MEN IN CHILDCARE

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 July 2012

Charity No SC038642

Company No SC287840

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MEN IN CHILDCARE

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MEN IN CHILDCARE
DIRECTOR'S REPORT

LEGAL AND ADMINISTRATIVE INFORMATION

For the year ended 31 July 2012

Directors
James Baird Chairperson
Alison Spence
William McGhee

Company Secretary
Alison Spence

Co-ordinator
Colin Chisholm

Registered Office and operational address
Norton Park
57 Albion Road
Edinburgh EH7 5QY

Independent Examiner
Eddy McGregor FinstLM
2/26 Saltire Square
Edinburgh EH5 1PR

Bankers
Royal Bank of Scotland
1a Shandon Crescent
Edinburgh

Bank of Scotland
43 Comely Bank
Edinburgh

MEN IN CHILDCARE
DIRECTOR'S REPORT

For the year ended 31 July 2012

The Directors are pleased to present their report together with the financial statements of the charity for the year ended 31st July 2012.

Structure, Governance and Management

Governing Document
Men in Childcare Limited is a company limited by guarantee governed by its Memorandum and Articles of Association dated 22 July 2005. It is registered as a charity with the Office of the Scottish Charity Regulator. Anyone over the age of 18 can become a member of the company, each of whom agrees to contribute £1 in the event of the charity winding up.

Appointment of Directors
As set out in the Articles of Association the chair of the directors is elected by the other directors. Directors are elected from amongst eligible members at the Annual General Meeting of the company.

The directors have the power to appoint further members to fill any vacancies that arise. Appointed members may hold post until the next AGM, when they shall retire.

All members are circulated with invitations to nominate directors prior to the AGM advising them of the retiring directors and requesting nominations for the AGM. When considering appointing directors, the Board has regard to the requirement for any specialist skills needed.

Director Induction and Training
New directors undergo an orientation day to brief them on their legal obligations under charity and company law, the content of the Memorandum and Article of Association, the committee and decision making process, the business plan and recent financial performance.

Organisation
The board, who are directors for the purpose of company law and trustees for the purpose of charity law, can have up to 10 members. They administer the charity. The board meets quarterly. A manager is appointed by the directors to manage the day-to-day operations of the charity. To facilitate effective operations, the manager has delegated authority, within terms of delegation approved by the directors, for operational matters including finance, employment and project activity.

Risk management
The directors have a risk management strategy that comprises

- A review of the risks the charity may face
- The establishment of policies and procedures to minimise risk to the charity

The major risk identified by the directors was the financial position of Men In Childcare. The directors remain committed to diversifying the funding base, and seeking multi-year funding, in order to provide on-going services for clients.

As a charity, dependent upon external financing, there exists an on-going risk to the medium to long-term sustainability of the charity. The directors have played an active part in trying to identify sources of multi-annual funding.
The directors regularly review the management accounts for the charity, and whilst still concerned at the financial risk to the charity, are confident that this can be addressed over the coming years.

MEN IN CHILDCARE
DIRECTOR'S REPORT

For the year ended 31 July 2012

Objectives and activities

The Objects shall be to advance the education of service users, families, parents, carers, children and professionals, for the promotion of gender equality in posts delivering childcare and associate professions.

Review of the Year

The Men in Childcare project continues to redress the gender imbalance in early years and continues to promote the fact that children need both men and women in their lives.

Men In Childcare continues to have highly successful collaborations with Scottish Colleges who provide 16 weeks Introductory Childcare Training Courses specifically for men on our behalf. Following on from the Introductory Course is a Fast Track Course, a higher level course which allows access to the HNC, either on a part time or full time basis. These courses are in Edinburgh, Glasgow, Dundee and South Lanarkshire.

In early June of 2012, Men in Childcare co-hosted an International Men in Childcare Conference, which attracted a full house of delegates from around the world. The Conference was held in the Edinburgh City Chambers, an incredible venue rich with history. It was a powerful day which left everyone charged and ready to push forward.

The day prior to the Conference, 23 delegates from 9 countries attended the European Men in ECE network meeting,

Internationally, Men in Childcare is currently Chair of DECET, a pan European Diversity Network. Men in Childcare is also active in the World Forum, where Kenny Spence is Joint Coordinator of the Men in Early Childhood Education network, as well as a member of the International Organising Committee.

Nationally, Men in Childcare is working with Edinburgh and Strathclyde Universities and has been involved with the Scottish Government on the Parenting Framework.

Financial Review

During the year, we continued to receive financial support from the Scottish Government and City of Edinburgh Council. We continue to seek to diversify our funding through developing links with other councils throughout Scotland, as well as looking at non-statutory funding sources.

During the year, we generated a deficit of £26,437 (2011: £2,925), and will continue to maintain such reserves as are necessary to continue our work and seek alternative funding sources.

Investment powers and policy
Under the memorandum and Articles of Association, the charity has the power to invest in any way the directors wish.

MEN IN CHILDCARE
DIRECTOR'S REPORT

For the year ended 31 July 2012

Reserves Policy
The directors seek to reach a level of reserves equivalent to six months operation expenses. This level of reserve would provide for the short-term withdrawal of funding, and allow for alternative funding to be sourced, of failing this, an ordered exit strategy for staff and clients.

The directors therefore aim to maintain unrestricted reserves of approximately £50,000. The actual unrestricted reserves of the charity at 31st July 2012 were £66,169.

Taxation
Men in Childcare is a charity and is recognised as such by the Inland Revenue for taxation purposes. As a result, there is no liability to taxation on any of its income.

Directors' Responsibilities

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing those financial statements, the directors are required to: -

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Directors on ...31/10/12... and signed on their behalf by:

Company Secretary

Alison Spence
ALISON SPENCE

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF MEN IN CHILDCARE

For the year ended 31 July 2012

Independent Examiner's Report to the Trustees of Men In Childcare

I report on the accounts of the charity for the year 31st July 2012 which are set out on pages 1 to 10.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

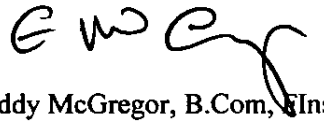
My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements:
   - to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
   - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Eddy McGregor, B.Com, FInstLM
2/26 Saltire Square
Edinburgh EH5 1PR

1st November 2012

INCOME AND EXPENDITURE ACCOUNT INCORPORATING STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 July 2012

	Funds 2012 £	2011 £
Incoming resources		
Incoming resources from generated funds:		
Voluntary income:		
Donations	-	500
Activities for generating funds:	-	-
Investment income	142	-
Incoming resources from charitable activities:		
Grants	87,500	97,500
Conference Fees	2,481	-
Total incoming resources	90,123	98,000
Resources expended		
Cost of generating funds		
Charitable activities	115,453	99,799
Governance costs	1,107	1,126
Total resources expended	116,560	100,925
Net movement in funds	(26,437)	(2,925)
Total funds at 1 August 2011	92,606	95,531
Total funds at 31 July 2012	66,169	92,606

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

BALANCE SHEET

As at 31 July 2011

	Note	2012 £	2012 £	2011 £
FIXED ASSETS				
Tangible assets	6	-	1,349	-
CURRENT ASSETS				
Debtors		-		-
Cash in hand and at bank		70,785		97,762
		70,785		97,762
CURRENT LIABILITIES				
Creditors: Amounts falling due within one year		(5,965)		(5,156)
			64,820	92,606
TOTAL ASSETS LESS LIABILITIES			66,169	92,606
NET ASSETS			66,169	92,606
FUNDS				
Unrestricted - General			66,169	92,606
			66,169	92,606

For the year ended 31st July 2012 the company was entitled to exemption from the audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' Responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of accounts.

These accounts are prepared in accordance with the provision applicable to companies subject to small companies' regime.

Approved by the Directors on 31/10/12 and signed on their behalf by:

Chair JAMES BAIRD

NOTES TO THE FINANCIAL STATEMENT

For the year ended 31 July 2012

1. ACCOUNTING POLICIES

Basis of accounting
The accounts have been prepared under the historical cost convention and are in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2007), the Companies Act 1985 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) issued in March 2005.

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

Equipment	- 25% Straight line
Fixtures and Fittings	- 25% Straight line

Items of expenditure are capitalised where the purchase price exceeds £500.

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 donations and is included in full in the Statement of Financial Activities when receivable
- Activities for generating funds is received for consultancy work and is included in full in the Statement of Financial Activities when the charity earns the right to the income
- Investment income is included when receivable
- Incoming resources from charitable activities are received by the way of grants. 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. Grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance
- The value of services provided by volunteers has not been included in these accounts

1. ACCOUNTING POLICIES (continued)

Resources expended
All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. The charity is not registered for VAT and accordingly costs are shown gross of irrecoverable VAT.

- 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 directly to such activities and those 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.

Unrestricted Funds
Unrestricted funds are grants and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Restricted Funds
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure, which meets these criteria, is charged to the fund, together with a fair allocation of management and support costs.

2. GOING CONCERN

The financial statements have been prepared on the going concern basis which assumes the charitable company will continue to operate for the foreseeable future. In order to do so the charitable company will require the continued support of its funders and creditors.

3. NET INCOMING RESOURCES FOR THE YEAR

	2012	2011
	£	£
This is stated after charging:-		
Depreciation	450	361
Auditor's remuneration – audit fee	500	450

No director received any remuneration for services as a director, nor was reimbursed any expenses (2011: nil).

4. STAFF NUMBERS AND COSTS

	2012	2011
	£	£
Wages & salaries	49,767	48,321
Social security costs	3,921	3,993
	53,688	52,314

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

	No.	No.
Promotion of gender equality	3	3

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

5. TAXATION

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

6. TANGIBLE FIXED ASSETS

	Equipment Total £
Balance at 1 August 2011	1,441
Additions in year	1,798
Disposals in year	-
Balance at 31 July 2012	3,239
Depreciation	
Balance at 1 August 2011	1,441
Charged in year	450
Disposals in year	-
Balance at 31 July 2012	1,891
Net book value	
At 31 July 2012	1,349
At 1 August 2011	361