

LGBT Youth Scotland

**REPORT AND
FINANCIAL STATEMENTS**

For the year ended 31 March 2008

**Charity No SC024047
Company No SC244805**



**WHITELAW WELLS
Chartered Accountants**

EDINBURGH

GLASGOW

LGBT Youth Scotland

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LGBT Youth Scotland

LEGAL AND ADMINISTRATIVE INFORMATION

For the year ended 31 March 2008

Board of Directors:

Sean Stronach	Convenor
Christopher Pirie	Vice Convenor
Martin Lyons	Treasurer (Resigned 8 March 2008)
Denise Forbes-Clyne	Treasurer (Appointed 8 March 2008)
Stephen Harte	(resigned 23 August 2008)
Jane Hislop	
Julie Redman	
Gavin Speers	(resigned 23 August 2008)
Greg Coburn	(Resigned 24 May 2008)
Stewart Marks	(Appointed 25 August 2007)
Toby Rockingham	(Appointed 20 October 2007)

Company Secretary

Fergus McMillan

Senior Management Team

Fergus McMillan	Acting Chief Executive
Grace Cardozo	- Strategic Programmes Manager
Sarah Cockburn	Operations manager
Mhairi Logan	Policy manager

Registered Office and Operational Address

John Cotton Centre, 10 Sunnyside, Edinburgh, EH7 5RA

Auditors

Whitelaw Wells, Chartered Accountants, 9 Ainslie Place, Edinburgh, EH3 6AT

Bankers

Royal Bank of Scotland, 31 North Bridge, Edinburgh, EH1 1SK

Solicitors

MacRoberts, Excel House, 30 Seemple Street, Edinburgh, EH3 8BL

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2008

The directors have pleasure in presenting their report for the year ended 31 March 2008.

Structure, Governance and Management

Governing Document

On 27 February 2003, LGBT Youth Scotland was incorporated as a private company limited by guarantee and is now recognised as a charity by the Office of the Scottish Charity Regulator. The company was established under a Memorandum of Association, which establishes the objects and powers of the company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Recruitment and appointment of directors

LGBT Youth Scotland is governed by a board of directors, who are directors for the purpose of company law and trustees for the purpose of charity law. Under the requirements of the Memorandum and Articles of Association the members of the board are elected, by the members, to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

In order to maintain a broad skills mix, members of the board of directors are requested to provide a list of their skills (and update it each year) and in the event of particular skills being lost due to resignations, individuals are approached to offer themselves for election to the board.

Directors Induction and training

Most directors are already familiar with the practical work of the charity. New directors are invited to attend board meetings before being formally appointed to the board. Additionally new directors are invited to attend a short induction meeting with the Convener and Chief Executive that covers

- The obligations of board members
- The main documents which set out the operational framework for the charity including the Memorandum and Articles
- Current operations and future plans and objectives

Members of the board of directors

Members of the board of directors who served during the year and up to the date of this report are set out on page 1 of the financial statements.

Risk Management

The Directors have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity to ensure that systems are in place to mitigate their exposure to the major risks. The Directors are satisfied that the systems are in place to manage exposure to major risks.

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2008

Group Structure

The charity has one dormant subsidiary, LGBT Scotland Limited, SC321700. It is the intention of the directors for the company to remain dormant for the foreseeable future. The company prepares separate financial statements, which are lodged at Companies House and are not consolidated in these accounts.

Organisational structure

The charity has a board of directors of up to fifteen members who meet quarterly and are responsible for the strategic direction and policy of the charity. At present there are nine members of the board from a variety of backgrounds relevant to the work of the charity.

Two sub-committees service the board —

LGBT Youth Council
Finance and Human Resources Committee

A scheme of delegation is in place and the day to day responsibility for the provision of services rests with the Chief Executive, supported by the Director of Operations and HR, Director of Programmes and Director of Policy. The Chief Executive is responsible for ensuring the charity delivers the services specified and that key performance indicators are met. Managers across the organisation make up a strategic plan delivery group called the Strategy Group, which is responsible for the delivery and implementation of policy and projects and key improvements. Managers are also responsible for the individual supervision of staff and also to ensure that the team continues to develop skills and working practice in line with good practice.

Objectives and Activities

The principal objective of LGBT Youth Scotland is

- To promote the benefit, to preserve the good health, both mental and physical, and to advance the education of lesbian, gay, bisexual and transgender (LGBT) young people between the ages of 13 and 25 years.

It is the policy of the charity to work towards the inclusion of LGBT young people in the life of Scotland.

Every LGBT young person will

- Be included in the life of Scotland
- Enjoy a safe and supportive upbringing
- Grow up happy and healthy
- Be able to reach their full potential

The strategic objectives are to

- Be recognised as the leading organisation championing the lives of LGBT young people and the wider LGBT community
- Support LGBT young people and the wider LGBT community to make positive choices about their lives
- Challenge attitudes and build confidence in others to include LGBT young people and the wider LGBT community
- Have a motivated and skilled team, resourced and able to make a difference

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2008

Objectives and Activities (continued)

LGBT Youth Scotland delivers direct services to LGBT young people in Lothian, Glasgow, Dumfries and Galloway and the Scottish Borders. The charity also delivers a range of opportunities to young people and professionals across Scotland in the form of conferences, events, training and policy and research work.

Achievements and Performance

LGBT Youth Scotland remains committed to its vision for LGBT young people living in Scotland. The charity has also recognised the need to work with the wider LGBT community to achieve change for LGBT people, particularly in rural communities.

This year saw the development of the iVol brand, LGBT Youth Scotland's adult volunteering project. Our teams of dedicated volunteers help deliver existing youth services, work with local communities to develop new services and fundraising. SPARX is a specialist adult volunteering project, which focuses on training volunteers as mentors.

This year saw thirteen Project Scotland volunteers working across the organisation on a variety of volunteering opportunities including a forum theatre project, fundraising, a human rights campaign to mark International Day Against Homophobia (IDAHO) and many of the young volunteers were successful in gaining youth achievement awards.

The LGBT Domestic Abuse project was launched with the support of funding from the Scottish Government.

LGBT Youth Scotland were successful in the first funding round of the new Equality and Human Rights Commission (EHRC) to develop a cross equality strand project for the youth work sector in Scotland to be delivered in 2008-09.

During the year, the policy and research team have contributed to the development of *Challenging Prejudice: changing attitudes towards lesbian, gay, bisexual and transgender people in Scotland*. This work was a culmination of the work done by the LGBT Hearts and Minds Agenda Group, including their recommendations to Scottish Government, the EHRC and others.

Respectme was launched in March 2007 and is a strategic partnership between SAMH and LGBT Youth Scotland, to deliver Scotland's anti bullying service. Its first year focused on two campaigns, one to raise awareness of the service and the other on cyber bullying. The service also developed training for professionals to ensure that their policy and practice reflects best practice.

The LGBT National Youth Council (NYC) is a network of young people from across Scotland, supported by LGBT Youth Scotland. Members, aged 13-26, are elected to represent lesbian, gay, bisexual, and transgender (LGBT) young people from their local LGBT youth group or local area.

Plans for future periods

LGBT Youth Scotland is at a unique point in its development. We are working towards a range of service improvements, both in terms of the range and quality of services we provide to young people. We are engaged in that service improvement through a continuous self-evaluation exercise in line with HM Inspectorate of Education (HMIe). We are also piloting services to LGBT adults in one rural area which will provide the organisation with important learning in the development of our services to the wider LGBT community.

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2008

Plans for future periods (continued)

In what is largely a post legislative environment for LGBT people, LGBT Youth Scotland is an organisation with an amazing opportunity to lead change in people's hearts and minds towards LGBT people across Scotland. Our community learning approach is one that not only lends itself well to attitudinal change but is also instrumental in reaching communities who are as yet untouched by the changes in legislation.

We are acutely aware of the need to widen our service delivery across Scotland and this year we will be in a better position than ever before to offer our services and approach to LGBT young people and the wider LGBT community across Scotland. This work will be developed in partnership with the Scottish Government and local communities, and with the support of National Lottery funding.

As an organisation, LGBT Youth Scotland is conscious of the need to be well informed to work with and inform our wider stakeholder group about the needs and experiences of LGBT young people and the wider LGBT community. It is with that in mind that we have in place an ambitious programme of research, policy work and training that continues to develop.

LGBT Youth Scotland has obtained the company name LGBT Scotland Limited with a view to exploring the possibility of having a subsidiary company. This possibility will be explored with stakeholders during 2008/09.

Since the year end, we are also looking at office and service relocation in Edinburgh, since our current premises are no longer fit for purpose.

Finally, LGBT Youth Scotland is embarking upon a programme of modernisation to maintain our leading edge as a unique charity able to work towards our vision and strategic objectives, at all times ambitious for LGBT young people and the wider LGBT community living in Scotland.

Financial Review

The net incoming resources for the year amounted to £96,277 (2007 £66,664), but £74,429 (2007 £36,684) of this related to restricted projects and £21,850 (2007 – £29,980) was the amount attributable to unrestricted funds. Unrealised losses on investments of £7,862 (2007 – gain £3,197) and transfers between funds of £7,366 decreased the movement on unrestricted funds for the year to £6,622 (2007 £33,177).

Reserves

The reserve fund represents the unrestricted funds arising from past operating results. It also represents the free reserves of the charity. The Directors are satisfied that the balance on the fund of £196,655 approximates to the equivalent of two and a half months operating expenditure, which is satisfactory given the revenue funding secured with the funding authorities and the contractual obligations to staff. The Directors have examined the requirement to maintain free reserves and concluded that the most appropriate level is six months of operational expenditure. The National Board will review this policy during 2008/09.

Investment policy

It is considered that the most appropriate policy for investing this money is to invest in low to medium risk funds that will safeguard the capital invested whilst providing a modest rate of return. The directors engaged The Royal Bank of Scotland to provide investment advice. The National Board will review this policy during 2008/09.

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2008

Taxation

LGBT Youth Scotland is a charity and is recognised as such by the Inland Revenue for taxation purposes. As a result, there is no liability to taxation on any of its income.

Responsibilities of the directors

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent,
- state whether applicable accounting standards and statements of recommended practice 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 directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to disclosure of information to auditors

So far as the directors are aware, there is no relevant audit information (as defined by Section 234ZA of the Companies Act 1985) of which the charitable company's auditors are unaware, and each director has taken all the steps he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Volunteers

Many young volunteers give up their time to assist staff with the delivery of services within the centre, particularly at weekends and in the evenings. We are greatly indebted to these volunteers for their commitment and support.

Auditors

Whitelaw Wells were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the Financial Reporting Standard for Smaller Entities.

Approved by the Directors on 22 November 2008 and signed on their behalf by



Fergus McMillan
Company Secretary

LGBT Youth Scotland

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

For the year ended 31 March 2008

This report is issued in respect of an audit carried out under section 235 of the Companies Act 1985 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005

We have audited the financial statements of LGBT Youth Scotland for the year ended 31 March 2008 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared in accordance with accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2007)

This report is made exclusively to the members, as a body, in accordance with Section 235 of the Companies Act 1985, and to the charity's trustees, as a body, in accordance with section 44 (1)(c) 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 members and 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, its members as a body and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The responsibilities of the trustees (who are the directors of the charity for the purposes of company law) for preparing the Director's report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006. We also report to you if, in our opinion, the information given in the Director's Annual Report is consistent with the financial statements, if the charity has not kept proper accounting records, or if information specified by law regarding trustees' remuneration and transactions with the charity is not disclosed, or if we have not received all the information and explanations we require for our audit

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatement within it

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed

LGBT Youth Scotland

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

For the year ended 31 March 2008

Basis of audit opinion (continued)

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements.-

- give a true and fair view of the state of affairs of LGBT Youth Scotland as at 31 March 2008 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with The Charities and Trustees Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulations 2006 and UK Generally Accepted Accounting Practice applicable to Smaller Entities, and
- the information provided in the Directors' Report is consistent with the financial statements

22 November 2008

9 Ainslie Place
Edinburgh
EH3 6AT



WHITELAW WELLS
Chartered Accountants
& Registered Auditors

LGBT Youth Scotland

INCOME AND EXPENDITURE ACCOUNT INCORPORATING STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 March 2008

	Notes	Unrestricted Funds 2008 £	Restricted Funds 2008 £	Total Funds 2008 £	Total Funds 2007 £
Incoming resources					
Incoming resources from generated funds:					
Voluntary income					
Donations and grants	2	4,417	120	4,537	70,803
Activities for generating funds					
Investment income		9,303	-	9,303	7,023
Incoming resources from charitable activities:					
Grants receivable	3	203,874	801,085	1,004,959	662,158
Fee income		77,637	31,899	109,536	132,855
		<hr/>	<hr/>	<hr/>	<hr/>
Total incoming resources		295,231	833,104	1,128,335	872,839
		<hr/>	<hr/>	<hr/>	<hr/>
Resources expended					
Charitable activities	4	267,711	758,675	1,026,386	801,456
Governance costs	4	5,670		5,670	4,719
		<hr/>	<hr/>	<hr/>	<hr/>
Total resources expended		273,381	758,675	1,032,056	806,175
		<hr/>	<hr/>	<hr/>	<hr/>
Net incoming resources for the year before transfers		21,850	74,429	96,279	66,664
Transfers between funds		(7,366)	7,366		
		<hr/>	<hr/>	<hr/>	<hr/>
Net incoming resources for the year before other recognised gains		14,484	81,795	96,279	66,664
Other recognised gains					
Unrealised (loss)/gain on investments	9	(7,862)		(7,862)	3,197
		<hr/>	<hr/>	<hr/>	<hr/>
Net movement in funds for the year		6,622	81,795	88,417	69,861
Reconciliation of funds					
Total funds brought forward		190,033	179,072	369,105	299,244
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		196,655	260,867	457,522	369,105
		<hr/>	<hr/>	<hr/>	<hr/>

The company has no recognised gains or losses other than the results for the period as set out above
All of the activities of the company are classed as continuing

LGBT Youth Scotland

BALANCE SHEET

As at 31 March 2008

	Notes	£	2008 £	2007 £
FIXED ASSETS				
Tangible assets	8		26,013	33,848
Investments	9		133,765	139,038
			<hr/>	<hr/>
			159,778	172,886
CURRENT ASSETS				
Debtors	10	166,889		71,589
Cash at bank		215,753		152,812
		<hr/>		<hr/>
		382,642		224,401
Creditors: Amounts falling due within one year	11	(84,898)		(28,182)
		<hr/>		<hr/>
NET CURRENT ASSETS			297,744	196,219
			<hr/>	<hr/>
TOTAL ASSETS LESS LIABILITIES			457,522	369,105
			<hr/>	<hr/>
FUNDS				
Restricted	15		260,867	179,072
Unrestricted	15		196,655	190,033
			<hr/>	<hr/>
			457,522	369,105
			<hr/>	<hr/>

These accounts are prepared in accordance with the special provision of Part VII of the Companies Act 1985 and with the Financial Reporting Standard for Smaller Entities (effective January 2007)

Approved by the Directors on 22 November 2008 and signed on their behalf by



Sean Stronach
Director

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

1. ACCOUNTING POLICIES

Basis of accounting

The accounts have been prepared under the historical cost convention as modified by the inclusion of fixed asset investments at market value and are in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2007), the Companies Act 1985 and follow the recommendations in Accounting and Reporting by Charities. Statement of Recommended Practice (SORP) issued in March 2005 except for the matters referred to below

The Financial Reporting Standard for Smaller Entities requires that any surplus or deficit on the defined benefit pension scheme be recognised in the financial statements. The charity is a member of the Pensions Trust SCVO Final Salary Pension Scheme, a multi-employer defined benefit pension scheme, which is unable to identify LGBT Youth Scotland's share of underlying assets or liabilities in the scheme. Consequently, the Board of Directors have followed the FRS17 requirement to account for the contributions to the scheme as if it were a defined contribution scheme.

The financial statements contain information about LGBT Youth Scotland as an individual company and do not contain consolidated financial information as the parent of a group. The charity is exempt under Section 248 of the Companies Act 1985 from the requirements of the Act to prepare consolidated financial statements. The subsidiary undertaking is dormant.

Incoming resources

- Voluntary income is received by way of grants and donations and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Incoming resources from grants and other income, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Investment income is included when receivable.
- The value of services provided by volunteers cannot be quantified and has not been included in these accounts.

Resources expended

Expenditure is recognised on an accruals basis as the liability is incurred. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.
- A management charge of approximately 10% of restricted income is allocated to the restricted project.

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

1. ACCOUNTING POLICIES (cont.)

Fixed assets and depreciation

Fixed assets are originally recorded at cost. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Computer Equipment	25% Straight Line
Fixtures and Fittings	25% Straight Line
Leasehold improvements	- over leasehold period

Assets costing less than £1,000 are not capitalised. Donated assets are only included in the accounts when reliable cost information is available or where a reasonable estimate of cost can be made.

Investments held as fixed assets are revalued at mid market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

Fund accounting

- Unrestricted funds are available for use at the discretion of the directors in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of investment assets at market values.
- Designated funds are unrestricted funds earmarked by the directors for a specific purpose.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

2. DONATIONS AND GRANTS

	Unrestricted £	Restricted £	2008 Total £	2007 Total £
Donations	4,417	120	4,537	1,449
The Scottish Executive				69,354
	<hr/>	<hr/>	<hr/>	<hr/>
	4,417	120	4,537	70,803
	<hr/>	<hr/>	<hr/>	<hr/>

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

3. INCOMING RESOURCES TO FURTHER THE CHARITY'S OBJECTS

	Unrestricted £	Restricted £	2008 Total £	2007 Total £
Grants received				
City of Edinburgh Council	29,261		29,261	49,970
NHS Lothian	83,276		83,276	79,277
West Lothian Council	2,650		2,650	
The Scottish Executive	81,187	-	81,187	47,810
Large Project Grants				
Borders		46,455	46,455	44,200
Development	-	-		(710)
Dumfries and Galloway		76,907	76,907	93,750
Glasgow Outreach		77,540	77,540	31,520
LGBT History Month		63,080	63,080	48,900
LGBT Youth Charter	-	29,001	29,001	34,200
Network		-	-	10,000
Clan				5,814
Web and Youth Council				14,100
Volunteers		43,000	43,000	43,000
Policy		35,000	35,000	35,000
DTI				72,250
SSDA		48,631	48,631	31,077
Midlothian				12,000
Lothian Heritage		-	-	10,000
West Dunbartonshire		10,401	10,401	
Scottish Executive – Education	-	52,360	52,360	
Complex Needs		25,700	25,700	
Hearts and Minds		11,375	11,375	
IDAHO		10,000	10,000	
YES Programme		11,220	11,220	
Big Lottery Fund		37,500	37,500	
LGBT Adult Project		91,120	91,120	
Child Protection Research		3,891	3,891	
National Volunteer Project		28,400	28,400	
Mentoring Project		20,000	20,000	
Equipment		29,703	29,703	
Small Projects		49,801	49,801	
Small Grants	7,500		7,500	
	<hr/>	<hr/>	<hr/>	<hr/>
	203,874	801,085	1,004,959	662,158
	<hr/>	<hr/>	<hr/>	<hr/>

Included within Glasgow Outreach are grants of £23,040, received from the Elton John AIDS Foundation and £20,000 from the Peter Moores Foundation

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

4. TOTAL RESOURCES EXPENDED

	Youth programs £	Strategic programs £	Total 2008 £	Total 2007 £
Staff costs (note 7)	403,603	269,681	673,284	509,897
Payroll costs	671	447	1,118	1,803
Project costs	65,186	20,517	85,703	53,133
Staff travel	8,711	10,808	19,519	23,240
Training and conferences	3,484	4,078	7,562	5,985
Meetings	1,195	3,244	4,439	2,387
Rent	36,770	36,176	72,946	43,709
Heat and light	4,029	746	4,775	4,107
Insurance	688	141	829	512
Cleaning	3,008	616	3,624	4,825
Repairs	8,563	21,216	29,779	9,935
Postage	928	716	1,644	1,923
Stationery	2,204	2,268	4,472	4,500
Telephones and communication	13,660	5,378	19,038	13,940
Photocopier	1,458	1,371	2,829	2,295
Development and research	1,166	12,384	13,550	22,153
Miscellaneous	32	1	33	(2,846)
Affiliations	1,383	403	1,786	1,282
Depreciation	14,074	2,883	16,957	18,501
Dissemination of information & website costs	15,656	45,163	60,819	79,079
Legal and professional fees	1,394	286	1,680	619
Loss on disposal	-			480
	<hr/>	<hr/>	<hr/>	<hr/>
	587,863	438,523	1,026,386	801,456
	<hr/>	<hr/>	<hr/>	<hr/>
Governance				
Audit fees			4,554	4,043
Accounting fees			1,116	676
			<hr/>	<hr/>
			5,670	4,719
			<hr/>	<hr/>

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

5. NET INCOMING RESOURCES FOR THE YEAR

	2008	2007
	£	£
This is stated after charging:		
Depreciation	16,957	18,501
Loss on disposal of fixed assets		480
Auditor's remuneration audit fees	4,554	4,043
Other services	1,116	676
	<hr/>	<hr/>

No director received any remuneration for services as a director

No director received reimbursement for expenses incurred while working on behalf of the charity.

6. TAXATION

The charitable company is exempt from corporation tax on its charitable activities.

7. STAFF NUMBERS AND COSTS

	2008	2007
	£	£
Wages & salaries	600,847	463,251
Social Security costs	50,197	37,956
Pensions	22,240	8,690
	<hr/>	<hr/>
	673,284	509,897
	<hr/>	<hr/>

The average monthly number of employees, calculated as full time equivalents, during the period was

	2008	2007
	No.	No.
Project workers	19	15
Operational staff	2	1
Sessionals	7	5
	<hr/>	<hr/>
	28	21
	<hr/>	<hr/>

No employee received remuneration of more than £60,000

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

8. TANGIBLE FIXED ASSETS

	Leasehold Improvements £	Fixtures & equipment £	Computer equipment £	Total £
Cost				
At 1 April 2007	8,136	12,665	54,826	75,627
Additions	1,086		8,036	9,122
At 31 March 2008	9,222	12,665	62,862	84,749
Depreciation				
At 1 April 2007	1,627	12,543	27,609	41,779
Charge for the period	1,844	122	14,991	16,957
At 31 March 2008	3,471	12,665	42,600	58,736
Net book value				
At 31 March 2008	5,751		20,262	26,013
At 31 March 2007	6,509	122	27,217	33,848

9. INVESTMENTS

	2008
	£
Market value at 31 March 2007	139,038
Additions in the year	2,587
Unrealised loss on investments	(7,862)
Market value at 31 March 2008	133,763
Unquoted investments	2
	133,765
Historical cost of investments held at 31 March 2008	119,562

All investments are held in the UK. The following holdings of investments are 5% or more of the total portfolio value

	%	£
New Star Managed Growth Portfolio	39	52,392
Gartmore Cautious Managed Fund	48	64,210
Norwich Property Trust Inc	6	7,656

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

9. INVESTMENTS (continued)

LGBT Youth Scotland owns 100% of the issued ordinary shares of £1 each in LGBT Scotland Limited, a dormant company registered in Scotland. The aggregate capital and reserves of LGBT Scotland Limited at its year end of 30 April 2008 was £2. There was no profit or loss for the period ended 30 April 2008.

10. DEBTORS

	2008	2007
	£	£
Grants receivable	145,031	55,731
Other debtors	18,920	15,858
Prepayments	2,938	
	<hr/>	<hr/>
	166,889	71,589
	<hr/>	<hr/>

11. CREDITORS: Amounts falling due within one year

	2008	2007
	£	£
Other creditors	27,841	6,141
Accruals	12,852	8,611
Deferred income (see below)	20,819	
PAYE & NI	16,782	13,430
Pension contributions	6,604	
	<hr/>	<hr/>
	84,898	28,182
	<hr/>	<hr/>

Movement on deferred income

	2008	2007
	£	£
Balance at 1 April 2007		
Add income received during the year	20,819	
Less released to statement of financial activities		
	<hr/>	<hr/>
Balance at 31 March 2008	20,819	
	<hr/>	<hr/>

12. COMMITMENTS UNDER OPERATING LEASES

At the 31st March 2008 the company had annual commitments under operating leases as set out below

	2008	2007
	£	£
Operating leases expiring within 1 year	39,969	39,969
Operating leases expiring 2-5 years	34,200	34,200
	<hr/>	<hr/>

The charity rents various premises that include utilities and maintenance charges

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

13. RELATED PARTY TRANSACTIONS

No transactions with related parties were undertaken such as are required to be disclosed under Financial Reporting Standard for Smaller Entities

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Tangible fixed assets	-		26,013	26,013
Investments	133,765		-	133,765
Current assets	44,157	100,000	238,485	382,642
Current liabilities	(81,267)		(3,631)	(84,898)
	<hr/>	<hr/>	<hr/>	<hr/>
	96,655	100,000	260,867	457,522
	<hr/>	<hr/>	<hr/>	<hr/>

15. MOVEMENTS IN FUNDS

	At 31 March 2007 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2008 £
Restricted funds:					
Borders	35,721	46,455	(36,438)		45,738
Dumfries and Galloway	9,011	80,438	(77,781)		11,668
Small projects	1,263	49,821	(41,465)		9,619
Fife	8,730	10,000	(1,000)		17,730
Reaching Out	3,321	-			3,321
Clan	5,814		(3,113)		2,701
Coming Out Video Project	200		(6)	(194)	-
Scottish Executive – Equipment	19,663	29,703	(8,393)		40,973
Lothian Choose Life	1,077	-	(1,347)	270	
West Lothian Mental Health	1,884		(1,900)	16	
Glasgow Outreach	16,324	77,540	(78,791)		15,073
DTI – SO Regs	5,542		(6,544)	1,002	
LGBT Youth Charter	10,309	29,001	(27,790)		11,520
E4A	976		(846)	-	130
LGBT History Month	8,618	63,200	(70,507)		1,311
Web and Youth Council	7,265	-	(7,159)		106
Policy		35,000	(37,110)	2,110	
Scottish Executive – Education	265	57,478	(59,000)	1,257	
Scottish Executive – Complex Needs	44	25,700	(28,163)	2,419	-
SSDA	23,620	49,131	(71,541)		1,210
Child Protection Research	808	3,891	(4,480)	(219)	
Midlothian Choose Life	12,000		(10,268)		1,732
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Balance carried forward	172,455	557,358	(573,642)	6,661	162,832
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

15. MOVEMENTS IN FUNDS (Continued)

	At 31 March 2007 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2008 £
Restricted funds:					
Balance brought forward	172,455	557,358	(573,642)	6,661	162,832
Volunteers	5,617	43,000	(45,764)	-	2,853
Moray	1,000		(100)		900
West Dunbartonshire		10,401	(5,758)		4,643
Hearts and Minds		11,375	(12,080)	705	
IDAHO		10,000	(72)		9,928
Respect Me		9,992	(9,710)		282
YES Programme	-	11,220		-	11,220
National Volunteer Project		28,400	(17,479)	-	10,921
Mentoring Project		22,738	(17,954)		4,784
Big Lottery Fund		37,500	(32,637)		4,863
LGBT Adult Project	-	91,120	(43,479)		47,641
Total restricted funds	179,072	833,104	(758,675)	7,366	260,867
Unrestricted funds					
General fund	67,968	295,231	(273,381)	(7,366)	82,452
Revaluation reserve	22,065		(7,862)		14,203
Designated funds	100,000		-		100,000
Total unrestricted funds	190,033	295,231	(281,243)	(7,366)	196,655
Total funds	369,105	1,128,335	(1,039,918)		457,522

Restricted Funds

Borders Project is mainly funded by the Scottish Borders Council and the Changing Children Services Fund, the project operates across the Scottish Borders offering drop ins, one to-one support, training and resources to professionals

Dumfries and Galloway Project is funded by Dumfries and Galloway Council and aims to develop youth work opportunities for LGBT young people by conducting an assessment of local needs and taking forward local development plans

Small Projects are funded by the likes of NHS Scotland, The Scottish Executive and Communities Scotland. The projects consist of the development of a Coming Out Guide for women and a library for LGBT young people

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

15. MOVEMENTS IN FUNDS (Continued)

Fife Project is funded by NHS Fife to provide individual and group support for LGBT young people in Fife

Reaching Out is funded by the Tudor Trust and the City of Edinburgh Council, to provide LGBT young people with information, advice and support on a range of personal matters including housing and safety.

Clan is funded by The City of Edinburgh Council to provide numerical and literacy courses for LGBT young people

Coming Out Video Project is a partnership project to develop a DVD on 'Coming Out' for young people. The work is funded by NHS Health Scotland and NHS Greater Glasgow and Clyde.

Scottish Executive Equipment Fund is resourced by the Scottish Executive to purchase equipment to support volunteering and events

Lothian Choose Life is funded by NHS Lothian and West Lothian Council to develop a summer programme for young people to develop independent living skills and improve their confidence and mental wellbeing

West Lothian – Mental Health is funded by West Lothian Council to support work to reach LGBT young people in the West Lothian area

Glasgow Outreach is funded by the Elton John AIDS Foundation, the Peter Moores Foundation, NHS Greater Glasgow & Clyde and Glasgow City Council to deliver programmes of outreach and sexual health work in the Glasgow area

DTI – SO Regs was funded by the Women and Equality Unit originally in the Department for Trade and Industry but now at the Department for Communities and Local Government, to develop support for the further and higher education sectors to comply with legislation around LGBT inclusion.

LGBT Youth Charter is funded by the Scottish Executive to support the development of the LGBT Youth Charter of Rights in Scotland.

E4A is a young person led campaign to make schools more inclusive of LGBT issues, this fund was generated from donations

LGBT History Month is funded by the Scottish Executive to support the development of LGBT History Month in Scotland

Web and Youth Council is funded by the Scottish Executive to support the activities of the LGBT Youth Council and the LGBT Youth Scotland website

Policy is funded by the Scottish Executive to support young people to be involved in the development of national policy

SE Education Research is funded by the Scottish Executive to research good practice for the inclusion of LGBT young people at school and to offer training and information on these issues

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

15. MOVEMENTS IN FUNDS (Continued)

SE Multiple & Complex Needs is a research project funded by the Scottish Executive to overcome the barriers to the uptake of public services by those who have multiple needs

Same Sex Domestic Abuse project is funded by the Scottish Executive to develop good practice in supporting those victims of domestic violence in same sex relationships

Child Protection Research is funded by the Scottish Executive to explore how LGBT young people make use of child protection procedures

Midlothian Choose Life is funded by Midlothian Council to support work to reach LGBT young people in the Midlothian area

Local Action Fund (Volunteering) is funded by the City of Edinburgh Community Safety Partnership to provide volunteering opportunities for young people and to increase their representation in civic society

Moray is funded by Moray Council to begin work on LGBT youth inclusion within the Moray area

West Dunbartonshire is funded by the Community Regeneration Fund and awarded to support the LGBT Equality Forum in West Dunbartonshire

Hearts and Minds is funded by the Scottish Government Equality Unit to provide the secretariat for the Government's work looking at attitudes towards LGBT people in Scotland.

IDAHO is funding for a series of events to mark IDAHO (International Day Against Homophobia) It was awarded to LGBT Youth Scotland from the Big Lottery Fund

Respect Me is the national anti bullying service funded by the Scottish Government and managed by SAMH and LGBT Youth Scotland.

YES Programme is funded by Dumfries and Galloway Council towards staff costs and training.

National Volunteer Project is funded by YouthLink Scotland to develop adult volunteering work to develop new services and support existing services for LGBT young people

Mentoring Project was funded by the Scottish Government to develop and run a pilot mentoring programme for LGBT young people

BLF is funding provided by the Big Lottery Fund to develop the services delivered to LGBT youth in Dumfries and Galloway

LGBT Adult Project is funded by NHS Dumfries and Galloway to support work to design and deliver services appropriate to the needs of LGBT adults in Dumfries and Galloway

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

Unrestricted Funds

Revaluation reserve

The revaluation reserve fund is required by the Companies Act 1985 and represents the amount by which investments exceed their historical cost.

Designated Funds

The designated fund comprises funds designated for the purchase of property, should the opportunity arise

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

16. PENSIONS

LGBT Youth Scotland participates in the Pensions Trust SCVO Final Salary Pension Scheme. The Scheme is a multi-employer defined benefit scheme. The Scheme is funded and is contracted out of the state scheme.

The last formal valuation of the Scheme was performed at 30 September 2005 by a professionally qualified actuary using the "projected unit credit" method. The market value of the Scheme's assets at the valuation date was £33.2m.

During the accounting period LGBT Youth Scotland paid contributions at the rate of 12%. Member contributions during the year were 6%.

It is not possible to identify the share of underlying assets and liabilities belonging to individual participating employers.

Due to the nature of the Scheme, the profit and loss account charge for the period under both SSAP 24 and FRS 17 represents the employer contribution payable.

Financial assumptions

The financial assumptions underlying the valuation were as follows:

	% pa
Investment return pre retirement	6.1
Investment return post retirement	4.8
Rate of salary increases	4.0
Rate of pension increases	
for pensionable service pre 6 April 2005	2.5
for pensionable service post 6 April 2005	2.25
Rate of price inflation	2.5

The valuation revealed a shortfall of assets compared with the value of the liabilities of some £6.7m (equivalent to a past service funding level of 83%).

The long term joint contribution rates required from employers and members to meet the cost of future benefit accrual were assessed at:

Benefit structure	Long term joint contribution rate (% of pensionable salaries)
Final salary 1/60 th accrual rate	20% comprising employer contributions of 13.0% and member contributions of 7.0%
Final salary 1/80 th accrual rate	15.3% comprising employer contributions of 9.3% and member contributions of 6.0%

If an actuarial valuation reveals a shortfall of assets compared to liabilities the Trustee must prepare a recovery plan setting out the steps to be taken to make up the shortfall. In view of the past service shortfall it was agreed that the joint contribution rates shown in the table below would be payable with effect from 1 October 2007.

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

Benefit structure	Long term joint contribution rate (% of pensionable salaries)
Final salary 1/60 th accrual rate	22.7% comprising employer contributions of 15.7% and member contributions of 7.0%
Final salary 1/80 th accrual rate	18.0% comprising employer contributions of 12.0% and member contributions of 6.0%

New employers joining the Scheme pay contributions at the ongoing employer future service contribution rate. This rate applies from the date the employer joins the Scheme to the date of the second actuarial valuation of the Scheme following the date of joining.

New employers also pay an additional age loading if the average age of their members is higher than the average age of the Scheme membership. This loading applies from the date the employer joins the Scheme to the date of the second actuarial valuation of the Scheme following the date of joining, or such earlier date as agreed between SCVO Pensions Committee and the Scheme Actuary.

Employers that have closed the scheme to new entrants are required to pay an additional contribution loading to reflect the higher costs of a closed arrangement. This loading is based on actuarial advice and is subject to change from time to time. The loading is currently 3.5%.

If the valuation assumptions are borne out in practice this pattern of contributions should be sufficient to eliminate the past service deficit, on an ongoing funding basis, by 31 March 2022.

The next actuarial valuation of the Scheme will be carried out as at 30 September 2008. Actuarial Reports will be prepared as at 30 September 2006 and 30 September 2007 in line with statutory regulations.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustees of the Scheme. The debt is due in the event of the employer ceasing to participate in the Scheme or the Scheme winding up.

The debt of the Scheme as a whole is calculated by comparing the liabilities of the Scheme (calculated on a buyout basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expenses) with the assets of the Scheme. If the liabilities exceed assets there is a buy-out debt.

The leaving employer's share of the buy-out debt is the proportion of the Scheme's liability attributable to employment with the leaving employer compared to the total amount of the Scheme's liabilities (relating to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any "orphan" liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Scheme liabilities, Scheme investment performance, the liabilities in respect of current and former employees of the employer, financial conditions at the time of the cessation event and the insurance buy out market. The amounts of debt can therefore be volatile over time.

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2008

16. PENSIONS (continued)

Contingent liability

The directors of LGBT Youth Scotland have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Scheme as at 30 September 2005. As at this date the estimated employer debt for the charity was £82,000.