

LGBT Youth Scotland

**REPORT AND
FINANCIAL STATEMENTS**

For the year ended 31 March 2009

**Charity No SC024047
Company No SC244805**

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**WHITELAW WELLS
Chartered Accountants**

EDINBURGH

GLASGOW

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**LGBT Youth Scotland
DIRECTORS' REPORT
LEGAL AND ADMINISTRATIVE INFORMATION**

For the year ended 31 March 2009

Board of Directors:

Sean Stronach	Convenor
Christopher Pirie	Vice Convenor
Denise Forbes-Clyne	Treasurer
Greg Coburn	(resigned 24 May 2008)
Stephen Harte	(resigned 31 July 2008)
Jane Hislop	
Patrick McGlinchey	(appointed 28 February 2009)
Elizabeth McIntyre	(appointed 28 February 2009)
Stewart Marks	
Julie Redman	
Toby Rockingham	(resigned 16 May 2009)
Gavin Speers	(resigned 23 August 2008)

Company Secretary

Fergus McMillan

Senior Management Team

Fergus McMillan	- Chief Executive
Mhairi Logan	- Head of Policy
Hugh Torrance	- Director of Development
Sarah Cockburn	- Director of Operations & HR
Grace Cardozo	- Dumfries & Galloway Service Manager

Registered Office and Operational Address

The Citadel, 39-40 Commercial Street, Edinburgh, EH6 6JD

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 Sempole Street, Edinburgh, EH3 8BL

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2009

The directors have pleasure in presenting their report for the year ended 31 March 2009.

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 Memorandum and 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
- The Vision of the charity, current work and future 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 2009

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 eight 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

The day to day running of the charity is delegated by the National Board to the Chief Executive. The Chief Executive reports to the National Board and is directly supervised by the Convener of the Board. The Chief Executive has responsibility for the delivery of services and projects and is supported in this by the senior management team, which comprises Director of Operations and HR, Director of Development, Head of Policy and Dumfries & Galloway Service Manager. Improvement to service/project delivery is driven through an annual Improvement Plan which is approved by the National Board. The Improvement Plan is implemented and monitored by team leaders and managers from across the organisation.

Team leaders and managers are also responsible for the individual supervision of staff and also to ensure that the team continue to develop skills and working practice in line with good practice.

The LGBT Youth Council 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. The LGBT Youth Council has a dedicated worker at LGBT Youth Scotland who helps raise the profile of LGBT Youth Council and supports members with their work. Their role is to identify opportunities for the LGBT Youth Council to get involved in to ensure that LGBT young people's voices are heard at every level.

Objectives and Activities

The principal objective of LGBT Youth Scotland is to:

- promote the benefit
 - preserve the good health, both mental and physical and;
 - 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.

The vision of LGBT Youth Scotland is of a Scotland where 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

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2009

Objectives and Activities (continued)

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 delivers direct services to LGBT young people in Edinburgh, Glasgow, Dumfries and Galloway, the Scottish Borders and Dundee. 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

This year, LGBT Youth Scotland has delivered projects across a spectrum of local youth work and outreach, national youth participation and training, volunteering opportunities for adults, policy and parliamentary work, national events, research and training for professionals.

The Big Lottery Fund (BLF) has funded the 'Green Light Project' to raise awareness of coming out and increase the level of support available to LGBT young people. This project focuses on peer support and leadership, training and supporting LGBT young people to become peer supporters and online moderators. The project, in its first year, has trained over 20 young people to become peer leaders and online forum moderators. The peer leaders will work with universal youth groups and in schools across five different local authorities to raise awareness of LGBT equality and diversity. This project is continuing to develop with a further 20 young people involved in producing a resource to support other LGBT young people who are coming out.

This year LGBT Youth Scotland has developed a specific group for young transgender people in Edinburgh and Lothian and a group for young women in Glasgow. Both groups are being run in response to requests from young people themselves. These groups show the need for specific project work targeted at minority groups who are the hardest to reach.

In our Scottish Borders service, additional funding has been secured to continue work with LGBT young people in this area. A regular youth group is now established working with approx 20 young people as well as outreach/profile raising work across the region.

LGBT Youth Scotland is pleased to have launched new work in the city of Dundee and Tayside. This work has a focus on building the capacity of local communities to support and include LGBT young people and the wider LGBT community. Outreach to other local authority areas in Forth Valley is planned to further develop this work.

2008 saw the delivery of our largest ever youth event with over 100 young people attending our residential National Gathering in Dundee. The event delivered workshops, information, games and fun to young people from all across Scotland, focusing on the theme of 'healthy relationships'. At the event, the LGBT Youth Council elected 11 new members to represent local authority areas in Scotland.

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2009

Achievements and Performance (continued)

Adult volunteering has been a new development for LGBT Youth Scotland in 2008-2009. We recognise the value that volunteers can bring to the organisation, with enthusiasm, skills, knowledge, time and ambition. Currently, adult volunteers have been trained in youth work skills, events and fundraising and LGBT awareness to help support the delivery of services across the organisation, including volunteering in Edinburgh, Glasgow, Dumfries and Dundee.

The cross organisational focus this year has been on raising the awareness of what can be done to challenge homophobia in Scottish schools. Our campaign *Challenging Homophobia Together* was launched at our very successful Schools Conference in February 2009. Campaign partners include the Equality and Human Rights Commission (EHRC), Learning & Teaching Scotland (LTS), Education Institute Scotland (EIS) and ourselves. The conference also helped introduce teachers to recently published *Dealing with Homophobia and Homophobic Bullying in Scottish Schools Toolkit*, by LTS in partnership with LGBT Youth Scotland. The toolkit was sent to all secondary schools in Scotland earlier this year.

This year, LGBT Youth Scotland has trained approx. 1,220 professionals and 1,200 young people through our training service. Training has been delivered to professionals in a broad range of sectors including: the police, CLD, colleges and universities, youth justice, adult learning and the NHS.

In a self evaluation exercise conducted in 2008-09, LGBT Youth Scotland was able to demonstrate strengths as an organisation making a difference to the lives of LGBT young people. Young people that we work with reported improvements in personal development; self assertiveness; confidence levels and the ability to make friends. Part of the exercise was focused on our ability to ensure the protection of children, young people and vulnerable adults.

Plans for future periods

Each year LGBT Youth Scotland works with staff and the Board to identify areas for improvement so that we can ensure we are doing our best for LGBT young people using our services and that we are sharing our learning effectively with others who can make a difference to the lives of LGBT young people and the wider community. 2009/10 is no exception with an ambitious set of improvements to make the organisation more robust, sustainable and efficient.

2009/10 will see a business review and planning process to examine the model of delivery and sustainability.

The broad areas for improvement across the organisation include; all staff and volunteers being able to clearly state the mission of the organisation and have a brand to match that clear mission; an increased focus on learning and development for young people and the wider community; the ability to clearly demonstrate the impact of our services and to feed that information back to service users; to have active engagement with all staff, including seasonal staff; and, to have better systems and processes that help people do their jobs more effectively.

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2009

Financial Review

The net outgoing resources for the year, before movements on investments, amounted to £179,126 (2008 - incoming £96,279), however £88,923 (2008 - incoming £74,429) of this related to restricted projects and £90,203 (2008 - £21,850) was the amount attributable to unrestricted funds. Unrealised losses on investments of £32,229 (2008 - £7,862) and transfers between funds of £8,521 increased the movement on unrestricted funds for the year to £113,911 (2008 - increase £6,622).

The net outgoing resources relating to restricted projects were expected. Funding awarded at the end of the previous financial year was carried over to 2009 for project expenditure incurred in this financial year. The charity was given permission by some funders to extend project activity into the current year given the extraordinary circumstances involving the arrest and subsequent trial of the former Chief Executive. The net outgoing resources in unrestricted funds were again largely explained by costs incurred relation to these circumstances, and include costs for communication and legal services.

Restricted funds in deficit

As shown in Note 15 a number of restricted funds are in deficit at 31 March 2009. The directors expect these overspends to be recovered during 2009/10.

Reserves

The reserve fund represents the unrestricted funds arising from past operating results. It also represents the free reserves of the charity. It is the policy of the Directors to have at least three months operating costs in reserve. Given the current financial climate and the growth of the organization, the fund currently falls short of that amount so the Board are looking for ways to generate further unrestricted funds. The Directors have examined the requirement to maintain reserves and will include this in financial planning moving forward.

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.

Funding Partners

The Board of Directors is grateful to our supporters and volunteers, the Scottish Government, the Big Lottery Fund, the Equality and Human Rights Commission and the many other local authorities, charitable trusts and others partner organisations who have supported our work financially.

We are also extremely grateful for the grant, trust and other local funding we have been fortunate enough to receive over the last year.

- Scottish Government
- Scottish Government Development
- Scottish Government Health
- Department of Communities & Local Government
- The Big Lottery Fund
- NHS Borders
- NHS Greater Glasgow & Clyde
- NHS Lothian
- NHS Fife
- City of Edinburgh Council
- West Lothian Council
- Equality and Human Rights Commission
- Learning & Teaching Scotland
- Elton John AIDS Foundation

LGBT Youth Scotland

DIRECTORS' REPORT

For the year ended 31 March 2009

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 2009/10.

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 23 January 2010 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 2009

We have audited the financial statements of LGBT Youth Scotland for the year ended 31 March 2009 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.

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 Directors' Annual 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.

We have been appointed auditors under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report to you in accordance with regulations made under that Act. 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 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 Directors' Annual Report is not consistent with the financial statements, if the charity has not kept proper accounting records, if the charity's financial statements are not in agreement with these accounting records 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.

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.

LGBT Youth Scotland

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

For the year ended 31 March 2009

Opinion

In our opinion

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of affairs of the charity as at 31 March 2009, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the financial statements have been properly prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006; and
- the information provided in the Director's Report is consistent with the financial statements

White Wells

Whitelaw Wells

Eligible to act as an auditor in terms of section 25 of the Companies Act 1989

Chartered Accountants & Registered Auditors

9 Ainslie Place

Edinburgh

EH3 6AT

23 January 2010

LGBT Youth Scotland

INCOME AND EXPENDITURE ACCOUNT INCORPORATING STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 March 2009

	Notes	Unrestricted Funds 2009 £	Restricted Funds 2009 £	Total Funds 2009 £	Total Funds 2008 £
Incoming resources					
Incoming resources from generated funds:					
Voluntary income:					
Donations and grants	2	2,090	269	2,359	4,537
Activities for generating funds:					
Investment income		7,140	-	7,140	9,303
Incoming resources from charitable activities:					
Grants receivable	3	195,134	805,101	1,000,235	1,004,959
Fee income		7,444	35,544	42,988	109,536
Total incoming resources		211,808	840,914	1,052,722	1,128,335
Resources expended					
Charitable activities	4	295,108	929,837	1,224,945	1,026,386
Governance costs	4	6,903	-	6,903	5,670
Total resources expended		302,011	929,837	1,231,848	1,032,056
Net (outgoing)/incoming resources for the year before transfers		(90,203)	(88,923)	(179,126)	96,279
Transfers between funds	15	8,521	(8,521)	-	-
Net (outgoing)/incoming resources for the year before other recognised gains/(losses)		(81,682)	(97,444)	(179,126)	96,279
Other recognised gains/(losses)					
Unrealised (loss) on investments	9	(32,229)	-	(32,229)	(7,862)
Net movement in funds for the year		(113,911)	(97,444)	(211,355)	88,417
Reconciliation of funds					
Total funds brought forward		196,655	260,867	457,522	369,105
Total funds carried forward		82,744	163,423	246,167	457,522

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 2009

	Notes	£	2009 £	2008 £
FIXED ASSETS				
Tangible assets	8		11,572	26,013
Investments	9		104,970	133,765
			<hr/>	<hr/>
			116,542	159,778
CURRENT ASSETS				
Debtors	10	56,032		166,889
Cash at bank		173,746		215,753
		<hr/>		<hr/>
		229,778		382,642
Creditors: Amounts falling due within one year	11	(100,153)		(84,898)
		<hr/>		<hr/>
NET CURRENT ASSETS			129,625	297,744
			<hr/>	<hr/>
TOTAL ASSETS LESS LIABILITIES			246,167	457,522
			<hr/>	<hr/>
FUNDS				
Restricted	15		163,423	260,867
Unrestricted	15		82,744	196,655
			<hr/>	<hr/>
			246,167	457,522
			<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 23 January 2010 and signed on their behalf by:



Sean Stronach
Director

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

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 2009

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 £	2009 Total £	2008 Total £
Donations	2,090	269	2,359	4,537
	<hr/>	<hr/>	<hr/>	<hr/>

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

3. INCOMING RESOURCES TO FURTHER THE CHARITY'S OBJECTS

	Unrestricted £	Restricted £	2009 Total £	2008 Total £
Grants received:				
City of Edinburgh Council	29,970	-	29,970	29,261
NHS Lothian	83,276	-	83,276	83,276
West Lothian Council	-	-	-	2,650
The Scottish Government	81,187	-	81,187	81,187
Large Project Grants:				
Borders	-	14,916	14,916	46,455
Dumfries and Galloway	-	60,700	60,700	76,907
Small Projects	-	750	750	49,801
Scottish Government - Equipment	-	-	-	29,703
Glasgow Outreach	-	106,134	106,134	77,540
LGBT Youth Charter	-	7,250	7,250	29,001
LGBT History Month	-	62,830	62,830	63,080
Policy	-	53,750	53,750	35,000
Scottish Government - Education	-	20,640	20,640	52,360
Scottish Government - Complex Needs	-	21,100	21,100	25,700
SG DA	-	56,827	56,827	48,631
Child Protection Research	-	-	-	3,891
West Dunbartonshire	-	-	-	10,401
Hearts and Minds	-	-	-	11,375
Respect Me	-	10,292	10,292	-
IDAHO	-	-	-	10,000
YES Programme	-	-	-	11,220
Adult Volunteer Project	-	35,796	35,796	71,400
Mentoring Project	-	-	-	20,000
Big Lottery Fund	-	50,000	50,000	37,500
LGBT Adult Project	-	95,000	95,000	91,120
EHRC	-	31,492	31,492	-
EHRC Education Conference	-	22,321	22,321	-
Coming Out/Young Volunteers	-	60,303	60,303	-
Community Capacity Building	-	95,000	95,000	-
Small Grants	701	-	701	7,500
	<hr/>	<hr/>	<hr/>	<hr/>
	195,134	805,101	1,000,235	1,004,959
	<hr/>	<hr/>	<hr/>	<hr/>

Included within Glasgow Outreach are grants of £48,619 (2008 - £nil) received from Youthlink, £23,040 (2008 - £23,040) from the Elton John AIDS Foundation and £20,000 (2008 - £20,500) from NHS Glasgow.

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

4. TOTAL RESOURCES EXPENDED

	HQ	Policy & Intell £	Youth programs £	National Development £	Total 2009 £	Total 2008 £
Staff costs (note 7)	127,350	158,343	315,281	181,823	782,797	673,284
Payroll costs	1,226	-	-	-	1,226	1,118
Project costs	42,925	18,366	40,678	28,782	130,751	85,703
Staff travel	7,312	8,572	7,242	5,426	28,552	19,519
Recruitment costs	507	1,760	6,049	4,108	12,424	-
Training and conferences	5,238	798	2,883	2,536	11,455	7,562
Meetings	864	2,729	674	887	5,154	4,439
Rent	91,135	-	-	-	91,135	72,946
Heat and light	4,880	-	899	-	5,779	4,775
Insurance	876	-	-	-	876	829
Cleaning	4,018	-	-	-	4,018	3,624
Repairs	3,870	2,990	10,685	5,385	22,930	29,779
Postage	1,616	2,603	1,039	494	5,752	1,644
Stationery	1,290	1,972	2,389	1,496	7,147	4,472
Telephones and Communication	23,071	55	565	-	23,691	19,038
Photocopier	666	1,177	738	489	3,070	2,829
Development and research	995	400	864	316	2,575	13,550
Miscellaneous	5,146	76	152	192	5,566	33
Bank charges	24	-	-	-	24	-
Affiliations	791	441	938	1,217	3,387	1,786
Depreciation	12,385	-	-	-	12,385	16,957
Dissemination of information and website costs	23,028	15,288	10,170	7,644	56,130	60,819
Legal and professional fees	651	-	5,179	-	5,830	1,680
Loss on disposal	2,056	-	-	-	2,056	-
Bad debts	-	-	-	235	235	-
	<u>361,920</u>	<u>215,570</u>	<u>406,425</u>	<u>241,030</u>	<u>1,224,945</u>	<u>1,026,386</u>
Governance						
Audit fees					6,903	4,554
Accounting fees					-	1,116
					<u>6,903</u>	<u>5,670</u>

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

5. NET INCOMING RESOURCES FOR THE YEAR

	2009	2008
	£	£
This is stated after charging:-		
Depreciation	12,385	16,957
Loss on disposal of fixed assets	2,056	-
Auditor's remuneration: audit fees	6,903	4,554
Other services	-	1,116
	<hr/>	<hr/>

No director received any remuneration for services as a director in either the current or previous years.

No director received reimbursement for expenses incurred while working on behalf of the charity in either the current or previous years.

6. TAXATION

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

7. STAFF NUMBERS AND COSTS

	2009	2008
	£	£
Wages & salaries	704,406	600,847
Social Security costs	60,248	50,197
Pensions	18,143	22,240
	<hr/>	<hr/>
	782,797	673,284
	<hr/>	<hr/>

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

	2009	2008
	No.	No.
Project workers	22	19
Operational staff	6	2
Sessionals	7	7
	<hr/>	<hr/>
	35	28
	<hr/>	<hr/>

No employee received remuneration of more than £60,000 in either the current or previous years.

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

8. TANGIBLE FIXED ASSETS

	Leasehold Improvements £	Fixtures & equipment £	Computer equipment £	Total £
Cost				
At 1 April 2008	9,222	12,665	62,862	84,749
Additions	-	-	-	-
Disposals	(1,330)	(5,316)	(18,232)	(24,878)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2009	7,892	7,349	44,630	59,871
	<hr/>	<hr/>	<hr/>	<hr/>
Depreciation				
At 1 April 2008	3,471	12,665	42,600	58,736
Charge for the period	2,476	-	9,909	12,385
Eliminated on disposal	(532)	(5,316)	(16,974)	(22,822)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2009	5,415	7,349	35,535	48,299
	<hr/>	<hr/>	<hr/>	<hr/>
Net book value				
At 31 March 2009	2,477	-	9,095	11,572
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2008	5,751	-	20,262	26,013
	<hr/>	<hr/>	<hr/>	<hr/>

9. INVESTMENTS

	2009 £
Market value at 31 March 2008	133,763
Additions in the year	3,434
Unrealised loss on investments	(32,229)
	<hr/>
Market value at 31 March 2009	104,968
Unquoted investments	2
	<hr/>
	104,970
	<hr/>
Historical cost of investments held at 31 March 2009	122,994
	<hr/>

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	34	36,296
Gartmore Cautious Managed Fund	54	56,380
Aviva Investors Property Trust Inc	5	5,495

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

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 2009 was £2. There was no profit or loss for the year ended 31 March 2009.

10. DEBTORS

	2009	2008
	£	£
Grants receivable	39,392	145,031
Other debtors	8,596	18,920
Prepayments	8,044	2,938
	<hr/>	<hr/>
	56,032	166,889
	<hr/>	<hr/>

11. CREDITORS: Amounts falling due within one year

	2009	2008
	£	£
Other creditors	31,272	27,841
Accruals	10,942	12,852
Deferred income (see below)	31,819	20,819
PAYE & NI	21,986	16,782
Pension contributions	4,134	6,604
	<hr/>	<hr/>
	100,153	84,898
	<hr/>	<hr/>

Movement on deferred income

	2009	2008
	£	£
Balance at 1 April 2008	20,819	-
Add income received during the year	31,819	20,819
Less released to statement of financial activities	(20,819)	-
	<hr/>	<hr/>
Balance at 31 March 2009	31,819	20,819
	<hr/>	<hr/>

12. COMMITMENTS UNDER OPERATING LEASES

At the 31st March 2009 the company had annual commitments under operating leases as set out below.

	2009	2008
	£	£
Operating leases expiring within 1 year	66,330	39,969
Operating leases expiring 1-2 years	5,600	-
Operating leases expiring 2-5 years	-	34,200
Operating leases expiring in greater than 5 years	19,500	-
	<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 2009

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 £	Restricted Funds £	Total Funds £
Tangible fixed assets	3,126	8,446	11,572
Investments	104,970	-	104,970
Current assets	74,301	155,477	229,778
Current liabilities	(99,653)	(500)	(100,153)
	<hr/>	<hr/>	<hr/>
	82,744	163,423	246,167
	<hr/>	<hr/>	<hr/>

15. MOVEMENTS IN FUNDS

	At 31 March 2008 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2009 £
Restricted funds:					
Borders	45,738	14,916	(29,614)	-	31,040
Dumfries and Galloway	11,668	60,700	(81,189)	-	(8,821)
Small projects	9,619	3,650	(31,559)	21,719	3,429
Fife Project	17,730	-	(17,412)	-	318
Reaching Out	3,321	-	-	(3,321)	-
Clan	2,701	-	(613)	(2,088)	-
Equipment fund	40,973	-	(6,885)	(25,642)	8,446
Glasgow Outreach	15,073	106,349	(78,449)	-	42,973
LGBT Youth Charter	11,520	7,320	(9,110)	-	9,730
E4A	130	-	-	(130)	-
LGBT History Month	1,311	63,049	(61,540)	-	2,820
Web and Youth Council	106	-	-	(106)	-
Policy	-	54,223	(54,556)	-	(333)
Scottish Government – Education	-	20,640	(20,949)	-	(309)
Scottish Government – Complex Needs	-	21,100	(22,114)	-	(1,014)
SG DA	1,210	57,018	(58,233)	-	(5)
Child Protection Research	-	-	(400)	400	-
Midlothian Choose Life	1,732	-	-	-	1,732
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Balance carried forward	162,832	408,965	(472,623)	(9,168)	90,006
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

15. MOVEMENTS IN FUNDS (Continued)

	At 31 March 2008 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2009 £
Restricted funds:					
Balance brought forward	162,832	408,965	(472,623)	(9,168)	90,006
Volunteers	2,853	-	-	-	2,853
Moray	900	-	-	-	900
West Dunbartonshire	4,643	-	(4,638)	(5)	-
IDAHO	9,928	-	(10,075)	147	-
Respect Me	282	10,292	(11,220)	-	(646)
YES Programme	11,220	-	-	-	11,220
Adult Volunteer Project	10,921	63,241	(61,393)	4,784	17,553
Mentoring Project	4,784	-	-	(4,784)	-
Big Lottery Fund	4,863	50,000	(51,257)	-	3,606
LGBT Adult Project	47,641	95,363	(107,827)	-	35,177
EHRC	-	31,492	(31,720)	228	-
EHRC Education Conference	-	22,321	(22,598)	277	-
Coming Out/Young Volunteers	-	64,240	(59,809)	-	4,431
Community Capacity Building	-	95,000	(96,677)	-	(1,677)
Total restricted funds	260,867	840,914	(929,837)	(8,521)	163,423
Unrestricted funds					
General fund	82,452	211,808	(302,011)	108,521	100,770
Revaluation reserve	14,203	-	(32,229)	-	(18,026)
Designated funds	100,000	-	-	(100,000)	-
Total unrestricted funds	196,655	211,808	(334,240)	8,521	82,744
Total funds	457,522	1,052,722	(1,264,077)	-	246,167

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 Government 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 2009

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.

Equipment Fund is resourced by the Scottish Government and Youthlink to purchase equipment to support volunteering and events. The transfer out of the fund during the year represents expenditure incurred last year allocated to the Small Project restricted fund.

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.

LGBT Youth Charter is funded by the Scottish Government 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 Government to support the development of LGBT History Month in Scotland.

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

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

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

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

SG Domestic Abuse (SG DA) project is funded by the Scottish Government to develop good practice in supporting those victims of domestic violence in same sex relationships.

Child Protection Research is funded by the Scottish Government 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.

Volunteers is funded by the City of Edinburgh Council Safety Partnership to provide volunteering opportunities for young people and to increase their representation in civic society.

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

15. MOVEMENTS IN FUNDS (Continued)

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.

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 a project delivered in partnership with the Dumfries and Galloway Youth Enquiry Service.

Adult 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. During the year this project was merged with the Adult Volunteer Project, and the closing reserves of £4,784 transferred.

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.

EHRC is funded by the Equality and Human Rights Commission to develop and deliver equality and human right training for the youth work sector in Scotland.

EHRC Education Conference is a conference supported by the Equality and Human Rights Commission and other partners about challenging homophobia in schools.

Coming Out/Young Volunteers is funding provided by the Big Lottery Fund for the 'Green Light Project' which raises awareness of coming out and increases the level of support available to LGBT young people.

Community Capacity Building is a Scottish Government funded project to build the capacity of local communities to support LGBT people.

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 comprised funds designated for the purchase of property. During the year the directors decided this was no longer appropriate and transferred the balance to the General fund.

LGBT Youth Scotland

NOTES TO THE ACCOUNTS

For the year ended 31 March 2009

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. Preliminary results of the formal valuation as at 30 September 2008 have been calculated by a professionally qualified actuary using the "projected unit credit" method. The market value of the Scheme's assets at the 30 September 2008 was £45.1 million. The valuation revealed a shortfall of assets compared with the value of the liabilities of some £20.438 million (equivalent to a past service funding level of 68.8%).

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	6.8
Investment return post retirement	4.6
Rate of salary increases	4.2 for five years 4.7 p.a. thereafter
Rate of pension increases	
for pensionable service pre 6 April 2005	3.0
for pensionable service post 6 April 2005	2.3
Rate of price inflation	3.2

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 14.0% and member contributions of 6.0%
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 2009

Benefit structure	Long-term joint contribution rate (% of pensionable salaries)
Final salary 1/60 th accrual rate	22.7% comprising employer contributions of 16.7% and member contributions of 6.0%
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 joint 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 SCSPPS 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 full actuarial valuation of the Scheme will be carried out as at 30 September 2011.

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 2009

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 2008. As at this date the estimated employer debt for the charity was £166,000.