

Registered Company No: SC190521

Registered Charity No: SCO28909

ROSEMOUNT LIFELONG LEARNING
(A company limited by guarantee)
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2011

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ROSEMOUNT LIFELONG LEARNING
(A company limited by guarantee)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2011

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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: SCO28909

Trustees:

Elizabeth Wilson
Francine Bucumi
James Gow
Arlene England
Mary MacKay
Liz McIlroy
Ed Monaghan
Peter Sama
Gill Scott
Christina Young
Patrick Gallagher
Colin Watson
Natasha Osiagu

Chairperson
Vice Chairperson
Treasurer

Company Secretary: Kam McMillan

Senior Management team:

Chief Executive
Finance Manager
Childcare Manager
Depute Childcare Manager
Information, Support and
Guidance Manager
Flexicentre Manager
Contracts Development and
Family Links Manager

Fiona Forsyth
Kam McMillan
Angela Cameron
Geraldine O'Brien

Joan McManus
Cath McGee

Alex Meikle

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

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2011

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2011. 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 purpose 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 end (unless otherwise stated) were as follows:

Elizabeth Wilson (Chairperson), Francine Bucumi (Vice Chairperson), James Gow (Treasurer), Brian Corbett, Arlene England, Liz McIlroy, Ed Monaghan, Winnie Nixon, Peter Sama, Gill Scott, Christina Young and Mary Mackay.

Brian Corbett stood down on 27 August 2010. Winnie Nixon stood down on 4 October 2010. Patrick Gallagher, Colin Watson and Natasha Osiagu were appointed as directors at Annual general meeting 2010.

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 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.

Most 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 local families as well as the organisation's operational issues. In addition, the Board includes three directors with expertise in research, finance and management. The Board of Directors meet bi-monthly, with support from a sign language interpreter as well as a crèche for the directors' children.

Trustee induction and training

As current or former services users, many 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 Business 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.

Risk management

The Board of Directors are working with the senior management team in working on a Business plan for the period 2011 - 2014, which examines external risks to funding and identifies potential strategies for diversifying income.

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Assistance and preparatory work on this document was carried out between managers, directors and a commissioned team of business people from Pilotlight Scotland. The new business plan will be finalised by autumn 2011. 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, volunteers, service users and visitors to the organisation. All staff and volunteers who work with children or vulnerable adults are subject to Enhanced Disclosure Scotland checks. Quality is also assured by the Care Commission, HMI inspectors and the Scottish Qualifications Authority.

Organisational structure

The members of Rosemount Lifelong Learning's Board of Directors meet bi-monthly. The Chief Executive and the Finance Manager and Company Secretary also attend the meetings but have no voting rights. The Personnel and Finance sub committees of the Board of Directors meet regularly 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 Chief Executive along with the Finance Manager and other members of the management team. The Chief Executive is responsible for ensuring that the charity delivers the services specified and that 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 that the team continues to develop their skills and working practices in line with good practice. The Chief Executive and managers meet collectively as a senior management meeting on a monthly basis.

After eleven years of dedicated service to Rosemount Lifelong Learning, the Chief Executive, Fiona Forsyth took early retirement in March. During her tenure at Rosemount the organisation expanded and was able to develop a range of community based services. More importantly, in addition to growth, Fiona led an organisation which developed excellent, innovative, good quality services which have become exemplars of good practice in the fields of social care, childcare, addictions and community learning as attested to by the many awards and commendations the services have received and the high esteem they are held in.

Fiona is succeeded as Chief Executive by Alex Meikle, who was previously Contracts Development Manager with the organisation as well as managing the Family Links addiction recovery service. Alex was recruited through a process of internal recruitment from among the department managers and will be in post as Chief Executive until June 2013 when an externally recruited Chief Executive will be appointed.

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, the Glasgow Adult Literacy and Numeracy Action plan, the Scottish Government Economic Strategy especially 'learning skills and well being', '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 to obtain employment

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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 objectives are 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

The charity's aims fit with several Scottish Government National Outcomes, namely:

- (2) We realise our full economic potential with more and better employment opportunities.
- (4) Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- (5) Our children have the best start in life and are ready to succeed.
- (6) We live longer, healthier lives.
- (7) We have tackled the significant inequalities in Scottish society.
- (8) We have improved life chances for children, young people and families at risk.
- (9) We live our lives free from crime, disorder and danger.
- (11) We build strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

Achievements and Performance in 2010/11

In order to meet the above aims, the charity delivered a range of integrated services in the area of childcare, parenting, support for families affected by addiction and adult literacy and numeracy. These services were primarily provided from two centres within Royston, but also on an outreach basis. During the year these services were organised in three component parts:

1) Childcare (including nursery and afterschool care)

This service provides a nursery, a crèche, afterschool and holiday care, for children of parents using Rosemount Lifelong Learning's range of services or working parents from the local community. The childcare service aims to provide structured play activities for children that will allow them to become successful and confident learners, as well as to promote integration and acceptance for children, while enabling parents to access education and employment.

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During 2010/11 the Childcare service provided:

- **Places for a total of 320 children.**
- **Of which 52 were full-time equivalent nursery places for children aged six months to 5 years.**
- **32 places in afterschool care and holiday care during school holidays for 86 children, aged five to 11 years.**
- **In addition 44 children of parents affected by substance misuse who attended the Rosemount Family Links service (see below) were able to access the nursery, afterschool and care and holiday places.**

By providing such facilities for their children, the Childcare service at Rosemount Lifelong Learning was instrumental in allowing:

- **90 parents to sustain employment.**
- **115 parents to access and attend the Flexicentre community learning centre.**
- **24 parents to attend outreach adult education classes.**
- **40 parents to access courses provided by Rosemount Lifelong Learning.**

A major strength of the Childcare service is its ability to successfully integrate children from vulnerable families with other children through play and activity within the Curriculum for Excellence framework. Holiday care provision, through subsidised places were provided for Kinship Carers, i.e. grandparents and other relatives caring for children whose parents have drug or alcohol problems. Nursery places were also provided for parents participating in the Making a Difference programme provided by the Guidance Department.

The Childcare service continues to be integral to the successful functioning of the other departments within Rosemount Lifelong Learning by allowing people to participate in the programmes provided by these departments through the provision of childcare services.

Rosemount's childcare services are registered with the Scottish Commission for the Regulation of Care or Care Commission. They were last inspected, by the Care Commission on 17 December 2010. The Service was inspected on its "Quality of Care and Support" and received a grade of 5 i.e. "Very good". Among the findings from that inspection was that:

'The management and staff had created a happy, welcoming and relaxed atmosphere for families and the children who used the nursery, crèche and out of school care. Staff involved in deciding the day-to-day activities. They regularly spoke to the children and observed them to find out what they were interested in or would like to do while attending the service'.

'The service had a mission statement and a set of aims which we found accurately reflect the service. For example they were committed to provide a safe, secure, happy and stimulating environment. And aimed to reduce poverty by providing high quality childcare and increasing lifelong learning opportunities in an approachable and supportive community setting'.

The inspection report concluded:

'We found that the management and staff continued to offer a high standard of care and support to children and their families. And that management and staff were committed to the continuous improvement of the nursery, crèche and out of school care'.

'Inspection report – Rosemount Lifelong learning Project day care of Children' Care Commission, 17 December 2010 available at www.carecommission.com.

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2) Services Department

The Services Department (which was formed during the course of 2010/11 from the amalgamation of the former separate Family Links and Employability/Guidance – see below) is primarily responsible for managing Rosemount's social care programmes the main aims of which are to:

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

The service runs a number of programmes including:

Family Links Service

This service supports and provides interventions for children and families affected by drugs and alcohol misuse and are staffed by two part-time Family Development workers, a full-time Child Development Worker and a part-time Parenting Co-ordinator. The service developed after a gap was identified working with families in the area on addiction related issues.

Family Links works in close partnership with a range of voluntary and statutory services and is highly regarded in the area. The service focuses on interventions relating to relationships, confidence-building, groupwork, education and health which compliments and adds value to specialist substance misuse work.

This service does not work with parents who are in crisis, but those who are stabilised in their recovery to develop strong family links and provide constructive activities and interventions for children to prevent the recurrence of harm.

Over the past year the service has:

- Worked intensively with 21 parents on improving areas such as relationships, confidence-building, education and health as well as relapse avoidance.
- Enabled 44 children from families affected by substance misuse to access nursery, afterschool care and holiday programmes.
- Provided 31 children with intensive support to improve aspirations, confidence, self-esteem, behaviour, attendance at school and contribute to breaking the cycle of ongoing substance abuse and associated harm to the individual and wider community.
- Provided 62 parents with additional support through positive parenting programmes.

The service has established a strong interface with the Childcare service at Rosemount in working on through care/recovery work with families affected by substance misuse. Childcare places are provided in Rosemount's nursery, allowing respite for parents recovering from addiction issues and the children to be integrated with other children through play and activity within the Curriculum for Excellence framework.

The service also emphasises the importance in having separate workers specialising in addiction related work with children distinct from the Family Development workers dealing largely with parents or carers thus preventing the situation where an adults' agenda takes priority at the expense of those of a child.

Below are four case studies which illustrate the type of work carried out by the service. In all cases, names of parents and children have been changed to protect confidentiality.

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Tracey is 8 years old and lives in a two bedroom flat with her mother and father. Tracey has been medically assessed as overweight for her age and subsequently this has affected the development of her gross motor skills. Historically the family background led to statutory Social Work involvement and this has continued to the present. Tracey has four older siblings that have been under the care of Social Work since before she was born.

The Child Development Worker at Rosemount Lifelong Learning identified, through assessment that Tracey's needs included: opportunities to experience social interaction and physical activities; development and maintenance of routines; and more recently support for child and parent to increase school attendance and timekeeping.

The Family Links service plan group activities during the school holidays that Tracey is encouraged to take part in. The activities provide social experiences for Tracey and staff support her to interact and co-operate with her peers. The activities also provide Tracey with the opportunity to experience physical activities that challenge her. Tracey responds well to praise and this has encouraged her to initiate teaching herself how to work a swing.

The Family Links service has worked with Tracey's mother, the family's Support Worker and with Tracey to re-establish bedtime routines and appropriate sleeping arrangements. During one to one sessions we explored the benefits of Tracey sleeping in her own bed and how a good bedtime routine would help her attention span and concentration at school. Tracey is now in her own bed which has had a positive effect on all family members sleeping arrangements.

The Family Links service supported Tracey and her mother at school attendance meetings and meetings with the Head Teacher regarding her school attendance and timekeeping. The outcome of discussions at the meetings have resulted in an increase in Tracey's school attendance and strengthened lines of communication between the school and Tracey's mother. Tracey is also now arriving at school on time more frequently which allows her to participate in an Occupational Health programme, arranged by the school, to support Tracey's physical health.

Angela is a 26 years old mother of 2 children age 2 and 7 years and was a self-referral to Rosemount Family Links Project in July 2010. Angela moved into homeless accommodation in the Royston G21 area after having problems with neighbours and both children were on the child protection register; the oldest child was staying with her ex-partner's mother on week days. Angela was currently stable on a methadone prescription at the North Community Addictions but had relapse in the past.

Family Links carried out a joint assessment with Angela and both Social Work Services and North Community Addictions to priorities Angela and the children's needs. Angela felt very isolated in her new area and had very low self esteem and there were concerns around her parenting abilities especially with her older child.

Family Links introduced Angela to the local amenities in the community and enrolled her on to the "Positive Parenting Programme" the oldest child was enrolled into local after school care to allow her to interact with other children in the area and we provided a nursery place for the youngest to allow him to interact with children his own age and to further his development this also allowed Angela time to attend local courses in the area to meet with her peers.

Since completing the "Positive Parenting Programme" Angela's self-esteem and confidence has grown and she feels it has given her more suitable strategies to parent her children in a more positive manner and this has improved her relationship with both her children. Angela went on to complete a course on Design and Décor with Fab Pad and is now enrolled in a years course run by Anniesland College at Ruchill Learning Centre for a NC in Social Care.

Social Work Services and Glasgow Community Addictions are pleased with Angela's and the children's progress that has moved off the child protection register and her oldest child now stays with Angela full-time.

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Mandy is a 43 years old woman experiencing problems trying to stop her illicit use of diazepam which she has used for many years.

Mandy has tried to stop using diazepam on many occasions in the past without success. Mandy's social worker, addiction worker, and family links worker have concerns about her ability to care for her 15 year old daughter and 10 year old son.

Mandy has been offered several options over the past few years; her G.P. prescribed a diazepam detoxification programme which was not successful, and a referral to the stress centre which was also unsuccessful. Mandy has become agoraphobic due to her diazepam use which has affected her confidence. However, she was able to attend and complete a handling children's behaviour programme at family links but her reduced diazepam use soon escalated again.

Social work conveyed their concerns to both Family Links and her addiction worker at a review meeting. Family Links and North Addiction Services were able to support Mandy to attend a day programme at Addiction which provides a structured day programme which has helped build her confidence and has encouraged her to completely withdraw from using illicit diazepam. A further review meeting has been arranged to discuss and monitor Mandy's progress which has been significant, and to ensure she receives the support, and encouragement she needs to assist her in maintaining her diazepam free status and be in the position to care for her children in a safe and drug free environment.

Sandra is a 38 years old woman who lives in the Royston area of Glasgow, G21 area. Sandra has attended and participated well in the Power of Positive Parenting Programme (PPP). Sandra has been open in discussing her dependency issues, how this has affected her relationship with her children and her struggles with positive parenting at present.

Sandra has a daughter aged 14, who has been looked after and accommodated with a family member for over 4 years. Sandra has recently regained custody of her daughter and has been finding it difficult to re-establish the mother daughter relationship. Sandra was having supervised contacts previously, where she expressed during this time she wanted to be a friend to her daughter. When Sandra saw her daughter she always wanted it to be a positive experience and found it difficult to put discipline in place when others were the primary carers. Sandra has stated there are difficulties now in setting suitable boundaries and handling difficult behaviour as she is again the main care giver. Sandra feels there has not been enough support provided since she regained custody.

Sandra wanted to attend the PPP programme to help her to learn the new ideas and different strategies which PPP had to offer and was keen to try these in practice. Although PPP is aimed primarily at younger children, it has been discussed with Sandra how she can adapt the strategies to suit her situation.

Sandra expressed she has enhanced her parenting skills by trying these new and different approaches with her daughter. Sandra has also stated that their relationship has improved. This is especially due to the fact that communication has increased between them. Sandra now feels more confident to talk over issues with her daughter directly and set boundaries.

Sandra is now going to progress to attending a Teenage PPP programme and feels she and her daughter will benefit from this further.

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The Family Links service was one of three winners of Glasgow City Council's Child Protection Committee's Award for best practice in child protection and in making a difference to the lives of the people it is working with. The award was presented to the team at an award ceremony held in Glasgow City Chambers in January. Three service users attended and accepted the award on the part of the team (with anonymity being retained throughout). For all three people, despite being native Glaswegians, this was the first time they had set foot in the City Chambers. For both staff and service users the award was an excellent recognition of the work and achievements of the service and a boost to staff morale and confidence.

Making a Difference Programme

During 2010/11, the charity continued to deliver the Making a Difference (MAD) personal and social development programmes for young parents at Rosemount's Millburn Centre offices and on an outreach basis in the Toryglen area of Glasgow.

The **Rosemount Making a Difference** personal and social development programme aims to improve the life skills of young parents' aged 16-25.

Specifically the programme aims to:

- Improve tenancy sustainability.
- Increase confidence, self esteem and aspirations of young parents.
- Improve core skills.
- Increase parents' educational engagement.
- Improve the health and well being of parents and children
- Improve parenting skills.

Rosemount Lifelong Learning has developed the Making A Difference programme to have an impact on the life skills of young parents aged 16 - 25 who are at risk of being unable to sustain their tenancy. The programme addresses many of the factors that affect the young parents' lives, including quality of education, access to employment, family stability, social demographics and media influence. We have created a varied programme which enables the participants to increase their confidence, improve their self esteem, develop stable routines and set goals for the future. The programme provides the young parents with knowledge, skills and social contacts.

The programme is delivered in partnership with a range of agencies and colleges, in order to provide variety and maintain interest, but also to enable the young parents to establish links with local services and agencies. We have developed links with over 50 agencies which make referrals to the programme, and/or receive referrals from the programme for progression options or for specialist support.

Each young parent receives regular individual guidance from an experienced and qualified Guidance Worker who works with them to develop a Personal Development Plan which sets out goals for the future. One to one guidance has ensured that when barriers have presented themselves to the young parents they can be addressed at the earliest opportunity this has ensured greater retention on the course and allowed the majority of young parents to successfully complete the three elements of the programme over a year-long period. Another essential and much valued component is the on-site childcare which provides stability, stimulation and support.

Making a Difference Programme Achievements during 2010/11

Making a Difference was delivered in two areas this year: Toryglen and North Glasgow and worked with a total of 40 young parents in these two locales. The programme exceeded targets in terms of the numbers of young parents engaged, sustaining and completing the programme.

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2010/11 Achievements	Engaged		Completers	
	Actual	Target	Actual	Target
Rosemount August 2010 – March 2011	19	15	12	10
Toryglen April 2010 – March 2011	21	15	12	10
Total	40	30	24	20

Our internal monitoring and evaluation of the MAD programme system has measured improvements in confidence, understanding of health issues, parenting skills, routine and management of money by participants. This has been underlined by an independent external evaluation of the programme which was carried out in 2010. The evaluation found that:

"There is clear evidence throughout this report that the core skills of the students participating in MAD were greatly enhanced. This was evidenced in written reports developed throughout the course of the programme (by the students themselves) as well as through the visible progress witnessed by participating stakeholders and staff over the course of the programme. It is also important to note that the methods through which core skills were developed (e.g. in group work, non-threatening situations) was especially mentioned by students. As evidenced earlier in this report, all students have reported an increase in confidence and improved self esteem, with many feeling an increase in their general health and well-being".

With respect to 'hard' outcomes, 5 parents secured employment while 2 were actively seeking employment, 14 were seeking a college place (with 2 successful).

Of those seeking to access or having accessed further education, 3 were applying for beauty and nail technician courses and 1 each for nursing, craft bakery, social care, English Higher, civil engineering and ESOL. For many who had poor previous experience of education, this was the first qualification they had achieved.

The Making a Difference programme and participants won the Glasgow *Evening Times* Community Champions Award 2010/11 for North Glasgow. This considerably boosted group member's self-confidence and morale.

The difference the initiative has made to the lives of the people who use it's services/activities can best be illustrated by the following case study from the Making a Difference programme (again the name of the participant has been changed to protect confidentiality).

Case Study –Anne

Background

Anne is a 20 something mother with 1 child aged 10 years old; the child is cared for by Anne's mother with the support of Social Work.

Anne had what she describes as a good upbringing in a loving home, had a child when she was 18 and went to college and finished a NC in Business Studies, unfortunately she had also over this time become involved in various forms of substance misuse and this led to a heroin addiction, this addiction led to a detrimental effect on her relationship with her family and also led to her child being taken into care.

Anne became very isolated and her only contacts were with other fellow addicts and the criminal justice system, she has had various convictions that have been as a direct result of her addiction. Her last conviction led to an 18 month Drug Testing Treatment Order which she is in her 12th month. She is currently being supported by an Addiction Worker.

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Anne was previously in homeless accommodation –B&B Inveroak, Bank Street and moved into her own tenancy in Toryglen (GHA) 12 months ago. Over this twelve month period Anne has re-established contact with her family and has had supervised limited access to her daughter.

Anne heard about the MAD programme through word of mouth and thought it would help her to meet people, make friends, learn new skills and generally get her out of the house and keep her busy.

Having established that Anne was in recovery and that she would benefit from the programme she was registered and started on the 'core' programme

Impact of 'Making a Difference' course

Anne has engaged well with the programme and has overcome a certain amount of suspicion from fellow participants due to her known addiction issue; indeed an intimacy has grown within the group that has enabled Anne to respond well to the learning challenges within the programme, her confidence within herself has demonstrably grown and she openly talks about her addiction, her hopes for the future, her problems regarding access to her child and her excitement at having another child. She responds well from solicited advice from fellow young parents, programme tutor and guidance staff and increasingly offers support to other young parents.

Recently passed her Emergency First Aid at Work Course through the MAD and feels that this coupled with the various other components such as FAB PAD and Healthy Cooking on a Budget have enhanced her parenting skills and put her in a better position to negotiate for increased access to her oldest child.

Developments during the MAD Programme

- *Anne has over the course of the programme reduced her Methadone intake of 80 mls by 10 mls fortnight.*
- *Drug testing has reduced from fortnightly to weekly.*
- *Access to oldest child has increased.*
- *Re-established and developed relationship with family.*
- *Dealing with and managing outstanding court fines.*
- *Has become less dependent on Guidance and more willing to resolve day to day issues herself.*
- *Established a daily routine through the MAD programme that has increased her motivation to get on with her life.*

Progression

Ann is concentrating on looking after her new born child, completing her Drug Treatment and Testing Order successfully and moving into a new tenancy, she is keen to eventually move into part time employment and will be working with the MAD Progression Worker in the future to realise this goal.

Work Development Network

This is a partnership with local community mental health teams. Rosemount Lifelong Learning employs a **Work Development Network Co-ordinator** who supports people with severe and enduring mental health problems who wish to move into employment or to sustain an existing job.

Over the course of the year the Co-ordinator worked closely (through cross referrals) with agencies in the mental health field within Glasgow such as the Shawpark and Springpark Resource centres, Esteem and Flourish House, in order to provide employability support and facilitate peer support for people with severe and enduring mental health problems.

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The Rosemount Work Development Network Co-ordinator worked with a total of 65 referrals, people with severe and enduring mental health problems to improve their employability or to sustain employment.

The North Glasgow Men's Group

Facilitated and supported by a Community Development Worker and three volunteers, this group was formed two years ago, meets on a weekly basis and has an average weekly attendance of 15 to 16 members but worked with a total of 41 men who were referred by word of mouth as well as by local addictions and social work services. The aims of the group are to increase the men's well being, confidence and self esteem; develop both an awareness of their own abilities and build upon them and their social networks as well as support the men to take on roles and responsibilities within their local communities.

To further these aims the men organised a programme of activities including discussions, tending an allotment, cookery classes, fundraising, sailing and walking. Rosemount Lifelong Learning regards the Men's Group as an example of a self-help group in line with our strategy of developing community assets at a time of economic recession which is expected to have severe impacts on a community already affected by severe deprivation.

Apart from its own regular weekly membership, a total of 41 men participated with the work of the group over the year. The Group actively participated and played a key role in the Big Lottery Our Place Royston community consultation process. The group were instrumental in drawing up several of the key proposals which have emerged from this including a community cafe, events space, volunteering programme and new bus services which will considerably enhance the amenities, wellbeing and opportunities for Royston residents. The group will continue to play a key part in the Our Place projects by active involvement in the steering groups that have been established to oversee the development of these proposals.

The Group has external agency involvement with the Citizen's Advice Bureau North Glasgow Healthy Living Community, Glasgow Life, Toonspeak Young Person's Theatre Group, Erskine Hospital, Lifeboat Association and North Glasgow College. This has helped to promote volunteering among the group, including working an allotment at Springburn Community Gardens. The Men's Group received referrals from Glasgow Association of Mental Health, Addaction, PACT team, North Glasgow Integration Network, Carr Gorm, NHS

3) Rosemount Flexicentre

The **Rosemount Flexible Learning Centre** or **Flexicentre** aims to support people who live or work in North Glasgow by providing a range of learning opportunities, including Adult Literacy and Numeracy, accredited and non-accredited courses including computing, First Aid, ESOL (English as a Second Ordinary Language) and various other courses, childcare and play opportunities, volunteer opportunities and work placements amongst others. As well as increasing education and training opportunities, the Flexicentre aims to:

- Improve confidence and aspirations.
- Reduce isolation and better networks of support for adults and children.
- Improve understanding of other cultures.
- Increase take up of services.
- Increase skills and qualifications.
- Assist people to move into Further Education, Higher Education and other training.
- Assist people to move towards employment or improve their employment position.

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The Flexicentre offers people a broad range of learning opportunities including formal and informal learning, short and longer courses, and independent learning, with opportunities for accreditation in some of the formal classes. The on-site crèche enables parents to access learning and therefore removes a widely cited barrier to engagement. The centre is located in the heart of the community beside the primary school and its evening and Saturday opening hours also allows people who are employed to access learning, as well as facilitating social networking between those who are in work and those who are not. The general informality and welcoming ethos of the Flexicentre encourages even the most tentative of learners to continue attending.

The following table shows achievements against targets for the key outputs and outcomes during 2010/11;

Flexicentre service users 2010 -2011	Actual	Target
Total adult learners	540	400
Literacy learners	141	135
Core skills learners	374	230
Learners attending informal classes	114	100
Parents using the Flexicentre creche	100	105
Children attending the Flexicentre creche	100	102
Learners achieving qualifications	112	100

Rosemount Flexicentre worked in close partnership with the Adult Literacy Network in North Glasgow as well as the ESOL (English as a Secondary Ordinary Language) Providers' Forum to provide inputs for community learners. The Flexicentre continues to work closely with the Scottish Qualification Authority (SQA) which accredits the Steps to Work qualification for young people.

A Family Literacy group was provided in conjunction with Addaction addiction recovery services in Sprinburn and further family literacy work has been developed with St Roch's Secondary School for both parents and S5/6 pupils. The Citizens Advice Bureau has provided a weekly advice service on Friday afternoons.

The service worked in partnership work with four colleges: Langside, Anniesland, Metropolitan and North Glasgow and delivered a series of courses including ECDL, ESOL Intermediate, Introduction to Computing, BSL and Web design amongst others.

Among other courses which were delivered in partnership with other agencies were: Glasgow Life: Beginner and Elementary level ESOL
Lifelink: C.O.S.C.A Counselling Course, Healthy Back workshops, Dru Yoga
North Glasgow CHCP: Walking Network, Smoking Cessation class

The Flexicentre delivered classes on an outreach basis in other areas of North Glasgow, as follows:

Rowanbank Clinic: ESOL and Adult Literacy/Numeracy
Glasgow City Council Killearn Day Centre: Adult Literacy and Numeracy

Overall, 939 adults and children used the services of Rosemount Lifelong Learning during 2010/11. As well as facilitating access to training, education, employment and childcare the organisation has helped many more individuals achieve personal aspirations related to health, self confidence and parenting skills. External evaluations have found that Rosemount Lifelong Learning provides high quality responsive services which engage 'hard to reach' participants and help them to make life changing choices in order to find routes out of poverty and poor health.

ROSEMOUNT LIFELONG LEARNING

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2011

Restructuring and Developments

Over the past few years the Board of Directors have had concerns about the ongoing financial viability of the After-school care service. This service provided structured play activity within the Curriculum for Excellence framework for pre-school children aged 6-12. As with the pre-school nurseries at Rosemount children were of fee-paying parents or children of parents participating with Rosemount's social care programmes such as Family Links who integrate and embark on play activity with other children in a non-chaotic or potentially vulnerable environment.

Regrettably, and in spite of being highly regarded by parents, the Board of Directors took the decision at their December 2010 meeting to close the After-school care service after several years of sustained losses incurred in providing it. Parents were given several months notice and the service closed on March 31st this year. Parents were given the option of transferring their children to another after-school care service in the Royston area: St Roch's Nursery. Those children of parents from Family Links were also transferred across. In all cases the children were allowed ample time to adjust to the new service by visiting the new nursery in advance and getting to know the staff there; the transfer has proceeded smoothly and the children have settled in their new accommodation.

The reason for the losses being incurred in the After-school care service was due to falling demand from parents, an experience which has been replicated in other after-school care services in the Glasgow area.

Four members of the Childcare staff were based in the After-school care service and they were potentially in a redundancy situation as a consequence of the decision to close the service. The Board took the view that, rather than pursue redundancy, voluntary severance should be offered to all staff. This was announced at a specially convened all-staff meeting in January and over the next eight weeks four members of staff, three from the Childcare staff and one domestic, came forward and volunteered for voluntary severance. The four members of staff from the After-school care service have been successfully transferred across to the pre-school nurseries.

As noted during 2010/11 there was a major restructuring within Rosemount Lifelong Learning. The previous separate departments of Family Links and Guidance/Employability were merged under one line management structure. This means that the social care programmes such as Family Links and the guidance/employability programmes such as Making a Difference and the Work Development Co-ordinator will be integrated within the same department. This will allow the organisation to take advantage of integrating social care and recovery programmes such as Family Links with those programmes more oriented to volunteering, further education and employability. This will allow our service users to complete a journey from vulnerability/social isolation/instability and chaos through to stability/recovery, acquisition of core skills, developing self-confidence, networking and overcoming social isolation through to re-integrating back into the community and making a contribution to the health and regeneration of that community through volunteering, education and employment.

Rosemount views the provision of childcare as being integral to this process and the importance of the Childcare service in providing high quality childcare through activities, constructive play and the Curriculum for Excellence agenda for pre-school children is of paramount importance to this process. The interface between childcare and the other service departments is of vital importance, not least in relation to child protection and child safety issues, but also in reinforcing the service department's key objectives of breaking the cycle of deprivation and allowing children to develop in a safe, flourishing and healthy environment.

The third aspect to this is to ensure that the service department integrates with and uses the services of the Flexicentre more than hitherto which would allow service users to complete the journey from social care/recovery to learning within a community learning framework and thus gain the confidence to enter more formal education settings.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2011

During 2010/11 the organisation also embarked on a major restructuring of its financial management arrangements. Hitherto financial reporting within Rosemount Lifelong Learning was based on two centres: the Millburn Centre as a whole and the Flexicentre. Income and expenditure for departments such as Childcare, Guidance/Employability and Family Links was aggregated across one centre and thus it was difficult for managers in Millburn based departments to track spending and variances.

This year Millburn departments were disaggregated and each department is now allocated its own specific budget which allows managers to have immediate access to income and expenditure information and track variances. Managers have met with the Finance Manager on a quarterly basis to discuss trend and how income and expenditure for each department is shaping up. Thus far, this has

been a great success with managers able to report great clarity, transparency and confidence around the management of their own departments and, more crucially, far greater control over ongoing spending within those departments.

The fact that this restructuring and transition has proceeded smoothly is in large part a result of the hard work and intensive preparation performed by the Finance Manager and the Finance and Personnel officer over the past year.

Financial Review

Rosemount Lifelong Learning is extremely committed to delivering all its activities in an efficient and effective manner. The charity is also committed to the highest standards of financial management and governance to ensure that it delivers excellent value for money and maximises the impact of the programmes it runs upon the communities it serves. Against the backdrop of limited resources and insecurities over funding, it has continued to be difficult to plan or develop services. The 2010/11 year was a challenging one for Rosemount from a financial perspective. The impact of the current economic climate started to impact on Rosemount during the year, particularly in relation to the security of funding sources. Despite these difficulties, the year was a reasonable one for the Charity from a financial perspective and income levels have increased this year by £184,898. The Statement of Financial Activities shows a deficit of £14,210 for the year. The primary reason for this is that unrestricted funds held in reserve were utilised during the year for the severance payments and associated legal costs.

The Charity set aside a proportion of its reserves at the end of the 2008/09 year to fund the above activity and developments. During 2009/10 it invested around £19k in its assets and property, ensuring that the equipment and buildings remain up to date and well maintained. The directors recognise the fundamental importance of the provision of Childcare as an integral part of the services and programmes it offers. However, it remains extremely difficult to fully fund the costs of Childcare for local residents through charges and specific funding. During 2009/10 some £18k of reserves were allocated to the provision of childcare which ensured the continued operation of comprehensive childcare provision throughout the year. This enables local people to continue to work study and participate in Rosemount's programmes and services. However, the consequence of this has been that the Statement of Financial Activities shows a slight deficit for the year, equivalent to around 3% of income. This has been funded through the reduction in reserves held at the year end. Nevertheless the charity, with the aid of sound financial management and support of both its staff and volunteers remains in a financially stable position.

Principal funding sources

Rosemount continues to receive funding from a wide range of partners, donors and trusts which pay for the activities delivered by the Charity. Rosemount Lifelong Learning is extremely grateful to all individuals and organisations which recognise both the quality of the services Rosemount provides and the need for them in the local community. Further details on some of the main sources of income are described below:

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2011

- Fee income for the nursery and afterschool care services increased in 2009/10 and income was also generated for crèches from Glasgow Life. Glasgow City Council Education Services contracted with the charity for the delivery of the pre-school curriculum within the nursery. Income was also generated from delivery of employability services for the Glasgow Works consortium, although the level of income secured fell significantly below the projected income.

- Childcare places for vulnerable families were funded by Lloyds TSB Partnership Drugs Initiative. Lloyds TSB Partnership Drugs Initiative also funded the Rosemount Family Links service, match funded by BBC Children in Need and Fairer Scotland Fund. Funding from both

Lloyds TSB and BBC Children in Need for the Family Links service comes to an end in 2011 and we are in the process of re-applying for continuation funding from these sources.

- The Big Lottery in Scotland have agreed to continue funding our Making a Difference Personal and Social Development programme for young parents in partnership with the Glasgow Housing Association and the Scottish Government Wider Role Fund. This means that we will be able to deliver the programme in both North and East Glasgow from 2011 through to 2014. The fact that this programme has been substantially refunded to the extent that it has is evidence for its success in delivering the outputs and outcomes for young parents and as a model for best practice in this area of social care development work.
- Greater Glasgow and Clyde NHS board continued to fund the Work Development Network Co-ordinator's work with people with mental health problems seeking employment. It is likely that this service will be put out to tender over the forthcoming year and Rosemount will bid to continue providing this highly successful initiative from its Millburn Centre base.
- European Social Funding was secured from the Lowlands and Uplands Programme for an action research programme examining the Flexicentre model of community based learning and its impact on employability. This funding will come to an end in December 2011 and a major challenge for the organisation will be to replace this funding. Match funding came from the Glasgow Adult Literacy and Numeracy Partnership, Hugh Fraser Foundation, Robertson Trust and Glasgow City Council Social Inclusion Budget. Funding from Fairer Scotland Fund, via a partnership led by Glasgow North Regeneration Agency, enabled outreach delivery of English and literacy classes.
- The Flexicentre crèche was funded by Glasgow City Council Childcare Strategy, Fund and Fairer Scotland Equalities and Diversity Fund.
- Third Sector Enterprise Fund provided a major contribution to augmenting the management structure through recruitment of a Contracts Development Manager, provided support for an internal IT Administrator and for the employment of a part-time Monitoring and Evaluation Officer. This funding came to an end in March 2011.
- Glasgow City Council Social Inclusion Budget was the main source of the charity's voluntary income.
- As part of our strategy to respond to the recession, in particular to a possible reduction in demand for childcare from parents who lose their jobs, as possibly evidenced by the decline in the use of the After-school care service, the charity secured funding from the Esmeé Fairbairn Foundation to employ a Community Worker who will support local residents to organise self help groups. The post commenced in January 2011 and will help to develop existing and new self help groups, such as the Men's group and parents' groups, to address isolation, provide useful skills and contribute to the regeneration of the local community.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2011

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 the 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 2011/12 is £1,423,447 and therefore the target is £355,860 to £711,720 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 £311,473 therefore falls at the lower end of this range. 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, due to the current economic position.

Plans for Future periods

The Board and Management at Rosemount are acutely aware of the current economic position and are working to ensure that Rosemount remains financially sustainable and is able to provide essential services to local people throughout the coming years. Medium term financial planning is exceptionally difficult in the present climate and it will be extremely challenging for Rosemount to continue to develop and evaluate service provision. The Board and senior management team have re-established a Strategic Planning Group consisting of key members of the management team and Directors to look at the priority areas which should shape the future strategic direction of the organisation.

Four key areas have been identified for the organisation over the next period in order to build a sustainable development strategy encompassing finance, funding and direction in the medium-term. These are:

- 1) Promoting integration within the organisation, particularly through integrating the social care elements of the organisation with that of the community learning parts in order to promote continuity of care and progression from social care through learning to employability and regeneration. The most immediate development in relation to this will be the forthcoming delivery of the Making a Difference programme within the Flexicentre from August 2011.
- 2) Addressing the recurrent deficit in Childcare with the consequence of the grant-funded social care programmes subsidising the commercial arm rather than vice versa. The main issues here are ascertaining the precise costs incurred in childcare and what fees and costs would be required to allow the service to break even.
- 3) Overseeing the capital refurbishment/build for the **Our Place** project which is a Big Lottery initiative likely to be centred at the Flexicentre and will involve this site becoming the focus for a combined community events hub, community café and learning centre. Our first stage in this application initiative has been successful and we have been invited through to the second stage application process. The proposed funding for these two projects, which are likely to be combined into one, will be £550,000 (of which £260,000 will be for capital). As part of that process we have been given development funding to work on and strengthen the application. Rosemount is leading on the Our Place initiative, but also working in partnership with other agencies in North Glasgow including Toonspeak Young People's Theatre Group, Royston Youth Action, Lifelink and the North Glasgow Healthy Eating Initiative. This development, if successful, would further embed Rosemount Lifelong Learning at the heart of the Royston and wider communities.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2011

- 4) Ensuring the refunding of the Flexicentre which is facing significant funding gaps from later this year.

Another key development for the organisation is the opportunity to manage a **Young Parents' Support Project**. The aim of the project is to deliver an enhanced Support Worker service for pregnant young people and young people between the ages of 15- 19 (extending to 24 for care leavers) who have children. This will be achieved through the employment of three support workers supported by an administrator and line manager. The young people may be in or leaving care or identified by support agencies as vulnerable and pregnant or already parents. The project will assist young parents to overcome barriers including childcare and progress into employment, education and training and sustain positive outcomes. This project will fit in well with Rosemount's range of services, in particular the Making a Difference programme (the previous young parents project has already referred to MAD on a regular basis) and will position us to work with employability and support services city wide.

The Young Parents Project will commence in June 2011 and will be delivered initially for two years. Overall funding for the project will be £200,000 per year with funding from Glasgow City Councils' Integrated Grants programme, Department for Regeneration Services and European Social Fund Programme 5 funding. There will also be some provision for start-up costs.

Statement of trustees' responsibilities

The trustees (who are also directors of Rosemount Lifelong Learning for the purposes of company law) are responsible 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).

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 these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2011

Auditors

A resolution will be proposed at the Annual General Meeting that Wylie & Bisset LLP be reappointed as auditors to the charity for the ensuing year. The Board of Directors have been advised by Wylie & Bisset LLP that they are willing to continue in that capacity.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006

Approved by the Trustees and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Elizabeth Wilson'.

Name: Elizabeth Wilson

Date: 5th September 2011

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF ROSEMOUNT LIFELONG LEARNING

We have audited the financial statements of Rosemount Lifelong Learning for the year ended 31 March 2011 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement set out on page 18, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

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

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF ROSEMOUNT LIFELONG LEARNING

Matters on which we are required to report by exception

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

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit;

Wylie + Bisset LLP

Jenny Simpson (Senior statutory auditor)

For and on behalf of Wylie & Bisset LLP, Statutory Auditor

Wylie & Bisset LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

5th September 2011

168 Bath Street
Glasgow
G2 4TP

ROSEMOUNT LIFELONG LEARNING
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STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)

FOR THE YEAR ENDING 31 MARCH 2011

	Notes	Unrestricted £	Restricted £	2011 Total £	2010 £
Incoming Resources					
Incoming resources from voluntary funds					
Voluntary income	3	104,006	227,905	331,911	368,874
Activities for generating funds	4	4,837	-	4,837	5,724
Investment income	5	72	-	72	104
Incoming resources from charitable activities	6	238,678	918,893	1,157,571	934,791
Total Incoming Resources		<u>347,593</u>	<u>1,146,798</u>	<u>1,494,391</u>	<u>1,309,493</u>
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	7	20,754	-	20,754	20,160
Charitable activities	8	327,137	1,146,798	1,473,935	1,311,192
Governance costs	9	13,912	-	13,912	16,325
Total Resources Expended		<u>361,803</u>	<u>1,146,798</u>	<u>1,508,601</u>	<u>1,347,677</u>
Net (outgoing) resources before transfers		(14,210)	-	(14,210)	(38,184)
Transfers		-	-	-	-
Net (expenditure) for the year		<u>(14,210)</u>	<u>-</u>	<u>(14,210)</u>	<u>(38,184)</u>
 Total funds brought forward	18, 19	361,879	-	361,879	400,063
Total funds carried forward	18, 19	<u>347,669</u>	<u>-</u>	<u>347,669</u>	<u>361,879</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 2011**

	Notes	£	2011 £	2010 £
FIXED ASSETS				
Tangible Assets	14		36,196	46,725
CURRENT ASSETS				
Debtors	15	165,397		184,811
Cash at bank and in hand		<u>231,637</u>		<u>229,361</u>
		397,034		414,172
Creditors: amounts falling due within one year	16	<u>(85,561)</u>		<u>(99,018)</u>
NET CURRENT ASSETS			311,473	315,154
NET ASSETS			<u>347,669</u>	<u>361,879</u>
Unrestricted Funds				
Designated Funds	19		164,860	148,609
General Funds	19		<u>182,809</u>	<u>213,270</u>
			347,669	361,879
Restricted Funds	18		-	-
TOTAL FUNDS			<u>347,669</u>	<u>361,879</u>

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006

Approved by the Trustees and signed on their behalf.



Name: Elizabeth Wilson


Name: James Gow

Date: 5th September 2011

ROSEMOUNT LIFELONG LEARNING

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2011

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 2006. 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

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2011

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.
- Charitable 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 a 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 charitable company within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

ROSEMOUNT LIFELONG LEARNING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2011

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	2011 Total	2010 Total
	£	£	£	£
Social Inclusion Budget	98,347	227,905	326,252	302,251
Other grants and donations	5,659	-	5,659	66,623
	<u>104,006</u>	<u>227,905</u>	<u>331,911</u>	<u>368,874</u>

4. Activities for Generating Funds

	Unrestricted	Restricted	2011 Total	2010 Total
	£	£	£	£
Fundraising activities	4,837	-	4,837	5,724
	<u>4,837</u>	<u>-</u>	<u>4,837</u>	<u>5,724</u>

5. Investment Income

	Unrestricted	Restricted	2011 Total	2010 Total
	£	£	£	£
Bank interest	72	-	72	104
	<u>72</u>	<u>-</u>	<u>72</u>	<u>104</u>

6. Incoming Resources from Charitable Activities

	Unrestricted	Restricted	2011 Total	2010 Total
	£	£	£	£
Millburn centre	232,123	624,140	856,263	663,636
Flexicentre	6,555	294,753	301,308	271,155
	<u>238,678</u>	<u>918,893</u>	<u>1,157,571</u>	<u>934,791</u>

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FOR THE YEAR ENDED 31 MARCH 2011

7. Resources Expended – Costs of Generating Funds

	Direct costs £	Support costs £	2011 Total £	2010 Total £
Staff costs	-	20,754	20,754	20,160
	<u>-</u>	<u>20,754</u>	<u>20,754</u>	<u>20,160</u>

8. Resources Expended- Charitable Activities

	Direct Costs £	Support Costs £	2011 Total £	2010 Total £
Millburn centre	1,075,825	69,387	1,145,212	952,028
Flexicentre	308,952	19,770	328,723	359,164
	<u>1,384,777</u>	<u>89,157</u>	<u>1,473,935</u>	<u>1,311,192</u>

9. Resources Expended – Governance Costs

	Direct Costs £	Support Costs £	2011 Total £	2010 Total £
Staff Costs	-	9,934	9,934	9,649
Auditors' Remuneration	3,978	-	3,978	6,676
	<u>3,978</u>	<u>9,934</u>	<u>13,912</u>	<u>16,325</u>

10. Support Costs – Breakdown by Activities

	Fundraising £	Millburn Centre £	Flexicentre £	Governance	Basis of Allocation
Staff costs	20,754	69,387	19,770	9,934	Time spent
	<u>20,754</u>	<u>69,387</u>	<u>19,770</u>	<u>9,934</u>	

11. Net Incoming Resources for the Year

This is stated after charging:

	2011 £	2010 £
Depreciation	11,682	11,822
Auditors' Remuneration - Audit Fees	3,978	3,184
- Non audit services	3,920	3,494
Operating lease rentals - Plant and machinery	19,403	19,700
- Other	75,362	70,312

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FOR THE YEAR ENDED 31 MARCH 2011

12. Staff Costs and Numbers

Staff costs were as follows:

	2011	2010
	£	£
Salaries and wages	979,061	914,433
Social security costs	77,972	76,237
Other pension costs	50,543	48,873
Total	<u>1,107,576</u>	<u>1,039,543</u>

No employee received emoluments of more than £60,000.

Included in the above amounts are exceptional severance costs of £35,294.

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

	2011	2010
	Number	Number
Training	7	7
Guidance / Family Links	12	11
Childcare	15	16
Administration	5	5
Cooks, cleaners and support staff	6	4
Total	<u>45</u>	<u>43</u>

13. Trustees' Remuneration and Related Party Transactions

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

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FOR THE YEAR ENDED 31 MARCH 2011

14. Tangible Fixed Assets

	Leasehold properties £	Plant, machinery and motor vehicles £	Total £
Cost or valuation			
At 1 April 2010	426,011	227,033	653,044
Additions	-	1,153	1,153
Disposals	-	-	-
At 31 March 2011	<u>426,011</u>	<u>228,186</u>	<u>654,197</u>
Depreciation			
At 1 April 2010	426,011	180,308	606,319
On disposals	-	11,682	11,682
Charge for the year	-	-	-
At 31 March 2011	<u>426,011</u>	<u>191,990</u>	<u>618,001</u>
Net book values			
At 31 March 2011	<u>-</u>	<u>36,196</u>	<u>36,196</u>
At 31 March 2010	<u>-</u>	<u>46,725</u>	<u>46,725</u>

All assets are used for charitable purposes.

15. Debtors

	2011 £	2010 £
Trade debtors	105,333	79,701
Other debtors	60,064	105,110
	<u>165,397</u>	<u>184,811</u>

16. Creditors: Amounts falling due within one year

	2011 £	2010 £
Trade Creditors	13,420	21,727
Other Creditors	11,308	4,113
Deferred Income (Note 17)	60,833	73,178
	<u>85,561</u>	<u>99,018</u>

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FOR THE YEAR ENDED 31 MARCH 2011

17. Deferred income

	2011 £
As at 1 April 2010	73,178
Released in year	(73,178)
Deferred in year	60,833
As at 31 March 2011	<u>60,833</u>

Deferred income comprises income received in advance for the financial year 2011/12.

18. Restricted Funds

	Balance at 01-Apr-10 £	Movement in funds		Transfers £	Balance at 31-Mar-11 £
		Incoming resources £	Expenditure (gains)/losses £		
Esme Fairbairn Foundation	-	6,250	6,250	-	-
Social Inclusion Budget – Salaries	-	227,905	227,905	-	-
Family Links – Fairer Scotland Fund	-	17,920	17,920	-	-
Family Links – BBC Children in Need	-	41,511	41,511	-	-
Third Sector Enterprise Fund	-	36,144	36,144	-	-
Family Links – Lloyds TSB Foundation	-	93,477	93,477	-	-
Glasgow Works	-	20,600	20,600	-	-
GCC Education Partnership	-	29,867	29,867	-	-
FSF Healthy Lifestyle	-	40,865	40,865	-	-
GHA	-	41,805	41,805	-	-
Scottish Government Wider Role	-	40,000	40,000	-	-
ESF LUPS	-	127,017	127,017	-	-
Glasgow Life	-	3,845	3,845	-	-
NHS GGC	-	46,322	46,322	-	-
North Glasgow College	-	7,200	7,200	-	-
Skills Development Scotland	-	15,680	15,680	-	-
ILA's	-	10,560	10,560	-	-
Literacy – Rowanbank Clinic	-	3,168	3,168	-	-
Literacy – Glasgow City Council	-	56,062	50,062	-	-
Literacy – Robertson Trust	-	8,500	8,500	-	-
Paul Hamlyn Foundation	-	45,083	45,083	-	-
North Glasgow Learns	-	15,291	15,291	-	-
Fairer Scotland – Equality and Diversity	-	6,600	6,600	-	-
Big Lottery in Scotland	-	164,672	164,672	-	-
Volant Trust	-	20,000	20,000	-	-
Future Jobs Funds	-	20,453	20,453	-	-
	-	<u>1,146,798</u>	<u>1,146,798</u>	-	-

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NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2011

18. Restricted Funds (continued)

Esmee Fairbairn – grant received for community engagement and development in Royston.

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

Family Links - Fairer Scotland Fund – Addictions – for the development of a parenting support service for families affected by addictions

Family Links – BBC Children in Need, for the development and delivery of a support service for families affected by addictions

Third Sector Enterprise Fund – for employment of a Contracts Development Manager to manage the support service for families affected by addictions and to develop new partnerships

Family Links – Lloyds TSB Partnership Drugs Initiative, for the development and delivery of a support service for families affected by addictions

Glasgow Works – funds received for delivery of employability services

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

Family Links – Fairer Scotland Fund, for the development and delivery of a support service for families affected by addictions

GHA – grant received from Glasgow Housing Association for the development and delivery of personal and social development programmes for young parents

Scottish Government Wider Role - grant received for the development and delivery of personal and social development programmes for young parents

ESF LUPS – European Social Fund grant from Scottish Lowland and Uplands Partnership towards the costs of an action research project at the Flexicentre

Glasgow Life – contribution towards the costs of crèches for particular courses at the Flexicentre

NHS GGC - funds received from Greater Glasgow and Clyde Health Board to work with people with mental health problems who wish to enter the labour market

North Glasgow College – contribution to childcare provision

Skills Development Scotland – contribution to the Making a Difference Programme

ILAs - income from Learndirect Scotland via Individual Learning Accounts as a contribution towards the fees of learners on specific courses at the Flexicentre

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2011

18. Restricted Funds (continued)

Literacy – Rowanbank Clinic – funds received for delivery of adult literacy service

Literacy – grants received from the Glasgow Community Learning Strategy Partnership Adult Literacy and Numeracy Strategic Plan for the costs of delivering a Literacy and Numeracy service

Literacy – Robertson Trust - grant received for the costs of delivering a Literacy and Numeracy service

Paul Hamlyn Foundation – funds received for delivery of community based learning for young people

North Glasgow Learns– funding received from Fairer Scotland Fund for provision of literacy and English classes throughout North Glasgow

Fairer Scotland Fund Equality and Diversity – contribution towards the costs of the creche at the Flexicentre

Big Lottery in Scotland - grant received for the development and delivery of personal and social development programmes for young parents

Volant Trust – grant received for developing and maintaining childcare provider

Future Jobs Funds – provides contribution to administrative and allows the employment of an Administrative Assistant.

19. Unrestricted Funds

	Balance at 01-Apr 2010 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31-Mar 2011 £
Future project developments	38,218	-	-	(38,218)	-
Repairs & refurbishments	28,370	-	-	-	28,370
IT Maintenance and replacement	10,294	-	-	-	10,294
Contingency	-	-	-	90,000	90,000
Other tangible fixed assets	46,727	-	11,682	1,151	36,196
Holiday care programme	25,000	-	25,000	-	-
	<u>148,609</u>	<u>-</u>	<u>36,682</u>	<u>52,933</u>	<u>164,860</u>
General funds	213,270	347,593	325,121	(52,933)	182,809
	<u>361,879</u>	<u>347,593</u>	<u>361,803</u>	<u>-</u>	<u>347,669</u>

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19. 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 support groups for parents.

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

IT maintenance and replacement: This fund will be used to ensure that computer equipment remains up to date and well maintained.

Contingency: The Board recognise that in the current economic climate it may be necessary to subsidise activities out of reserves. This amount has been designated accordingly.

Other tangible fixed assets: These funds represent the monies tied up in tangible fixed assets and therefore not readily expendable.

Childcare programme: This fund was used during the year to ensure continued operation of comprehensive childcare provision to enable parents to participate in Rosemount services.

20. Analysis of Net Assets between Funds

	Tangible fixed assets £	Net current assets £	Total £
Restricted funds	-	-	-
Unrestricted funds	36,196	311,473	347,669
Total funds	<u>36,196</u>	<u>311,473</u>	<u>347,669</u>

21. Lease Commitments – operating leases

At 31 March 2011 the charity had annual commitments in respect of property leases of £65,000 (2010: £64,662) with no set expiry date.