

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors, who also act as trustees for the charitable activities of FAIR Limited, are responsible for preparing the Directors' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the directors to prepare accounts for each financial year which give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF FAIR LIMITED

We have audited the accounts of FAIR Limited for the year ended 31 March 2011 set out on pages 9 to 23. 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 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 members, as a body, in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the statement of directors' responsibilities, the directors, who also act as trustees for the charitable activities of FAIR Limited, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

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

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

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts 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 directors; and the overall presentation of the accounts. In addition, we read all the accounts and non-financial information in the company's Report to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2011 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Opinion on other matter prescribed by the Companies Act 2006


In our opinion the information given in the Directors' Report for the financial year for which the accounts are prepared is consistent with the accounts.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITORS' REPORT (CONTINUED)
TO THE MEMBERS OF FAIR LIMITED

Matters on which we are required to report by exception

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

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



Ian Roy (Senior Statutory Auditor)
for and on behalf of Johnston Carmichael LLP

Johnston Carmichael LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

66 Tay Street
Perth
PH2 8RA

Dated: 3 October 2011

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2011

	Notes	Unrestricted funds £	Restricted funds £	Total 2011 £	Total 2010 £
<u>Incoming resources</u>					
Incoming resources from generated funds					
Voluntary income	2	94	108,120	108,214	182,431
Investment income	3	971	-	971	401
		<u>1,065</u>	<u>108,120</u>	<u>109,185</u>	<u>182,832</u>
Incoming resources from charitable activities					
	4	<u>75,088</u>	<u>-</u>	<u>75,088</u>	<u>64,811</u>
Total incoming resources		<u>76,153</u>	<u>108,120</u>	<u>184,273</u>	<u>247,643</u>
<u>Resources expended</u>					
Charitable activities					
Charitable costs	5	<u>16,331</u>	<u>124,442</u>	<u>140,773</u>	<u>162,981</u>
Governance costs		<u>465</u>	<u>4,702</u>	<u>5,167</u>	<u>5,684</u>
Total resources expended		<u>16,796</u>	<u>129,144</u>	<u>145,940</u>	<u>168,665</u>
Net income/(expenditure) for the year/ Net incoming/(outgoing) resources		<u>59,357</u>	<u>(21,024)</u>	<u>38,333</u>	<u>78,978</u>
Other recognised gains and losses					
Actuarial gain/ (loss) on defined benefit scheme		<u>51,000</u>	<u>-</u>	<u>51,000</u>	<u>(94,000)</u>
Net movement in funds		<u>110,357</u>	<u>(21,024)</u>	<u>89,333</u>	<u>(15,022)</u>
Fund balances at 1 April 2010		<u>(19,444)</u>	<u>33,486</u>	<u>14,042</u>	<u>29,064</u>
Fund balances at 31 March 2011		<u>90,913</u>	<u>12,462</u>	<u>103,375</u>	<u>14,042</u>

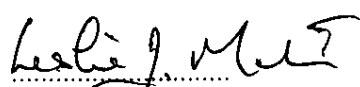
The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

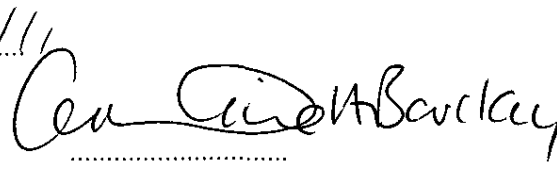
FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 MARCH 2011

	Notes	2011 £	£	2010 £	£
Fixed assets					
Tangible assets	10		1,965		3,282
Investments	11		1		1
			<u>1,966</u>		<u>3,283</u>
Current assets					
Stocks		8,175		4,851	
Debtors	12	28,782		31,786	
Cash at bank and in hand		82,231		89,132	
		<u>119,188</u>		<u>125,769</u>	
Creditors: amounts falling due within one year	13	<u>(11,779)</u>		<u>(12,010)</u>	
Net current assets			<u>107,409</u>		<u>113,759</u>
Total assets less current liabilities			<u>109,375</u>		<u>117,042</u>
Defined benefit pension liability			<u>(6,000)</u>		<u>(103,000)</u>
Net assets			<u><u>103,375</u></u>		<u><u>14,042</u></u>
Income funds					
Restricted funds	15		12,462		33,486
Unrestricted funds			90,913		(19,444)
			<u>103,375</u>		<u>14,042</u>

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

The accounts were approved by the Board on 05/08/11


L J McEwan (Convenor)
Director


C Barclay (Treasurer)
Director

Company Registration No. SC135696

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention and include the results of the company's operations which are described in the Directors' Report and all of which are continuing.

The financial statements are prepared on a going concern basis which assumes that the company will continue in operational existence for the foreseeable future.

The nature of the company's activities are such that there can be considerable unpredictable variation in the timing of cash inflows. Against this background the directors have, in recent times, taken the following steps to minimise the risks associated with such eventualities and the following is now in place:

1. The directors have prepared projected cash flow information for the period ending 12 months from the date of their approval of these accounts based on the funding arrangements in place.
2. Day to day operations are closely monitored by the management team and, from a financial perspective, budgeted and actual results are closely monitored on a monthly basis. There has been no deterioration in cash flow since the year end nor is one planned for or predicted.
3. Discussions are ongoing with core funders to renegotiate funding for the financial year 2011/12.

On this basis, the directors consider it appropriate to prepare the accounts on the going concern basis. The accounts do not include any adjustments that would result from a withdrawal of funding by the company's funders.

The accounts have been prepared in accordance with the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities" issued in 2005, the Financial Reporting Standard for Smaller Entities (effective April 2008), the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

1.2 Incoming resources

All incoming resources are recognised once the Charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of incoming resources can be measured with sufficient reliability.

Income represents invoices issued, grants and other monies received in the course of the Charity's ordinary activities during the year.

Income is received predominantly from core funders by way of grants and is recognised in the year to which they relate.

There are circumstances where grant income is received by funders to cover expenditure to be incurred in a future accounting period. In such circumstances a proportion of the grant income will be deferred to the future accounting period in keeping with the terms of the grant award.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

1 Accounting Policies

(continued)

1.3 Resources expended

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the Charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. These are allocated as between Charitable expenditure and Governance costs.

Charitable expenditure is incurred in direct pursuance of the Charity's principal objects and as set out in the Directors Report. Direct charitable costs comprises costs incurred in inducing organisations to contribute financially to the charity's work and income received in pursuance of these areas is shown within incoming resources.

Governance costs comprise all costs involving public accountability of the Charity and its compliance with regulation and good practice. These costs include the expenses of Director and Trustee meetings, the statutory audit and legal and professional fees.

1.4 Tangible fixed assets and depreciation

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

Office equipment	10% on cost
Office equipment	25% on cost
Computer equipment	33 1/3% to 100% on cost

1.5 Investments

Fixed asset investments are stated at cost less provision for diminution in value.

1.6 Stock

Stock is valued at the lower of cost and net realisable value.

1.7 Pensions

The charity participates in a defined benefit pension scheme operated by the City of Edinburgh Council and known as Lothian Pension Fund. The following accounting policy reflects the accounting for the charity's share of the underlying assets, liabilities and results of that scheme in accordance with the charity SORP and the Financial Reporting Standard for Smaller Entities.

The service cost of the pension provision relating to the period, together with the cost of any benefits relating to past service, is charged to the statement of financial activities. A charge equal to the increase in the present value of the scheme's liabilities (because the benefits are closer to settlement) and a credit equivalent to the charity's long term expected return on assets (based on the market value of the scheme's assets at the start of the period) are included in the statement of financial activities as pension finance costs.

The difference between the market value of the assets of the scheme and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet. Any difference between the expected return on assets and that actually achieved is recognised in the statement of financial activities as 'other recognised gains and losses', along with differences which arise from experience or assumption changes.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

1 Accounting Policies

(continued)

1.8 Accumulated funds

The charity has unrestricted and restricted funds, details of which are set out at note 15.

Unrestricted funds are those funds which are expendable at the discretion of the directors in furtherance of the Charity's objectives. Where part of an unrestricted fund is designated for a particular project it may be designated as a separate fund, but the designation has an administrative purpose only, and does not legally restrict the directors' discretion to apply the fund.

Restricted funds are funds subject to specific trusts, which may be declared by the donor(s) or with their authority or created through legal process, but still within the wider objects of the charity. Restricted funds may be restricted income funds which are expendable at the discretion of the directors in furtherance of some particular aspect of the object of the charity, or they may be capital funds where assets are required to be invested or retained for actual use, rather than expended.

1.9 VAT

The Charity is not registered for VAT and therefore all expenditure is shown inclusive of VAT.

2 Voluntary income

	Unrestricted funds £	Restricted funds £	Total 2011 £	Total 2010 £
Donations and grants	94	108,120	108,214	180,431
Legacies receivable	-	-	-	2,000
	<u>94</u>	<u>108,120</u>	<u>108,214</u>	<u>182,431</u>
Donations and grants				
Unrestricted funds:				
Donations			94	41,553
			<u>94</u>	<u>41,553</u>
Restricted funds:				
Edinburgh City Council			70,200	70,200
Enable (ESF Project)			24,192	24,192
Lothian Health			-	29,486
HMRC Grant in Aid Funding			-	15,000
Scottish Community Foundation			4,092	-
The Robertson Trust			4,000	-
Rix Thompson Rothenberg Foundation			4,000	-
The Princess Royal Trust for Carers			1,636	-
			<u>108,120</u>	<u>138,878</u>

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

3 Investment income

	2011 £	2010 £
Interest receivable	<u>971</u>	<u>401</u>

4 Incoming resources from charitable activities

	2011 £	2010 £
Specialist charitable advice and services	20,384	22,631
Multimedia sales	17,550	8,489
Multimedia design	<u>37,154</u>	<u>33,691</u>
	<u>75,088</u>	<u>64,811</u>

All grants received for the specific purposes of meeting the principal objects of the Charity are treated as part of Restricted Funds.

During the year Fair Limited generated income totalling £20,384 (2010-£22,631) by charging other organisations for the provision of specialist advice and services in the area of benefits and related activity. Included within this amount is a sum of £16,284 (2010-£16,479) relating to Margaret Hurcombe's secondment to another charity, Art in Healthcare.

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

5 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total 2011 £	Total 2010 £
Charitable activities					
<u>Charitable costs</u>					
Activities undertaken directly	95,839	1,974	20,651	118,464	139,601
Support costs	-	-	22,309	22,309	23,380
Total	95,839	1,974	42,960	140,773	162,981
Governance costs	-	-	5,167	5,167	5,684
	95,839	1,974	48,127	145,940	168,665

Governance costs includes payments to the auditors of £3,923 (2010: £3,543) for audit fees and legal fees of £1,244 (2010 - £2,141).

Charitable costs are allocated between restricted and unrestricted funds linked to and in proportion to the allocation of charitable expenditure.

6 Activities undertaken directly

	2011 £	2010 £
Other costs relating to charitable costs comprise:		
Project costs	18,053	-
Publications and promotional expenses	883	5,242
Multimedia costs	1,022	1,764
Conference and training expenses	693	623
	20,651	7,629

FAIR LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

7 Support costs

	2011	2010
	£	£
Management costs:		
Payroll fees	550	530
Rent and rates	9,240	9,240
Insurance	685	649
Heat and light	2,385	1,728
Postage printing and stationery	5,907	5,128
Cleaning	185	135
Telephone, internet and computer expenses	5,014	4,078
Travelling expenses	543	1,190
Recruitment costs	1,082	-
Volunteer expenses	176	179
Sundry expenses	528	503
Pension finance costs	(4,000)	-
Bank charges	14	20
	<u>22,309</u>	<u>23,380</u>

8 Directors

None of the directors (or any persons connected with them) received any remuneration or reimbursement of expenses during the year.

FAIR LIMITED
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2011	2010
	Number	Number
Direct charitable work	4	5
Administrative	3	3
	7	8

Employment costs

	2011	2010
	£	£
Wages and salaries	109,932	107,591
Social security costs	7,222	6,732
Other pension costs	(21,315)	15,709
	95,839	130,032

Other pension costs include a credit of £42,000 arising from a change in pension benefit obligation following the government announcement that public sector pensions would, with effect from 1 April 2011, be up-rated in line with the Consumer Prices Index (CPI) rather than the Retail Prices Index (RPI).

There were no employees whose annual remuneration was £60,000 or more.

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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

10 Tangible fixed assets

	Office equipment £
Cost	
At 1 April 2010	35,356
Additions	657
Disposals	(15,742)
At 31 March 2011	20,271
Depreciation	
At 1 April 2010	32,074
On disposals	(15,742)
Charge for the year	1,974
At 31 March 2011	18,306
Net book value	
At 31 March 2011	1,965
At 31 March 2010	3,282

11 Fixed asset investments

	Shares in group undertakings
Cost at 1 April 2010 and at 31 March 2011	1

Holdings of more than 20%

The company holds more than 20% of the share capital of the following companies:

Company	Country of registration or incorporation	Shares held	
		Class	%
Subsidiary undertakings			
Fair Multimedia Limited	Scotland	1	100

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FOR THE YEAR ENDED 31 MARCH 2011

11 Fixed asset investments

(continued)

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial year were as follows:

	Principal Activities	Capital and reserves	Profit/(loss) for the year
		£	£
Fair Multimedia Limited	Non-trading	1	-

Two of the four directors of Fair Multimedia Limited are also trustees of Fair Limited. Fair Multimedia Limited was non-trading for the whole of the year with all production and consultancy work, previously undertaken, now transferred to Fair Limited.

12 Debtors	2011	2010
	£	£
Trade debtors	28,708	30,984
Amounts owed by group undertakings	74	802
	<u>28,782</u>	<u>31,786</u>

13 Creditors: amounts falling due within one year	2011	2010
	£	£
Taxes and social security costs	2,557	1,911
Accruals	9,222	10,099
	<u>11,779</u>	<u>12,010</u>

FAIR LIMITED
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

14 Pension and other post-retirement benefit commitments

Employee benefit obligations

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans	
	2011	2010
	£	£
Present value of funded obligations	(473,000)	(549,000)
Fair value of plan assets	467,000	446,000
	<u>(6,000)</u>	<u>(103,000)</u>

Fair Limited participates in the Lothian Pension Fund generated by the City of Edinburgh Council.

Lothian Pension Fund is part of the Local Government Pension Scheme and is a multi-employer defined benefit scheme. The scheme is funded.

The last formal valuation of the scheme was performed as at 31 March 2008.

The amounts recognised in the statement of financial activities are as follows:

	Defined benefit pension plans	
	2011	2010
	£	£
Included in staff costs within total resources expended		
Current service cost	17,000	12,000
Past service cost	(40,000)	4,000
	<u>(23,000)</u>	<u>16,000</u>
Net pension finance income included within other incoming resources		
Interest on obligation	28,000	22,000
Expected return on pension scheme assets	(32,000)	(21,000)
	<u>(4,000)</u>	<u>1,000</u>
Total	<u><u>(27,000)</u></u>	<u><u>17,000</u></u>

FAIR LIMITED
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

14 Pension and other post-retirement benefit commitments

(continued)

In the UK budget statement on 22 June 2010 the Chancellor announced that with effect from 1 April 2011 public service pensions would be up-rated in line with the Consumer Prices Index (CPI) rather than the Retail Prices Index (RPI).

This has the effect of reducing Fair Limited authority's liabilities in Lothian Pension Fund by £40,000 and has been recognised as a past service gain in accordance with guidance set down in UITF Abstract 48, since the change is considered to be a change in benefit entitlement.

FAIR LIMITED
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2010	Movement in funds		Balance at 31 March 2011
	£	Incoming resources	Resources expended	£
Lothian Health	29,486	-	(22,115)	7,371
Princes Trust (Children in School Project)	4,000	-	-	4,000
Edinburgh City Council	-	70,200	(70,200)	-
Enable (ESF Project)	-	24,192	(24,192)	-
Scottish Community Foundation	-	4,092	(4,092)	-
The Robertson Trust	-	4,000	(4,000)	-
Rix Thompson Rothenberg	-	4,000	(4,000)	-
The Princess Royal Trust for Carers	-	1,636	(545)	1,091
	<u>33,486</u>	<u>108,120</u>	<u>(129,144)</u>	<u>12,462</u>

Edinburgh City Council provides core funding for day-to-day activities.

The Lothian Health grant was received to assist in the production of health brochures.

Children in School Project grants received from Princes Trust to extend the information and advice project for children with learning disabilities to the remaining 11 secondary schools and 30 primary schools in Edinburgh.

The FAIR Limited works in Partnership with Enable to assist in the provision of services for people with learning difficulties.

The Scottish Community Foundation grant was received to contribute towards the cost of providing 3 health courses for people with learning difficulties.

The Robertson Trust and Rix Thompson Rothenberg grants were received as funding towards the costs of the Healthy Living Club Project.

The Princess Royal Trust for Carers grant was received as funding towards the NCO Carer and Practitioner - Workforce Training Programme.

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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2011

16 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total £
Fund balances at 31 March 2011 are represented by:			
Tangible fixed assets	-	1,965	1,965
Investments	1	-	1
Current assets	108,691	10,497	119,188
Creditors: amounts falling due within one year	(11,779)	-	(11,779)
Defined benefit pension liability	(6,000)	-	(6,000)
	<u>90,913</u>	<u>12,462</u>	<u>103,375</u>

17 Commitments under operating leases

At 31 March 2011 the company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2011	2010
	£	£
Expiry date:		
Within one year	<u>9,240</u>	<u>9,240</u>

18 Control

The company is controlled by its directors.

19 Related parties

Fair Limited is the ultimate parent company of Fair Multimedia Limited a non-trading company, registered in Scotland. During the year Fair Multimedia Limited received net income of £3,787 (2010 - £3,505) and incurred expenditure of £4,514 (2010 - £5,020) on behalf of Fair Limited. At the balance sheet date £74 (2010 - £801) was due to Fair Limited and is included within other debtors.