

Registered Company No SC190521

Registered Charity No SC028909

ROSEMOUNT LIFELONG LEARNING
(A company limited by guarantee)
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2008



ROSEMOUNT LIFELONG LEARNING
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FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2008

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LEGAL AND ADMINISTRATIVE INFORMATION

Charity name Rosemount Lifelong Learning

Registered office and operational address. 221 Millburn Street, Glasgow G21 2HL

Charity registration number SC190521

Company registration number SC028909

Trustees

Elizabeth Wilson	Chairperson
Francine Bucumi	Vice Chairperson
Mary MacKay	Treasurer
Harry Agyako	
Brian Corbett	
Arlene England	
Therese Kankindi	
Liz McIlroy	
Winnie Nixon	
Gill Scott	
Christina Young	

Company Secretary Fiona Forsyth

Senior Management team

Project Manager	Fiona Forsyth
Finance Manager	Kam McMillan
Childcare Manager	Angela Cameron
Depute Childcare Manager	Geraldine O'Brien
Information, Support and Guidance Co-ordinator	Joan McManus
Flexicentre Co-ordinator	Cath McGee

Auditors Wylie and Bisset LLP
168 Bath Street
Glasgow
G2 4TP

Bankers Royal Bank of Scotland
Glasgow Parkhead Branch
1304 Duke Street
Glasgow
G31 5PZ

ROSEMOUNT LIFELONG LEARNING

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Report of the Trustees for the year ended 31 March 2008

The directors of the charitable company are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2008. The legal and administrative information on page one forms part of this report.

Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustees.

The Trustees who served during the year and since the year (except as noted below) were as follows:

Elizabeth Wilson (Chairperson), Francine Bucumi (Vice Chairperson), Mary MacKay (Treasurer), Harry Agyako, Patricia Bain, Kirstie Birr, Brian Corbett, David Coyne, Arlene England, Therese Kankindi, Dionne Keys, Rita Kirkpatrick, Ann McDonald, Liz McIlroy, Winnie Nixon, Frank Quinn, Gill Scott, Sam Watts, Christina Young.

Patricia Bain resigned as an Appointed Director on 31 December 2007 and David Coyne resigned as an Appointed Director on 15 January 2008. Frank Quinn died on 16 January 2008. Rita Kirkpatrick, Kirstie Birr, Dionne Keys, Sam Watts and Ann MacDonald stood down as directors at the AGM on 3 March 2008. Brian Corbett and Gill Scott were elected as Directors on 3 March 2008.

STRUCTURE, governance and management

Governing document

The organisation is a company limited by guarantee, incorporated on 14 October 1998 and registered as a charity with the Inland Revenue on 28 October 1998. The company was established under a Memorandum and Articles which established the objects and powers of the charitable company and the charity 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 trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as Member Directors. Under the requirements of the Memorandum and Articles of Association the Member Directors are elected at an Annual General Meeting from members of Rosemount Lifelong Learning. Membership is open to residents of Glasgow. At each Annual General Meeting, the two Member Directors who have been longest appointed stand down and may then put themselves forward for re-election. Non members may be appointed as Appointed Directors. All Appointed Directors must stand down at each Annual General Meeting, but may then be re-appointed.

A majority of the Member Directors are local people who have benefited from childcare and training at the centre and who have an excellent understanding of the issues facing families as well as the organisation's operational issues. The Board of Directors meet bi monthly, with support from a sign language interpreter and a crèche for directors' children.

Trustee induction and training

As current or former service users, most Trustees are already familiar with the practical work of the Charity. All Trustees receive an information pack which includes the policies and procedures of the organisation including its mission and aims, the resourcing and the current financial position as set out in the latest audited accounts and Strategic plan, and the findings of external evaluations. Training events are provided for Trustees explaining the rights and responsibilities of Directors. More specialised training is provided for Directors who are Office Bearers.

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Risk Management

The Board of Directors have approved a Business plan for 2007 – 2010, which examines external risks to funding and identifies potential strategies for diversifying income. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteer service users and visitors to the organisation. All staff and volunteers who work with children or vulnerable adults are subject to Disclosure Scotland checks. Quality is also assured by the Care Commission, HM inspectors and the Scottish Qualifications Authority.

Organisation structure

The members of Rosemount Lifelong Learning's Board of Directors meet bi monthly. The Project Manager and Finance Manager also attend the meeting, but have no voting rights. The Personnel and Finance sub committees of the Board of Directors meet to discuss specific operational issues as required.

A scheme of delegation is in place and day to day responsibility for the provision of the services rests with the Project Manager along with the Finance Manager and other members of the management team. The Project Manager is responsible for ensuring the charity delivers the services specified and the key performance indicators are met.

The Managers are responsible for the day to day operational management of services, individual supervision of the staff team and also ensuring the team continue to develop their skills and working practices in line with good practice.

Related parties

In so far as it is complementary to the charity's objects, the charity is guided by both local and national policies and strategies, including Community Planning, Community Health and Care planning, Glasgow Works (City Strategy), the Glasgow Adult Literacy and Numeracy Action plan, the Scottish Government Economic Strategy especially 'Learning skills and well being' and 'Equity', several Scottish childcare strategies including 'Getting it right for every child' and 'Hidden harm – responding to the needs of children of problem drug users' and the UK Child Poverty strategy. Managers, staff and Directors participate in specialised networks related to these policy areas.

Objectives and activities

The company's objects and principal activities are to

- Benefit the inhabitants of Glasgow by improving their life conditions
- Advance education, particularly among lone parents and the long term unemployed
- Provide skills training, particularly where this will help people obtain employment

Rosemount Lifelong Learning's mission is to reduce poverty by providing high quality childcare and increasing lifelong learning opportunities in an approachable and supportive community setting.

The charity aims to

- Improve access to education that allows adults and children to realise their full potential
- Increase potential for employment and career progression
- Create a healthier and more confident community
- Remove barriers to participation, and encourage integration of all individuals by increasing the accessibility of services and support in a family friendly environment

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Achievements and performance in 2007/8

In order to meet the above aims, the charity delivered a range of integrated services from two centres within Royston and also delivered some services on an outreach basis. Achievements are described for each service, as verified by external evaluations and by internal monitoring and evaluation systems. Because services are integrated, the same service contributes to multiple outcomes, for example the childcare service provides benefits for children and also enables parents to access education and employment. The majority of service users find progression routes from informal activities into accredited classes, with the support of childcare and guidance services. They may continue to receive support or attend classes after moving onto college or employment, and may tend to ask for support at times of crisis or transition. Achievements are noted for particular services, with an overall total at the end of this report.

Childcare

Rosemount's childcare services aim to

- Enable children to become successful learners
- Enable children to become confident individuals
- Enable children to be healthy
- Enable parents to access education and employment
- Promote integration and acceptance for children
- Provide evidence to decision makers (researchers, voluntary organisations, policy makers) about the benefits of childcare

The Millburn Centre, a team of 16 experienced and qualified childcare staff provided the following services which received an excellent Care Commission report,

	Places	Children
Nursery Places (Full Time)	38	90
After School / Holiday Places	32	60

Also provided as part of the above totals,

Vulnerable Family Care Places (Referred by Health Visitors and Social Services)	(6)	(20)
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In addition each child had a "Key Childcare Worker" who observed their social, educational and emotional development, providing feedback to parents and other agencies where relevant. The children were provided with healthy meals and snacks prepared by the Rosemount Cook, and participated in cookery activities which encouraged an interest in healthy eating.

The service provided at the Millburn Centre enabled the following.

Parents to sustain Employment	73
Parents to attend College or University Courses	11
Parents to access Rosemount Training Courses	40

The Rosemount Flexicentre Kidzone crèche, was used by 220 children, including 158 children from 32 non UK nationalities, many of whom were asylum seekers or refugees. 170 parents were able to participate in education or health promotion activities while their children attended the crèche. The waiting list of 54 children demonstrates the demand for childcare for learning. In addition to the nursery, afterschool care and Kidzone crèche, the charity provided crèche places for over 50 children so that their parents could attend parenting and other groups.

A group of parents contacted candidates for the Scottish Parliament and local government to discuss the need for childcare which enables parents to participate in community based and college courses.

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Report of the Trustees for the year ended 31 March 2008

Family Links

The Rosemount Family Links service aims to assist families with problem drug and alcohol use or poor mental health to have an improved standard of living and improved life chances

This new service aims, when fully operational, to,

- Reduce parents' dependence on drugs and alcohol
- Increase parenting skills and improve relationship bonding with children
- Increase parents' access to education and employment opportunities
- Improve children's mental health and resilience
- Improve children's aspirations and educational engagement
- Divert children from involvement in anti social behaviour

12 parents received intensive 1:1 support from the Family Development Worker and attended parenting groups, which led to improvements in their parenting skills, and reductions in their drug and alcohol use

Six of these parents became involved in learning opportunities at Rosemount, and four took up benefits advice

Four children benefited from the programme including one baby who attended the nursery and three children who attended Afterschool and a specialised Children's group. The service is expected to become fully operational in October, when a Child Development Worker will be employed, and intensive 1:1 support will be provided to children.

By the end of 2008, it will be possible to monitor the impact of the service on children's resilience, educational engagement and involvement in anti social behaviour

Information, Support and Guidance (ISG)

The Information, Support and Guidance service aims to;

- Increase self confidence and aspirations
- Improve access to services
- Increase access to education and employment opportunities
- Improve health

263 people used the Information, Support and Guidance service, for a range of issues including health, parenting, childcare, domestic violence, housing, crime, education, employment and debt. Guidance and support is offered to all participants of Rosemount's Personal and Social Development programmes and pre vocational courses, but is available after completion of the specific course and tends to be used during periods of crisis or transition

The following was achieved as a consequence of the ISG service,

Entered into Employment	13
Entered into Training Courses	46
Entered into Volunteering	24
Job Progression (promotion or change of career)	2

Within the Guidance team, the Work Development Network Co-ordinator supports people with mental health problems who wish to move into employment or to sustain an existing job. The Co-ordinator worked with 58 clients in 2007/8, and had a waiting list of 26 people

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The following results were achieved, as a result of the Work Development Network Co ordinator's support,

Participated in Confidence Building Course	9
Received Financial & Benefit Support /Advice	7
Sustained work	3
Took up volunteering opportunities	5
Referred to Employability, Training or Support Organisations	12
Entered Employment	2

A specialist support service is also provided for 'legacy' refugee families who have received Indefinite leave to Remain after spending up to five years as asylum seekers, and who now have to pay rent and utilities bills, apply for re housing and understand the Tax credit system The Refugee Guidance worker supported 83 adults from 70 families to deal with issues of homelessness, budgeting, benefits and mental health

The following results were achieved with refugee families, as a consequence of the service,

Participated in Work Placements	5
Attended Training Courses	24
Attended College Courses	22
Took up volunteering opportunities	21
Entered into Employment	2

Rosemount staff provided training for Working for Families staff from other areas of Scotland which aimed to increase their understanding of the issues faced by new refugees

In total, as a consequence of their support from Guidance staff, as well as use of other services at Rosemount, the following outcomes were achieved,

Onto Further Education	50
Into Higher Education	6
Secured Full Time Employment	12
Secured Part Time Employment	16

Men's Group

Rosemount Lifelong Learning employs a Men's Development Worker who supports the North Glasgow Men's Group which aims to,

- Increase men's well being, confidence and self esteem
- Develop men's awareness of their own abilities and build upon them
- Develop social networks and promote inclusion
- Support men to take on roles and responsibilities within their local communities

Members of the group have been encouraged to take on responsibilities for organising activities such as an allotment, outdoor activities and fundraising, in order to increase confidence and skills

The group has an inclusive approach, with members from a range of backgrounds benefiting from skills brought by others, thereby raising awareness of their own skills, despite, in many cases, complex issues such as addiction and isolation

28 men participated in the group, of whom 15 were referred from addiction or mental health agencies, and 13 were self referrals

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As a consequence of their participation in the group and involvement in other services at Rosemount, the following was achieved,

Moved into Volunteering Opportunities	6
Attended Training Courses	2
Entered into Further Education	2
Secured Employment	1
Sustained Employment	4

Training

Rosemount's training courses aim to

- Improve access to education that allows adults to realise their full potential
- Provide skills that increase potential for employment
- Improve parenting skills

Training opportunities at Rosemount's base in the Millburn centre included informal classes in dance, jewellery and design, which encouraged adults, including asylum seekers with limited language skills, to take first steps into learning. Several parenting classes were provided including a Chinese language parenting class. Two 'Steps to Excellence' courses focused on preparation for employment, including recognition of prior skills, setting goals and improving understanding of the labour market.

SQA Accredited Training Courses attended by women were

	No. Attended
English for Speakers of Other Languages (ESOL)	28
Computing	10
Community Health and Care	12
Computing (North West Women's Centre)	5

All students gained SQA units and were provided with support from the Guidance team, outcomes in terms of move into Further Education, Higher Education or employment are included in the Information, Support and Guidance section above.

Childcare Works Course

40 Women and 2 Men participated in this Vocational Training & Employment programme, providing skills and work experience for the growing childcare sector.

Of the participants completing the programme in 2007/8, the following achievements were made

Achieving SVQ Level 2 in Childcare	21
Moved Into Employment	22

The majority of the trainees took up jobs in local nurseries and afterschool care organisations.

Personal and Social Development programmes

During 2007/8, due to a decline in funding from European Social Fund, the charity moved away from provision of accredited vocational courses for 'women returners', i.e. mothers who wished to return to the labour market and started to design, deliver and evaluate personal and social development programmes for parents facing complex barriers. A total of 30 people participated in two 'Time for a Change' PSD programmes, which aimed to

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- Increase confidence, self esteem and life skills to enable participants to plan for their future
- Reduce isolation and improve social networks in order to contribute to a healthier and more confident community
- Increase aspirations for further training, volunteering and employment

An external evaluation found clear evidence of a link between participation in the programme and a growth in confidence, self esteem, skill levels, aspirations, and in improved social networks. As a consequence of the PSD programmes, the following achievements were made,

Moved into Employment	2
Moved into Further Training	14
Took up volunteering opportunities	5

Between January and March 2008, the PSD programme was further refined to focus on young parents, aged 16-25 who were at risk of losing their tenancies. An extensive recruitment process was carried out and 14 young parents were referred by social workers, housing organisations and other agencies, for the 'Making a Difference' programme which ran from April to June 2008.

Rosemount Flexicentre

The Rosemount Flexicentre provides a wide range of learning opportunities which aim to

- Empower local people to improve their quality of life
- Increase self confidence and self esteem
- Create choice
- Improve employability skills
- Improve health
- Promote integration and inclusion

The Flexicentre is a friendly, non formal learning centre in the heart of the Royston community where adults study a range of informal or accredited programmes at their own pace and at a time that is convenient to them. The long opening hours, crèche and barrier free access make the centre attractive and accessible to a wide range of learners. The centre promotes integration and inclusion by offering opportunities for unemployed people and people who are in work, for all residents including asylum seekers, refugees and foreign students, for men and women, adults and children and for local community groups.

Learning opportunities included First Aid, British Sign Language, Nail Technician, European Computer Driving Licence, Web design, Digital imaging, English for Speakers of Other Languages (at four levels), Maths, Communications, Higher English, Introduction to Psychology, Yoga, Pilates, Healthy Cookery and a Walking Group.

An Adult Literacy and Numeracy service was provided by staff and volunteers for 68 people seeking help with spelling, writing, numbers, form filling, college work and children's homework.

560 adults used the Flexicentre in 2007/8, of whom 57% were from minority ethnic groups including 79 asylum seekers and 61 refugees.

96 people achieved qualifications at the Flexicentre, and as a consequence of their involvement in the centre moved into the following,

Employment	11
Further Education	13

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Volunteering

The Rosemount volunteering service aims to,

- enable individuals to reach their potential at their own pace
- provide benefits to Rosemount Lifelong Learning
- Strengthen community development & contribute to the local economy
- Promote integration of refugees and asylum seekers

97 people volunteered in 2007/8, with the support of the Rosemount volunteering service, including 51 North Glasgow residents. The Volunteer Development Worker placed volunteers within Rosemount services, and also placed Rosemount services users within other agencies, carrying out a wide range of tasks including marketing, classroom assistant, Adult Literacy and English tutoring, childcare and administration.

27 volunteers were refugees or asylum seekers and 54 were parents. An external evaluation of the service found a marked increase in self confidence, a positive impact on mental health and well being, a renewed interest in further education and a desire to return to the workforce.

The contribution of volunteers improves the quality and quantity of Rosemount's services, bringing additional skills such as foreign language skills. Partner agencies who have received referrals from the service recognise the individual contributions from the volunteers and the support of Rosemount for the volunteers.

Volunteers moving into Employment (07/08)	10
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Total outcomes

A total number of 60 Rosemount service users moved into employment in 2007/8, and a total of 67 service users moved into Further Education, Higher Education or other training.

Financial review

Against a backdrop of limited resources and uncertainties over funding, it has continued to be difficult to plan and develop services. Nevertheless the charity, with the aid of sound financial management and support of both its staff and volunteers has generated a positive financial outcome for the period with a net increase in general funds of £40,006.

The Statement of Financial Activities on page 14 shows a deficit for the year on unrestricted funds of £98,617. Of this amount, £96,645 related to depreciation of leasehold improvements at the Flexicentre, due to the short term nature of the lease. £25,570 of redundancy and known project shortfalls costs were charged against designated funds brought forward for future developments and £11,289 of refurbishment costs in respect of the Millburn Centre were charged against designated funds brought forward for that purpose. These factors, taken with various other expenditure being met from opening designated funds, resulted in the net increase in general funds of £47,106.

Principal funding sources

2007/8 was a period of considerable change, with the ending of the 2000–2006 European Programme and a change in administration in the Scottish Government, leading to changes in policies and funding priorities, and delays in decision making.

Several new funding sources were secured during the year, most of which will impact on the 2008/9 and subsequent years' budgets. Various funding sources ended during 2007/8, presenting a complex picture.

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Childcare services were funded by fees from parents and from colleges, with income for crèches for classes from Culture Sport Glasgow, and income from Education Services for delivering the pre school curriculum. European Social Funding contributed towards the cost of childcare for parents attending pre vocational courses and personal development programmes at Rosemount. Childcare places for vulnerable families and for isolated asylum seeker families were funded by Childcare Strategy, the Community Planning Partnership and by Save the Children.

The Flexicentre crèche was funded by European Regional Development Fund, Childcare Strategy and the Scottish Refugee Integration Fund.

European Social Fund, match funded by Glasgow City Council Social Inclusion Budget, funded pre vocational courses in Computing, Community Health and Care and English for Speakers of Other Languages until June and December 2007, respectively. ESF was also used to develop a new Personal and Social Development programme which was delivered from August until December 2007. Glasgow Works funding was secured in January 2008 to deliver a Personal and Social Development programme for young lone parents, which started in April 2008. The charity delivered the Childcare Works programme on behalf of the city-wide Childcare Works organisation, which received funding from ESF, Training for Work and Working for Families.

The new Rosemount Family Links service was developed with funding from the Community Planning Partnership for the post of Family Development Worker, further development of this service will be funded by Lloyds TSB Partnership Drugs Initiative and BBC Children in Need – see Plans for Future periods.

The Working for Families Fund was the main funder of the Volunteering service and the Guidance service, which underpins the majority of the work at Rosemount. A specialist guidance post of Work Development Network Co ordinator was funded by Greater Glasgow and Clyde NHS Board, while the Guidance Worker for Legacy Refugees and Men's Development Worker posts were funded from a number of sources including the Scottish Government, North Glasgow Healthy Living Community, North Glasgow Community Health and Care Partnership and charitable donations.

The Flexicentre was funded by Glasgow Adult Literacy and Numeracy Partnership, European Regional Development Plan, Hugh Fraser Foundation, Robertson Trust, Lloyds TSB and Glasgow City Council Social Inclusion Budget. In addition, there was a service level agreement with Glasgow North Regeneration Agency for the delivery of learning and employability services at the Flexicentre.

Glasgow City Council Social Inclusion Budget was the main source of the charity's voluntary income.

Investment policy

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for long term investment.

Reserves policy

The Board of Directors has examined the charity's requirements for reserves in the light of the main risks to the organisation. It has established a policy whereby unrestricted funds not committed or invested in tangible fixed assets held by the charity should be between three and six months of the expenditure. Budgeted expenditure for 2008/9 is £1,409,743 and therefore the target is £355,000 to £710,000 in general funds. The reserves are needed to meet the working capital requirements of the charity and the Board of Directors are confident that at this level they would be able to continue the current level of activities in the event of a significant drop in funding. The present level of reserves of £310,013 therefore falls significantly short of this target level. Although the strategy is to continue to build reserves through planned operating surpluses, the Board of Directors is fully aware that it is unlikely that the target can be reached for at least ten years. In the short term the Board has considered the extent to which existing activities and expenditure could be curtailed should such circumstances arise.

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Plans for Future periods

The most significant threat facing the charity is the ending of grant from Glasgow City Council Working for Families after March 2009. More generally, there is an increase in competition for funding from charitable trusts and a reduction in grant giving budgets from the local authority and the Community Planning Partnership.

On a positive note, the charity has been awarded three years' European Social Funding under Priority 3 of the Lowland and Upland Scotland Programme, to carry out action research into the Rosemount Flexicentre model, examining the link between community learning and employability, including the integration aspects of the centre.

'Making a Difference', the personal and social development programme for young parents, which was delivered between April and June 2008, has received considerable interest from housing providers and employability agencies, and we will seek new sources of funding to deliver this programme in other communities. Rosemount is a partner in the consortium led by Glasgow North Regeneration Agency to deliver the Glasgow Works contract for North Glasgow, delivering a range of services which improve employability. As a consequence, we expect to earn up to £70,000 to engage target groups of economically inactive people in activities and courses at Rosemount, as part of the employability 'pathway'.

The charity has been successful in securing significant three years' funding awards from Lloyds TSB Partnership Drugs Initiative and BBC Children in Need for the development of the Rosemount Family Links service for vulnerable families affected by problem drug and alcohol use and poor mental health. At a policy level, there is a growing understanding that high quality childcare and parenting support provides effective long term solutions to problems of low educational attainment, poor health and crime. In response to the growing demand for childcare from partners in social work, addictions and health services, the charity is examining the feasibility of expanding the childcare service to provide more support for vulnerable families, including the potential for private sector investment and a loan from the Scottish Investment Fund.

Trustees' Responsibilities

The Charity's trustees are responsible for preparing the Annual Report 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 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 these financial statements the Trustees are required to

- select suitable accounting policies and then apply them consistently,
- make judgements and estimates that are reasonable and prudent, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis.

The Trustees are responsible for maintaining 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 and the Statement of Recommended Practice, Accounting and Reporting by Charities (issued in March 2005). The trustees 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.

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Report of the Trustees for the year ended 31 March 2008

Statement to Auditors

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

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

Auditors

Wylie & Bisset LLP succeeded Wylie & Bisset as auditors to the company subsequent to the year end. A resolution to reappoint Wylie & Bisset LLP as auditors to the company will be proposed at the Annual General Meeting.

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 special provisions of Part VII of the Companies Act 1985 relating to small entities.

Approved by the Trustees and signed on their behalf by

Name Elizabeth Wilson



Date 22 September 2008

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 Rosemount Lifelong Learning for the year ended 31 March 2008 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial statements have been prepared in accordance with accounting policies set out therein.

The 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 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.

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) Regulations 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 Trustees' 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 Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with the 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 judgements 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.

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 the charity's affairs as at 31 March 2008, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended, and
- have been properly prepared in accordance with the Companies Act 1985, the Charities and Trustee Investments (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006,
- the information given in the Trustees' Annual Report is consistent with the financial statements.

Wylie + Bisset LLP

WYLIE & BISSET LLP
Chartered Accountants
Registered Auditors

168 Bath Street
Glasgow
G2 4TP

Date 22 September 2008

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STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

FOR THE YEAR ENDING 31 MARCH 2008

	Notes	Unrestricted £	Restricted £	2008 Total £	2007 Total £
Incoming Resources					
Incoming resources from voluntary funds					
Voluntary income	3	105,965	246,999	352,964	332,511
Activities for generating funds	4	830		830	3,026
Investment income	5	6,252		6,252	3,354
Incoming resources from charitable activities	6	157,261	891,825	1,049,086	1,224,140
Total Incoming Resources		<u>270,308</u>	<u>1,138,824</u>	<u>1,409,132</u>	<u>1,563,031</u>
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	7	7,729		7,729	8,571
Charitable activities	8	350,012	1,159,324	1,509,336	1,565,636
Governance costs	9	11,184		11,184	13,213
Total Resources Expended		<u>368,925</u>	<u>1,159,324</u>	<u>1,528,249</u>	<u>1,587,420</u>
Net (outgoing)/incoming resources before transfers		(98,617)	(20,500)	(119,117)	(24,389)
Transfers					
Net (expenditure) for the year		<u>(98,617)</u>	<u>(20,500)</u>	<u>(119,117)</u>	<u>(24,389)</u>
Total funds brought forward	17, 18	496,734	20,500	517,234	541,623
Total funds carried forward	17, 18	<u>398,117</u>	<u></u>	<u>398,117</u>	<u>517,234</u>

The statement of financial activities includes all gains and losses recognised in the year

All incoming resources and resources expended derive from continuing activities

ROSEMOUNT LIFELONG LEARNING**(A company limited by guarantee)****BALANCE SHEET AT 31 MARCH 2008**

	Notes	£	2008 £	2007 £
FIXED ASSETS				
Tangible Assets	14		88,104	192,691
CURRENT ASSETS				
Debtors	15	237,697		399,100
Cash at bank and in hand		<u>171,670</u>		<u>98,670</u>
		409,367		497,770
Creditors amounts falling due within one year	16	<u>99,354</u>		<u>173,227</u>
NET CURRENT ASSETS			310,013	324,543
NET ASSETS			<u>398,117</u>	<u>517,234</u>
Unrestricted Funds				
Designated Funds	18	181,105		326,828
General Funds	18	<u>217,012</u>		<u>169,906</u>
			398,117	496,734
Restricted Funds	17			20,500
TOTAL FUNDS			<u>398,117</u>	<u>517,234</u>

These Accounts are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small entities

Approved by the Trustees and signed on their behalf



Name Elizabeth Wilson

Date 22 September 2008

Name Mary MacKay



ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

1. Accounting Policies

a) Basis of preparation

The financial statements have been prepared under the historic cost convention and in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005) issued in March 2005 and applicable UK Accounting Standards and the Companies Act 1985. The principal accounting policies adopted in the preparation of the financial statements are set out below.

b) Fund accounting

- Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

c) 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:

- Voluntary income is received by way of grants, donations and gifts 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.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods, or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

1. Accounting Policies (continued)

d) Resources expended

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

- Costs of generating funds comprise the costs associated with attracting voluntary income
- Chantable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its 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 charity
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage as set out in Note 10

e) Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 are capitalised, including any incidental expenses of acquisition.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life

Leasehold improvements	over the term of the lease
Plant, machinery and motor vehicles	25% reducing balance

f) Operating leases

Rentals paid under operating leases are charged to the statement of financial activities. The obligation to pay future rentals on operating leases is shown by way of a note to the Accounts.

g) Pension scheme

The company operates a defined contribution scheme for the benefit of its employees. The assets of the scheme are administered by Trustees in a fund independent from those of the company.

The pension costs charged against profits represent the amount of employer's contributions payable to the scheme in respect of the accounting period.

h) Taxation

The company is a charity within the meaning of Section 506(1) of the Taxes Act 1988. Accordingly the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Section 505 of the Taxes Act 1988 or Section 256 of Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

2. Legal Status

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. Voluntary Income

	Unrestricted £	Restricted £	2008 Total £	2007 Total £
Social Inclusion Budget	92,291	221,739	314,030	314,030
Other grants and donations	13,674	25,260	38,934	18,481
	<u>105,965</u>	<u>246,999</u>	<u>352,964</u>	<u>332,511</u>

4. Activities for Generating Funds

	Unrestricted £	Restricted £	2008 Total £	2007 Total £
Fundraising activities	830		830	3,026
	<u>830</u>		<u>830</u>	<u>3,026</u>

5. Investment Income

	Unrestricted £	Restricted £	2008 Total £	2007 Total £
Bank interest	6,252		6,252	3,354
	<u>6,252</u>		<u>6,252</u>	<u>3,354</u>

6 Incoming Resources from Charitable Activities

	Unrestricted £	Restricted £	2008 Total £	2007 Total £
Milburn centre	120,761	713,834	834,595	981,790
Flexicentre	36,500	177,991	214,491	242,350
	<u>157,261</u>	<u>891,825</u>	<u>1,049,086</u>	<u>1,224,140</u>

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

7. Resources Expended – Costs of Generating Funds

	Direct costs £	Support Costs £	2008 Total £	2007 Total £
Staff costs		7,729	7,729	8,571
		<u>7,729</u>	<u>7,729</u>	<u>8,571</u>

8. Resources Expended Charitable Activities

	Direct Costs £	Support Costs £	2008 Total £	2007 Total £
Millburn centre	1,079,145	62,133	1,141,278	1,222,955
Flexicentre	345,705	22,353	368,058	342,681
	<u>1,424,850</u>	<u>84,486</u>	<u>1,509,336</u>	<u>1,565,636</u>

9. Resources Expended – Governance Costs

	Direct Costs £	Support Costs £	2008 Total £	2007 Total £
Staff Costs		5,790	5,790	7,635
Auditors' Remuneration	5,394		5,394	5,578
	<u>5,394</u>	<u>5,790</u>	<u>11,184</u>	<u>13,213</u>

10 Support Costs – Breakdown by Activities

	Fundraising £	Millburn Centre £	Flexicentre £	Governance	Basis of Allocation
Staff costs	7,729	62,133	22,353	5,790	Time spent
	<u>7,729</u>	<u>62,133</u>	<u>22,353</u>	<u>5,790</u>	

11. Net Incoming Resources for the Year

This is stated after charging

	2008 £	2007 £
Depreciation	113,731	117,575
Auditors' Remuneration		
Audit Fees	2,837	2,755
Non audit services	2,557	2,823
Operating lease rentals		
Plant and Machinery	8,563	4,568
Other	65,064	66,065

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

12. Staff Costs and Numbers

Staff costs were as follows

	2008	2007
	£	£
Salaries and wages	1,026,804	966,709
Social security costs	87,269	87,624
Other pension costs	47,403	49,447
Total	<u>1,161,476</u>	<u>1,103,780</u>

No employee received emoluments of more than £60,000

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows

	2008	2007
	Number	Number
Training	11	13
Guidance	8	8
Childcare	16	15
Administration	4	6
Cooks, cleaners and support staff	5	4
Total	<u>44</u>	<u>46</u>

13. Trustees' Remuneration and Related Party Transactions

No Trustees received any remuneration during the year No expenses were reimbursed to Trustees

During the year, Rosemount paid MacKay IT Services £1,775 (2007, £2,850) for database design and development services Mary MacKay, who is a trustee and is also the treasurer is the proprietor of this business

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

14. Tangible Fixed Assets

	Leasehold properties £	Plant, Machinery and motor Vehicles £	Total £
Cost or valuation			
At 1 April 2007	426,011	195,539	621,550
Additions		9,144	9,144
Disposals			
At 31 March 2008	<u>426,011</u>	<u>204,683</u>	<u>630,694</u>
Depreciation			
At 1 April 2007	288,904	139,955	428,859
On disposals			
Charge for the year	99,046	14,685	113,731
At 31 March 2008	<u>387,950</u>	<u>154,640</u>	<u>542,590</u>
Net book values			
At 31 March 2008	<u>38,061</u>	<u>50,043</u>	<u>88,104</u>
At 31 March 2007	<u>137,107</u>	<u>55,584</u>	<u>192,691</u>

All assets are used for charitable purposes

15. Debtors

	2008 £	2007 £
Trade debtors	124,804	397,665
Other debtors	112,893	1,435
	<u>237,697</u>	<u>399,100</u>

16. Creditors: Amounts falling due within one year

	2008 £	2007 £
Trade Creditors	1,016	149,263
Other Creditors	91,238	23,964
Deferred Income	7,100	
	<u>99,354</u>	<u>173,227</u>

Deferred income comprises funding received in advance for a two year project working with legacy refugees

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

17. Restricted Funds

	Balance at 01 Apr 07	Movement in funds			Balance at 31 Mar-08
		Incoming resources	Expenditure (gains)/losses	Transfers	
	£	£	£	£	£
Social Inclusion Budget Salanes		197,250	197,250		
Community Regeneration Fund Healthy Lifestyles		29,581	29,581		
ESF Computing course		24,097	24,097		
ESF Health & Care course		44,139	44,139		
ESF ESOL course		24,868	24,868		
ESF Equal		7,764	7,764		
Glasgow City Council Working for Families Transitions project		240,955	240,955		
GCC Education Partnership		29,878	29,878		
CRF Integration Resources					
Respite childcare		17,086	17,086		
Social inclusion Budget Running costs Flexicentre		24,489	24,489		
ERDF		52,303	52,303		
Literacy	20,500	53,944	74,444		
Community Learning		16,828	16,828		
Childcare Strategy Flexicentre Creche		24,635	24,635		
Childcare Strategy vulnerable families		22,646	22,646		
Scottish Refugee Integration Forum					
Flexi creche		20,000	20,000		
Childcare Works		198,296	198,296		
Save the Children – Respite Childcare		16,000	16,000		
Towerbrook, Save the Children – Family Links Service		14,000	14,000		
Work Development Network		44,524	44,524		
ILAS – Short Courses		10,281	10,281		
Sisters of Notre Dame		7,100	7,100		
Scottish Government – Legacy Refugee Guidance service		15,000	15,000		
Glasgow Works		3,160	3,160		
	20,500	1,138,824	1,159,324		

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

17. Restricted Funds (continued)

Social Inclusion Budget salaries – contribution towards the salaries of 15 full time and 8 part time staff at the Millburn Centre including childcare, managerial, administration and training staff

Community Regeneration Fund – funding for a Support Worker (Healthy Lifestyles) post to support vulnerable families

ESF Computing course – Funding from Strathclyde European Partnership for running pre vocational computing courses for women at Rosemount and also on an outreach basis

ESF Health and Care course – Funding from ESF Objective 3 Partnership for running pre vocational training in the area of health and social care

ESF ESOL course – Funding from ESF Objective 3 Partnership for providing training in English for Speakers of Other languages and also for an ESOL/Literacy service

ESF Equal – Funding from the Equal European Community Initiative via North Lanarkshire Council for the Health and Employment Links for Parents (HELP) project

Glasgow City Council Working for Families Transitions Project – Funding for the Rosemount guidance service

Greater Glasgow Health Board – Work Development network co-ordinator – to work with people with mental health problems who wish to enter the labour market

GCC Education Partnership – funding from Glasgow City Council Education Services for our delivery of the pre school curriculum to three and four year old children

Community Regeneration Fund Integration Resources – funding for a respite childcare service for asylum seeker children

Social Inclusion Budget – running costs Flexicentre – contribution towards running costs and overheads at the Flexicentre

ERDF – European Regional Development Fund grant from Strathclyde European Partnership towards the costs of providing a literacy and learning service at the Flexicentre

Literacy – grant from the Glasgow Community Learning Strategy Partnership Adult Literacy and Numeracy Strategic Plan for the costs of two members of staff providing a Literacy and Numeracy service

Community Learning – contribution from Glasgow City Council Culture and Leisure services towards the costs of crèches for particular courses at the Flexicentre

Childcare Strategy – Flexicentre crèche – grant from Glasgow City Council Education Services for a Childcare Worker and sessional cover at the Flexicentre crèche

Childcare strategy – vulnerable families – funding to provide three full time equivalent places within the nursery for vulnerable families

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

17. Restricted Funds (continued)

Scottish Refugee Integration Forum – funding for a Childcare Worker at the Flexicentre crèche

Childcare Works, These funds were received for delivery of an intermediate labour market programme and vocational training in childcare

Save the children – Respite Childcare – contribution towards Respite childcare provision for asylum seeker families

Towerbrook, Save the Children – Family Links Service for vulnerable families

ILAS – subsidy for learners taking Flexicentre courses

Sisters of Notre Dame – for Guidance service for Legacy Refugees

Scottish Government – for Guidance service for Legacy Refugees.

Glasgow Works for development of a personal development programme for young lone parents

18. Unrestricted Funds

	Balance at 01 Apr 2007 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31-Mar 2008 £
Future project developments	76,573		25,570		51,003
Repairs & refurbishments	37,564		11,289		26,275
Computer replacement	20,000			(4,277)	15,723
Flexicentre	129,189		96,645		32,544
Millburn Centre	7,919		2,403		5,516
Other tangible fixed assets	55,583		14,608	9,069	50,044
	<u>326,828</u>		<u>150,515</u>	<u>4,792</u>	<u>181,105</u>
General funds	169,906	270,308	218,410	(4,792)	217,012
	<u>496,734</u>	<u>270,308</u>	<u>368,925</u>		<u>398,117</u>

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2008

18. Unrestricted Funds (continued)

Purposes of designated funds

Future project development This fund may be used to develop new projects on a pilot basis prior to funding being secured, for example, development of a respite childcare service for vulnerable families

Repairs and refurbishment This fund is to be used for a programmed refurbishment of premises

Computer replacement This fund will be used to replace computers as they depreciate. It is expected that we will replace the Flexicentre computers in 2008/9

Flexicentre, Millburn Centre and Other tangible fixed assets These funds represent the monies tied up in tangible fixed assets and therefore not readily expendable.

19. Analysis of Net Assets between Funds

	Tangible fixed assets £	Net current assets £	Total £
Restricted funds			
Unrestricted funds	88,104	302,913	391,017
Total funds	<u>88,104</u>	<u>302,913</u>	<u>391,017</u>

20 Lease Commitments – operating leases

At 31 March 2008 the charity had annual commitments of £4,451 (2007 £4,451) under non cancellable other operating leases which expire within 2 – 5 years and annual commitments in respect of property leases of £60,050 (2007 £60,050) with no set expiry date