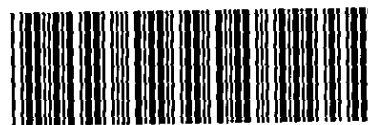


REGISTERED COMPANY NUMBER: SC258568  
REGISTERED CHARITY NUMBER: SC025642

**Report of the Trustees and  
Financial Statements For The Year Ended 31 March 2009  
For  
Rape Crisis Scotland**

Campbell Dallas LLP  
Chartered Accountants &  
Registered Auditors  
Sherwood House  
7 Glasgow Road  
Paisley  
PA1 3QS

SATURDAY



\*SC4AHFXB\*

SCT

19/12/2009

672

COMPANIES HOUSE

# RAPE CRISIS SCOTLAND

(Limited by Guarantee)

## CONTENTS

Page 1

---

	Page
Directors and Officers	2
Report of the Trustees	3
Auditors' Report	7
Statement of Financial Activities	9
Balance Sheet	10
Notes forming part of the financial statements	11 to 20

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Legal and Administrative Information**

**Page 2**

---

**Directors**

Frances OBoyle (resigned 6 February 2009)  
Susan Lawson  
Jan Macleod  
Kate Cavanagh (resigned 28 November 2008)  
Julia Donnelly (appointed 15 June 2007)  
Andrea Beavon (appointed 18 June 2009)

**Company Secretary**

Sandy Brindley

**Auditors**

Campbell Dallas LLP  
Sherwood House  
7 Glasgow Road  
Paisley  
PA1 3QS

**Bankers**

Unity Trust Bank plc  
Nine Brindley Place  
Birmingham  
B1 2HB

**Registered Office**

1<sup>st</sup> Floor  
46 Bath Street  
Glasgow  
G2 1HG

**Charity Number**

SC025642

**Company Number**

SC258568

**RAPE CRISIS SCOTLAND  
(Limited by Guarantee)**

**Report of the Trustees  
For the year ended 31 March 2009**

**Page 3**

---

The trustees who are also directors of the charity for the purposes of the Companies Act 1985, present their report together with the financial statements for the year ended 31 March 2009. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

**Reference and administrative information**

The company is limited by guarantee and has no share capital.

The company is a recognised Scottish charity, number SC025642

**Structure, governance and management**

The company is governed by the Memorandum and Articles of Association.

The company is managed by the Board of Directors who meet on a regular basis to discuss and consider the operations of the company.

Full membership of the company is open to any company or other corporate body or any woman who is the nominee of any society, unincorporated association or trust not established for the purposes of profit which supports the objects and which provides support to women and girls who have been raped or sexually abused. The company may in general meeting admit as an associate member any woman or organisation who does not meet the conditions of full membership. Associate members do not have any voting rights. Membership requires the approval of the directors.

**Directors**

The directors of the company during the period were as follows:

Frances OBoyle (resigned 6 February 2009)  
Susan Lawson  
Jan Macleod  
Kate Cavanagh (resigned 28 November 2008)  
Julia Donnelly (appointed 15 June 2007)  
Andrea Beavon (appointed 18 June 2009)

**Recruitment and appointment of directors**

The directors are appointed at the annual general meeting of the company. Any full member may be appointed a director. A corporate full member can only have one representative holding office as a director at any time and nominate one member on any occasion of election/reappointment. The directors may at any time appoint any woman, on the basis that she has special skills or experience which would be of assistance to the board as a co-opted director. Any director appointed since the last annual general meeting shall retire from office and out of the remaining member directors one shall retire from office.

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Report of the Trustees**  
**For the year ended 31 March 2009**

**Page 4**

---

**Director induction and training**

Most members are already familiar with the practical work of the network. New directors are provided with copies of the Memorandum and Articles of Association and the aims and objectives. Additionally they are given the opportunity to spend some time with the Network to familiarise themselves with the Network and the context in which it operates. They are also required to attend a Board meeting prior to formal appointment as a director.

**Objects and activities**

The principal objects of the network are:-

- To relieve the emotional distress of women and girls who have been raped or in any way sexually assaulted or abused; and
- To advance the education of the general public and of professional bodies about the nature and extent of sexual violence against women and girls, to broaden understanding about its prevention and to develop appropriate responses;
- By encouraging and assisting the development of locally based charitable and voluntary organisations which provide relevant support services to women and girls and by enabling collaboration between such organisations in order that they may work most effectively together.

**Achievements and performance**

In the past year we launched a major public awareness campaign 'this is not an invitation to rape me' which aimed to challenge public attitudes to rape.

Rape Crisis Scotland secured funding from the Scottish Government to establish a new rape crisis centre in the Scottish Borders. A local steering group was established to guide the development of this service, and we anticipate having someone in post to develop the new centre by late 2009.

In the past year, Rape Crisis Scotland continued to run its national helpline for anyone affected by sexual violence. Staff and volunteers on the helpline responded to 2,371 support calls over the course of the year.

**Financial review**

The directors are satisfied with the financial position of the company and are grateful for the continuing funding from the Scottish Executive. Overall there are net outgoing resources of £301,146 (2008 net incoming resources £85,210) in the year. This reflects the activities undertaken during the year, particularly the Rape Crisis awareness Campaign. Overall net assets have fallen from £478,699 to £177,553.

**RAPE CRISIS SCOTLAND  
(Limited by Guarantee)**

**Report of the Trustees  
For the year ended 31 March 2009**

**Page 5**

---

**Pension**

The company is a member of a defined benefits pension scheme and has 3 members of staff participating in the scheme. The scheme has intimated it is to close to future contributions from 31 March 2010 due to the level of anticipated deficit. The directors are taking steps to put in place an alternative pension arrangement within this timescale. A contribution of approx £100,000 is required to settle all liabilities to the scheme at time of closure. The directors do not consider the company has the resources to take this step. The scheme will continue to be administered and the company will make annual payments towards the administration and deficit costs. The estimated cost for the first year is £5,500. No provision is made in the accounts for these future liabilities. Further details are given in note 14 to the accounts.

**Investments**

The Memorandum of Association authorises the directors to make and hold investments using the general funds of the charity, but no such investments are presently held. All monies are held in deposit or current bank/building society accounts.

**Risk Management**

The directors actively review the major risks which the charity faces on a regular basis and believe that maintaining reserve levels, combined with an annual review of the controls over key financial systems, will provide sufficient resources in the event of adverse conditions.

**Reserves policy**

The directors have established a policy whereby unrestricted funds not committed or invested in tangible fixed assets held by the charity should be equivalent to approximately three months of resources expended. At this level the directors believe they would be able to continue the current activities in the short term in the event of a significant drop in funding.

**Future Plans**

In the coming year, Rape Crisis Scotland plans to: launch a further public awareness campaign on rape, support the opening of the new Scottish Borders Rape Crisis Centre, launch a new Rape Crisis Centre Scotland website and welcome new associate rape crisis centres into our membership.

**Statement of Trustees responsibilities**

The trustees (who are also the directors of Rape Crisis Scotland for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

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

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Report of the Trustees**  
**For the year ended 31 March 2009**

**Page 6**

- 
- Select suitable accounting policies and apply them consistently;
  - Observe the methods and principles in the Charity SORP;
  - Make judgements and estimates that are reasonable and prudent;
  - Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

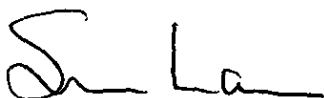
**Statement as to disclosure of information to auditors**

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

**Auditors**

The auditors, Campbell Dallas LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

On Behalf of the Board



Susan Lawson  
Director

Date

10/12/09

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Report of the Independent Auditors to the members of**  
**Rape Crisis Scotland**

**Page 7**

We have audited the financial statements of Rape Crisis 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 the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2007).

This report is made solely to the charitable company's 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 charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective Responsibilities of Directors and Auditors**

The trustees' (who are also the directors of the company for the purposes of company law) responsibilities for preparing the Trustees 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 under the Companies act 1985 and report to you in accordance with those Acts.

Our responsibility is to audit the financial statements in accordance with the 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 whether in our opinion the information given in the Report of the Directors is consistent with the financial statements.

We also report to you, if in our opinion, the information given in the Trustees Annual Report is not consistent with those financial statements, if the charitable company has not kept proper accounting records, if the charity's financial statements are not in agreement with these accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the charity is not disclosed.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Trustees Annual Report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to other information.

**Basis of Audit Opinion**

We conducted our audit in accordance with United Kingdom Auditing Standards 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 judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.



**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Report of the Independent Auditors to the members of**  
**Rape Crisis Scotland (cont'd)**

**Page 8**

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.

**Opinion**

In our opinion:

- The financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the charitable company's affairs 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 Companies Act 1985, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006; and
- The information given in the Report of the Directors is consistent with the financial statements.

*Campbell Dallas LLP*

Campbell Dallas LLP  
Chartered Accountants &  
Registered Auditors  
Eligible to act as an auditor in terms of Section 25 of the Companies Act 1989.  
Sherwood House  
7 Glasgow Road  
Paisley  
PA1 3QS

Date: *15 December 2009*

**RAPE CRISIS SCOTLAND**  
(Limited by Guarantee)

**Statement of Financial Activities**  
**For the year ended 31 March 2009**

**Page 9**

	<b>Note</b>	<b>Unrestricted</b>	<b>Designated</b>	<b>Restricted</b>	<b>Total</b>	<b>Total</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>2009</b>	<b>2008</b>
					<b>£</b>	<b>£</b>
<b>Incoming resources from</b>						
<b>Generated funds</b>						
Bank interest		10,002	-		10,002	13,202
Donations		1,689	-	-	1,689	777
<b>Incoming resources from</b>						
<b>Charitable activities</b>						
Grants	3	212,595	-	699,097	911,692	983,164
		<u>224,286</u>	<u>-</u>	<u>699,097</u>	<u>923,383</u>	<u>997,143</u>
<b>Resources expended</b>						
	4					
Charitable activities		195,396	582	1,025,096	1,221,074	904,423
Governance costs		1,730	-	1,725	3,455	3,150
		<u>197,126</u>	<u>582</u>	<u>1,026,821</u>	<u>1,224,529</u>	<u>907,573</u>
Net incoming/(outgoing) resources		27,160	(582)	(327,724)	(301,146)	89,570
Transfers		(5,871)	(32,927)	38,798	-	-
<b>Reconciliation of funds</b>						
Total funds brought forward		85,685	35,509	357,505	478,699	389,129
Total funds carried forward		<u>106,974</u>	<u>2,000</u>	<u>68,579</u>	<u>177,553</u>	<u>478,699</u>

The notes on pages 11 to 20 form part of these accounts.

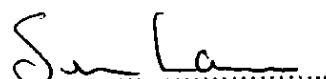
**RAPE CRISIS SCOTLAND**  
(Limited by Guarantee)

Balance Sheet as at 31 March 2009

Page 10

	Note	2009 £	2008 £
<b>Fixed assets</b>			
Tangible assets	6	27,651	37,321
<b>Current assets</b>			
Debtors and prepayments	7	4,304	5,473
Cash at bank		251,364	447,614
Cash in hand		653	310
		256,321	453,361
<b>Current liabilities</b>			
Creditors and accruals	8	106,419	11,983
Net current assets		149,902	441,378
<b>Total net assets</b>		177,553	478,699
<b>Funds</b>			
<b>Unrestricted funds</b>			
General	9	106,974	85,685
Designated	10	2,000	35,509
<b>Restricted funds</b>	11	68,579	357,505
		177,553	478,699

The financial statements of the company have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and were approved by the Board of Directors on .

  
Susan Lawson  
Director

10/12/09

The notes on pages 11 to 20 form part of these accounts

---

## **1 ACCOUNTING POLICIES**

### **Basis of Preparation of Accounts**

The financial statements have been prepared under the historic cost convention, and in accordance with the Financial Reporting Standards for Smaller Entities (effective January 2007), the Companies Act 1985 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

### **Incoming resources**

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:-

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the company earns the right to consideration by its performance.

### **Resources expended**

Expenditure is recognised on an accrued basis as a liability is incurred. Expenditure includes VAT and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the company in the delivery of its activities and services to beneficiaries. It includes both 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 and include the audit fees and costs linked to the strategic management of the company.

### **Depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the loss less estimated residual value of each asset over its expected useful life as follows: Fixtures, fittings and equipment – 25% on cost.

### **Pension Costs**

The charity participates in The Pensions Trust SCVO Final Salary Pension Scheme. This is a multi-employer defined benefits scheme. Contributions are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme. Further details are given in Note 14.

### **Value Added Tax**

Value Added Tax is not recoverable by the Charity and as such is included in the relevant costs in the financial statements.

### **Taxation**

The charity is a registered charity for tax purposes.

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

Notes to the accounts (cont'd)  
For the year ended 31 March 2009

Page 12

**Fund Accounting**

Funds held by the charity are either:

- *Unrestricted general funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the directors.
- *Designated funds* – these are funds set aside by the directors out of unrestricted general funds for specific future purposes or projects.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

**2 NET MOVEMENT IN FUNDS FOR THE PERIOD**

	2009 £	2008 £
The net movements in funds is stated after charging		
Audit fees	3,450	3,000
Depreciation	11,649	12,768
	<u>          </u>	<u>          </u>

**3 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	2009 £	2008 £
Core funding	212,595	172,289
Restricted funds (see note 11)	699,097	810,875
	<u>          </u>	<u>          </u>
	911,692	983,164
	<u>          </u>	<u>          </u>
Bank Interest		
Ordinary activities	10,002	13,202
	<u>          </u>	<u>          </u>

**RAPE CRISIS SCOTLAND**  
(Limited by Guarantee)

Notes to the Accounts (cont'd)  
For the year ended 31 March 2009

Page 13

**4 ANALYSIS OF TOTAL RESOURCES EXPENDED**

	Basis of Allocation £	Charitable Activities £	Governance Costs £	Year 2009 £	Period 2008 £
<b>Costs allocated directly to activities</b>					
Staff costs	direct	302,201	-	302,201	218,104
Premises	direct	44,964	-	44,964	43,701
General office	direct	59,492	-	59,492	59,713
Travel and subsistence	direct	9,958	-	9,958	7,973
Professional fees	direct	3,722	-	3,722	12,520
Audit fees	direct	-	3,450	3,450	3,000
Management group expenses	direct	-	5	5	150
Training and conference	direct	8,512	-	8,512	7,833
Depreciation	direct	11,649	-	11,649	12,768
Grants	direct	448,231	-	448,231	437,181
Project costs	direct	331,763	-	331,763	104,630
		<u>1,220,492</u>	<u>3,455</u>	<u>1,223,947</u>	<u>907,573</u>

**5 STAFF COSTS**

	2009 £	2008 £
Wages and salaries	254,675	184,094
Employers NIC	20,553	13,832
Pension	26,973	20,178
	<u>302,201</u>	<u>218,104</u>

No employee received more than £50,000 remuneration.

The average full time equivalents employed in the year was as follows:

Development	9	6
Administrative	1	1
	<u>10</u>	<u>7</u>

# RAPE CRISIS SCOTLAND

Notes to the Accounts (cont'd)  
For the year ended 31 March 2009

Page 14

<b>6</b>	<b>TANGIBLE FIXED ASSETS</b>	<b>2009</b>	
	Fixtures, fittings and equipment	£	
	<b>Cost</b>		
	At 1 April 2008	60,403	
	Additions	1,979	
		<u>          </u>	
	At 31 March 2009	62,382	
	<b>Depreciation</b>		
	At 1 April 2008	23,082	
	Charge for period	11,649	
		<u>          </u>	
	At 31 March 2009	34,731	
	<b>Net Book Value</b>		
	At 31 March 2009	27,651	
		<u>          </u>	
	At 31 March 2008	37,321	
		<u>          </u>	
<b>7</b>	<b>DEBTORS AND PREPAYMENTS</b>	<b>2009</b>	<b>2008</b>
		£	£
	Prepayments	4,304	4,463
	Other debtors	-	974
		<u>          </u>	<u>          </u>
		4,304	5,437
		<u>          </u>	<u>          </u>
<b>8</b>	<b>CREDITORS AND ACCRUALS</b>	<b>2009</b>	<b>2008</b>
		£	£
	Trade Creditors and accruals	20,472	5,866
	Tax and Social Security	3,973	6,117
	Advance income	81,974	-
		<u>          </u>	<u>          </u>
		106,419	11,983
		<u>          </u>	<u>          </u>

# RAPE CRISIS SCOTLAND

Notes to the Accounts (cont'd)  
For the year ended 31 March 2009

Page 15

## 9 STATEMENT OF FUNDS

	At 31.3.08	Income £	Expenditure £	Transfers £	At 31.3.09 £
<b>Unrestricted funds</b>					
General Reserve	85,685	224,286	(197,126)	(5,871)	106,974
Designated Reserve	35,509	-	( 582)	(32,927)	2,000
<b>Restricted funds</b>					
Total Restricted funds	357,505	699,097	(1,026,821)	38,798	68,579
<b>Total Funds</b>	<u>478,699</u>	<u>923,383</u>	<u>(1,224,529)</u>	<u>-</u>	<u>177,553</u>

## 10 DESIGNATED FUNDS

	At 31.3.08	Income £	Expenditure £	Transfers £	At 31.3.09 £
Rape awareness campaign	30,000	-	-	(30,000)	-
Legal research	2,000	-	-	-	2,000
Oral history project	3,509	-	(582)	(2,927)	-
	<u>35,509</u>	<u>-</u>	<u>(582)</u>	<u>(32,927)</u>	<u>2,000</u>



# RAPE CRISIS SCOTLAND

Notes to the Accounts (cont'd)  
For the year ended 31 March 2009

Page 16

## 11 RESTRICTED FUNDS

	At 31.3.08 £	Income £	Expenditure £	Transfers £	At 31.3.09 £
Capital grant	4,125	-	-	-	4,125
Existing centres:					
Aberdeen	-	48,231	(48,231)	-	-
Dundee	-	50,000	(50,000)	-	-
Edinburgh	-	50,000	(50,000)	-	-
Glasgow	-	50,000	(50,000)	-	-
Lanarkshire	-	50,000	(50,000)	-	-
Western Isles	-	50,000	(50,000)	-	-
Argyll & Bute	-	50,000	(50,000)	-	-
Perth	-	50,000	(50,000)	-	-
Kilmarnock	-	50,000	(50,000)	-	-
Compensation fund for RCC's	5,650	-	-	-	5,650
National helpline	100,590	204,272	(271,083)	(10,000)	23,779
Rape Crisis Network Europe	6,725	-	(2,748)	-	3,977
SE Grant for premises	23,989	-	(5,997)	-	17,992
SE – Rape Awareness Campaign	194,965	28,305	(272,068)	48,798	-
South Ayrshire Council – Rape Awareness Campaign	7,000	-	(7,000)	-	-
Oral History Project	1,500	-	(1,500)	-	-
SE Database	12,961	18,289	(18,194)	-	13,056
	<u>357,505</u>	<u>699,097</u>	<u>(1,026,821)</u>	<u>-</u>	<u>68,579</u>

The capital grant is being released over the same period of time as the related assets are depreciated.

## 12 SUMMARY OF NET ASSETS BY FUND

	Unrestricted £	Designated £	Restricted £	Total £
Fixed assets	1,484	-	26,167	27,651
Net Current Assets	105,490	2,000	42,412	149,902
	<u>106,974</u>	<u>2,000</u>	<u>68,579</u>	<u>177,553</u>

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Notes to the Accounts (cont'd)**  
**For the year ended 31 March 2009**

**Page 17**

---

**13 SHARE CAPITAL**

As the company is Limited by Guarantee there is no share capital. The guarantee by members is restricted to an amount not exceeding £1 per member.

**14 PENSION SCHEME**

Rape Crisis Scotland participates in the SCVO Pension Scheme. The SCVO Pension Scheme is a multi-employer defined benefit scheme. The Scheme is funded and is contracted out of the state scheme.

The Scheme operated a single benefit structure, final salary with a  $\frac{1}{60}^{\text{th}}$  accrual rate to September 2007. From October 2007 there are two benefit structures available. These are final salary with a  $\frac{1}{60}^{\text{th}}$  accrual rate and final salary with a  $\frac{1}{80}^{\text{th}}$  accrual rate.

Rape Crisis Scotland has decided to continue to offer the  $\frac{1}{60}^{\text{th}}$  accrual benefit structure to employees from October 2007.

The Trustee commissions an actuarial valuation of the Scheme every 3 years. The main purpose of the valuation is to determine the financial position of the Scheme in order to determine the level of future contributions required so that the Scheme can meet its pension obligations as they fall due.

The actuarial valuation assesses whether the Scheme's assets at the valuation date are likely to be sufficient to pay the pension benefits accrued by members as at the valuation date. Asset values are calculated by reference to market levels. Accrued pension benefits are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

During the accounting period Rape Crisis Scotland paid contributions at the rate of 15.2%. Member contributions were 7.5%.

As at the Balance Sheet date there were 3 active members of the Scheme employed by Rape Crisis Scotland. The annual pensionable payroll in respect of these members was £93,073. Rape Crisis Scotland continues to offer membership of the Scheme to its employees.

It is not possible in the normal course of events to identify on a consistent and reasonable basis the share of underlying assets and liabilities belonging to individual participating employers. This is because the scheme is a multi-employer scheme assets are co-mingled for investment purposes and benefits are paid from total scheme assets. Accordingly, due to the nature of the Plan, the accounting charge for the period under FRS17 represents the employer contribution payable.

#### 14 PENSION SCHEME (cont'd)

The last formal valuation of the Scheme was performed as 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 30 September 2008 was £45.1 million. The valuation revealed a shortfall of assets compared with the value of liabilities of £20.438 million (equivalent to a past service funding level of 68.8%).

The financial assumptions underlying the valuation as at 30 September 2005 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 and 4.7 per annum thereafter
• Rate of pension increases:	
○ For pensionable service pre 6 April 2005	3.0
○ For pensionable service post 5 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 $\frac{1}{60}^{\text{th}}$ accrual rate	20.0% Comprising employer contributions of 12.5% and member contributions of 7.5%
Final salary $\frac{1}{80}^{\text{th}}$ 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.

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Notes to the Accounts (cont'd)**  
**For the year ended 31 March 2009**

**Page 19**

**14 PENSION SCHEME (cont'd)**

In view of the past service shortfall it was agreed that the joint contribution rates, including the deficit contribution of 2.7%, shown in the table below would be payable with effect from 1 October 2007.

<b>Benefit structure</b>	<b>Joint contribution rate (% of pensionable salaries)</b>
Final salary $\frac{1}{60}$ <sup>th</sup> accrual rate	22.7% Comprising employer contributions of 15.2% and member contributions of 7.5%
Final salary $\frac{1}{80}$ <sup>th</sup> accrual rate	18.0% Comprising employer contributions of 12.0% and member contributions of 6.0%

New employers joining the Scheme, including Rape Crisis Scotland, 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. Rape Crisis Scotland will start paying the standard contribution rate, including the deficit contributions, from October 2008.

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 the SCVO Pensions Committee and the Scheme Actuary. Rape Crisis Scotland does not pay an age loading.

Employers that have closed the Scheme to new entrants and 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, or an ongoing funding basis, by 31 March 2022.

A copy of the recovery plan must be sent to the Pensions Regulator. The Regulator has the power under Part 3 of the Pensions Act 2004 to issue scheme funding directions where it believes that the actuarial valuation assumptions and/or recovery plan are inappropriate. For example the Regulator could require that the Trustee strengthens the actuarial assumptions (which would increase the scheme liabilities and hence impact on the recovery plan) or impose a schedule of contributions on the Scheme (which would effectively amend the terms of the recovery plan).

**RAPE CRISIS SCOTLAND**  
**(Limited by Guarantee)**

**Notes to the Accounts (cont'd)**  
**For the year ended 31 March 2009**

**Page 20**

---

**14 PENSION SCHEME (cont'd)**

The recovery plan from the 2008 valuation will be submitted to the Pensions Regulator in due course.

The next 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 Trustee 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 for the Scheme as a whole is calculated by comparing the liabilities for the Scheme (calculated on a buy-out 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.

Rape Crisis Scotland has 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 of this date the estimated employer debt for Rape Crisis Scotland was £100,000.