

REGISTERED COMPANY NUMBER: SC291663 (Scotland)  
REGISTERED CHARITY NUMBER: SC045966

Report of the Trustees and  
Financial Statements for the Year Ended 31 October 2024  
for  
The Melting Pot

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The Melting Pot

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for the Year Ended 31 October 2024

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The Melting Pot (Registered number: SC291663)

Report of the Trustees  
for the Year Ended 31 October 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 October 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**Objectives**

The company's objects as stated in the Articles of Association are:

- to advance education
- to advance citizenship and community development; and
- to relieve unemployment

through a range of projects, initiatives and activities which stimulate and support social innovation.

**Our vision:** A society which has a vibrant, creative, resilient and effective social innovation community.

**Our mission:** Is to stimulate and support social innovation

## **OBJECTIVES AND ACTIVITIES**

### **Message from CEO Helen Denny**

Reflecting on the past year at The Melting Pot, we're proud to share some of our key achievements and moments that have defined our journey.

### **Strategic Growth and Leadership**

In November 2023, we launched our five-year organisational strategy, aiming to position The Melting Pot as Scotland's flagship Centre for Social Innovation. The vision was strengthened by the support of our seven new trustees, bringing diverse expertise to our governance.

### **Community Engagement and Events**

We hosted over 75 events, attracting more than 700 attendees. Highlights include the Bridging Communities series, fostering cross-sector connections, and collaborations with partners like DataKirk and the Scottish AI Alliance, exploring topics such as AI in social innovation and climate change.

### **Innovative Work Practices**

In November 2023, we transitioned to a four-day working week, enhancing our team's work-life balance and productivity.

### **Team Expansion**

Welcoming Sam Ross as our Business Development Manager in January 2024 has been instrumental in forging new partnerships and revitalising our Good Ideas incubator.

### **Commitment to Diversity and Inclusion**

Our Equality, Diversity & Inclusion Plan for 2023-24 underscores our dedication to fostering an inclusive environment, ensuring transparency and accountability in our efforts.

### **Looking Ahead**

As we move forward, our focus remains on nurturing social innovation, expanding our community, and creating spaces where ideas can flourish. The past year has been a collective effort, and we are grateful to our members, partners, and supporters who have journeyed with us.

Here's to continued collaboration in the year ahead.

### **About the Melting Pot**

The Melting Pot is Scotland's Centre for Social Innovation. An inspiring community of people striving to make the world a better place.

There are three key business areas through which The Melting Pot seeks to stimulate and support social innovation.

- Coworking
- Good Ideas
- Consultancy

### **Our Activities**

In 2023, we developed our new strategic plan, encompassing five priorities for the next five years. These will inform the framework for reporting from now on.

- A collaborative ecosystem
- Embed community driven innovation in all initiatives
- Scale our impact
- Exchange knowledge and expertise
- Ensure long-term sustainability

## **OBJECTIVES AND ACTIVITIES**

### **Long-Term Sustainability**

#### **Environmental Responsibility**

- Developed a long-term NetZero45 Action Plan.

#### **Financial Resilience**

- Recruited Sam Ross into a new Business Development Manager role.
- Received a Scottish Enterprise Ecosystem Fund Award worth £28k.
- Secured a loan of £50k from Social Investment Scotland.
- Secured Polar Express £25k venue hire booking.
- Benefitted from £6,060 in sponsorship.
- Earned £9k through events; 11x the amount from the previous year.

#### **Resource Efficiency**

- Welcomed Apex Scotland as a long-term tenant in their own office
- Completed HMRC AML Registration for Virtual Office Services
- Implemented a four-day working week for all staff.

#### **Strategic Partnerships**

- Defined and rolled out a new Partnerships offer.
- Developed numerous strategic partnerships to scale our impact across sectors (e.g. Strathclyde, My Edinburgh, Gearing for Growth, Edinburgh Chamber, Business Gateway).
- Built strong relationships with like-minded sponsors for events to enhance our impact (Charisma, Includability, Breeze Digital, Scottish AI Alliance).
- Started scoping a Connected Hubs Network.

#### **Long-Term Vision**

- Launched staff and Board sub-group's to focus efforts on particular business areas.
- Researched and revised Consultancy products and services.

### **Scale Our Impact**

"The Melting Pot gives me meaningful connection with people beyond my own organisation, creating opportunities to learn and grow alongside others. It brings a sense of balance between life and work, helping me set clearer boundaries for my day. the simple act of commuting there gets me outside, boosting both my health and wellbeing." - Coworking Member

#### **Tangible Social Impact**

- At year end, we had 439 coworking members, 88% being social innovators.
- Inspired, informed and engaged with 1,244 attendees at our events.

#### **Community Engagement**

- Increased visibility in Glasgow through strategic partnerships and regional events.
- Joined forces with Grassmarket Community Project and Good Ideas alumnus, Invisible Cities, to deliver Edinburgh 900 event.

#### **Innovative Solutions**

- Relaunched Good Ideas and delivered a Catalyst short course to support early-stage social innovators. These were 16 attendees and we received some sponsorship from Includability.

### **Collaborative Ecosystem**

#### **Robust Collaborative Network**

- Our Bridging Communities regional events and conference were a great success. We partnered with 33 business communities across Scotland 9 in Edinburgh, Glasgow, Inverness and Dumfries & Galloway). And brought 343 participants together for meaningful networking across sectors and communities.

## **OBJECTIVES AND ACTIVITIES**

- We delivered 91 events with many different partners.
- We continued to strengthen collaborative workings within the third sector, co-designing and co-hosting events with organisations such as: DataKirk, Purple Light Midlife, Solstice Wellness, Social Buzz, Sustainable Pathways, The Mindful Enterprise, Ostrero, Edinburgh Board Game Library and Breeze Digital.
- We have reached across sector boundaries to strengthen the entrepreneurial ecosystem, engaging organisations such as:

### **Creative**

Creative Edinburgh, the Jewellery Collective

### **Education**

University of Edinburgh, University of Strathclyde

### **Technology & Data Science**

Scottish AI Alliance, The Alan Turing Institute

### **Corporate**

Fever Tree

"Bridging Communities reiterated the importance of coming together to be able to share what we are all working on. Sometimes there's so much duplication when really we should be breaking out of our silos and collaborating more." - Event Attendee

## **Knowledge Exchange**

### **Knowledge Enrichment**

- Delivered 42 public events, spanning topics like social innovation stories, climate action, AI's impact on third sector, social impact, inclusion & diversity, health & wellbeing and creativity as a force for good.

### **Member Empowerment**

- Reviewed membership packages and introduced Your70 to address feedback.

## **Community-Driven Innovation**

### **Community Engagement**

- Delivered 43 member events, encouraging knowledge exchange and peer support.
- Regular social gatherings such as members' lunch, 'lunch and learns', Potters' Problem Solving and Friday drinks.
- Annual occasions like European Coworking Day, International Women's Day, our Birthday and Christmas.

### **Resourceful Knowledge Hub**

- Published 22 blog posts and resources on our website. This included guest posts from members/partners and included advice for social innovators on marketing, branding, impact measurement and funding.

## **Impact Snapshot**

- 70% Respondents felt able to work more effectively in social innovation thanks to the Melting Pot
- 64% had better headspace for work
- "I've just met so many like minded individuals, I honestly feel like it's restored my faith in humanity - there are so many people working on such beautiful things for the world"
- "The Melting Pot is a container for a particular type of person. And if that wasn't there, there would be less of an impact because those people just wouldn't be getting together"
- 60-70% felt part of something bigger, had met people with similar values to themselves and were less isolated as result of being a Melting Pot member
- 54% were more productive
- Wellbeing Benefits of Melting Pot Membership:
  - Improved Mental Health (75%)
  - More motivated & enjoy work more (53%)
  - Better relationships at work & home (52%)
  - Improved physical health (25%)

\* Data taken from Impact Report 2023

## **OBJECTIVES AND ACTIVITIES**

### **Our Partners**

We have had another exciting year of partnerships! Thank you to all our partners who enrich our work, offer interesting, diverse perspectives, and offer interesting, diverse perspectives, and contribute to a collaborative ecosystem.

## **FINANCIAL REVIEW**

### **Financial review**

Total income for the year was £472,975 (2023:£443,994) and expenditure totalled £536,244 (2023: £449,150) resulting in a deficit for the year of £63,269 (2023: £5,156). Reserves stood at negative £30,143 (2023: £33,126).

Work is now being carried out to increase income and prevent future losses as detailed below.

### **Reserves policy**

The Trustees consider that the charity should have free reserves of around £135,712 to cover redundancies and other expenses in the event of winding up, as well as 3 months of core costs. Free reserves are the total of general funds less fixed assets. The amount of free reserves at the end of the year fall below that level.

With net liabilities of £30,143 (2023: net assets £33,126) The Melting Pot is technically insolvent, however it does have net current assets of £12,560 (2023: 31,457) thanks for a loan from Social Investment Scotland (SIS).

Free reserves including the SIS loan are negative £42,185 (2023: positive £22,082). The SIS loan is a long term liability with a term of 72 months. In the shorter term excluding the long term loan (due in over 12 months) The Melting Pot has free reserves of £10,302 (2023: £31,457).

It should also be noted, that the wholly owned subsidiary of The Melting Pot - The Melting Pot Trading Ltd made profits in the year to 31 October 2024 of £6,838 (2023: £4,291). These profits are due to be paid to The Melting Pot under Gift Aid rules within 9 months of the year end.

The balance sheet position is a concern and the Trustees continue to monitor the situation to ensure that the charity will be able to continue as a going concern for the next 12 months (from the date of signing the accounts)

The Trustees have assessed the situation and The Melting Pot is starting to break even mid-way through the current year to 31 October 2025, all going well, this should be consistent by the end of the year (31October 2025). The new business development work is beginning to pay off, with significantly increased income from events and sponsorship. Re-launching Consultancy and Good Ideas have also generated increased income and secured additional contracts. A contractor has been hired to work on a sales strategy for core services and to increase income and there have also been various grant applications made which we are hopeful will be a success.

Having considered the above the Trustee's have concluded that despite the insolvent position, there is sufficient cash flow (thanks to the SIS loan) to allow the charity to continue as a going concern for the next 12 months (from the date of signing the accounts) allowing the charity to increase income and reverse the position.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The charity is a company limited by guarantee, governed by Articles of Association dated 31 August 2015. The company was incorporated on 13 October 2005 and recognised as a charity from 8 September 2015.

During the year the articles have been reviewed and are in the process of being updated.

### **Recruitment and appointment of new trustees**

New Trustees are appointed by the board of Trustees, there may be a maximum of 14 members of the board at any one time. Vacancies for new Trustees are advertised on the website where applications are submitted. When recruiting for new Trustees, a job role brief is created to ensure a suitable candidate can be found with the required skills and experience.

The Melting Pot (Registered number: SC291663)

Report of the Trustees  
for the Year Ended 31 October 2024

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**  
SC291663 (Scotland)

**Registered Charity number**  
SC045966

**Registered office**

15 Calton Road  
Edinburgh  
Lothian  
EH8 8DL

**Trustees**

Mark Anderson  
Claire Carpenter (resigned 10.11.23)  
Catherine L Henderson  
Hanoz M Mirza  
Andrew J Richards  
Sarah Jackman  
Lisa Paris  
Alice Paterson  
Felicity Rylands  
Niall Shannon  
Evangeline Simkins  
Cleopatra Goodman (resigned 9.12.24)

Trustees listed above include all Trustees on the board from 1 November 2023 to the date of signing the accounts.

**Independent Examiner**

Mathew Gillies LLB (Hons) ACPA FCIE  
Cowan & Partners Limited  
60 Constitution Street  
Edinburgh  
EH6 6RR

**Bankers**

The Co-operative Bank PLC  
PO Box 101  
1 Balloon Street  
Manchester  
M60 4EP

Approved by order of the board of trustees on ..... 9th June 2025 ..... and signed on its behalf by:



.....  
Lisa Paris - Trustee

Independent Examiner's Report to the Trustees of  
The Melting Pot

I report on the accounts for the year ended 31 October 2024 set out on pages eight to twenty.

**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 (as amended). The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) 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 the independent examiner's report**

My examination was 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 seeking explanations from you as 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 view given by the accounts.

**Independent examiner's statement**

In connection with 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 to comply with Regulation 8 of the 2006 Accounts Regulationshave 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.



Mathew Gillies LLB (Hons) ACPA FCIE  
Full member of the Association of Charity Independent Examiners

Cowan & Partners Limited  
60 Constitution Street  
Edinburgh  
EH6 6RR

Date: 13 June 2025

The Melting Pot

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 October 2024

|                                    | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 31.10.24<br>Total<br>funds<br>£ | 31.10.23<br>Total<br>funds<br>£ |
|------------------------------------|-------|----------------------------|--------------------------|---------------------------------|---------------------------------|
| <b>INCOME AND ENDOWMENTS FROM</b>  |       |                            |                          |                                 |                                 |
| Donations and legacies             | 2     | 4,387                      | -                        | 4,387                           | 48,385                          |
| <b>Charitable activities</b>       | 4     |                            |                          |                                 |                                 |
| Charitable activities              |       | 311,060                    | 35,550                   | 346,610                         | 257,393                         |
| Investment income                  | 3     | 535                        | -                        | 535                             | 527                             |
| Other income                       |       | 121,444                    | -                        | 121,444                         | 137,689                         |
| <b>Total</b>                       |       | <u>437,426</u>             | <u>35,550</u>            | <u>472,976</u>                  | <u>443,994</u>                  |
| <b>EXPENDITURE ON</b>              |       |                            |                          |                                 |                                 |
| <b>Charitable activities</b>       | 5     |                            |                          |                                 |                                 |
| Charitable activities              |       | <u>502,772</u>             | <u>33,473</u>            | <u>536,245</u>                  | <u>449,150</u>                  |
| <b>NET INCOME/(EXPENDITURE)</b>    |       |                            |                          |                                 |                                 |
| Transfers between funds            | 19    | (65,346)<br>(181)          | 2,077<br>181             | (63,269)<br>-                   | (5,156)<br>-                    |
| <b>Net movement in funds</b>       |       | <u>(65,527)</u>            | <u>2,258</u>             | <u>(63,269)</u>                 | <u>(5,156)</u>                  |
| <b>RECONCILIATION OF FUNDS</b>     |       |                            |                          |                                 |                                 |
| Total funds brought forward        |       | 33,126                     | -                        | 33,126                          | 38,282                          |
| <b>TOTAL FUNDS CARRIED FORWARD</b> |       | <u>(32,401)</u>            | <u>2,258</u>             | <u>(30,143)</u>                 | <u>33,126</u>                   |

**CONTINUING OPERATIONS**

All income and expenditure derive from continuing activities

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

The notes form part of these financial statements

The Melting Pot (Registered number: SC291663)

Balance Sheet

31 October 2024

|                                                  | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 31.10.24<br>Total<br>funds<br>£ | 31.10.23<br>Total<br>funds<br>£ |
|--------------------------------------------------|-------|----------------------------|--------------------------|---------------------------------|---------------------------------|
| <b>FIXED ASSETS</b>                              |       |                            |                          |                                 |                                 |
| Tangible assets                                  | 12    | 9,684                      | -                        | 9,684                           | 10,944                          |
| Investments                                      | 13    | 100                        | -                        | 100                             | 100                             |
|                                                  |       | <u>9,784</u>               | <u>-</u>                 | <u>9,784</u>                    | <u>11,044</u>                   |
| <b>CURRENT ASSETS</b>                            |       |                            |                          |                                 |                                 |
| Debtors                                          | 14    | 9,181                      | -                        | 9,181                           | 6,521                           |
| Cash at bank and in hand                         |       | 51,060                     | 2,258                    | 53,318                          | 69,638                          |
|                                                  |       | <u>60,241</u>              | <u>2,258</u>             | <u>62,499</u>                   | <u>76,159</u>                   |
| <b>CREDITORS</b>                                 |       |                            |                          |                                 |                                 |
| Amounts falling due within one year              | 15    | (49,939)                   | -                        | (49,939)                        | (44,702)                        |
|                                                  |       | <u>10,302</u>              | <u>2,258</u>             | <u>12,560</u>                   | <u>31,457</u>                   |
| <b>NET CURRENT ASSETS</b>                        |       |                            |                          |                                 |                                 |
|                                                  |       | <u>10,302</u>              | <u>2,258</u>             | <u>12,560</u>                   | <u>31,457</u>                   |
| <b>TOTAL ASSETS LESS CURRENT<br/>LIABILITIES</b> |       | <u>20,086</u>              | <u>2,258</u>             | <u>22,344</u>                   | <u>42,501</u>                   |
| <b>CREDITORS</b>                                 |       |                            |                          |                                 |                                 |
| Amounts falling due after more than one year     | 16    | (52,487)                   | -                        | (52,487)                        | (9,375)                         |
|                                                  |       | <u>(32,401)</u>            | <u>2,258</u>             | <u>(30,143)</u>                 | <u>33,126</u>                   |
| <b>NET ASSETS</b>                                |       | <u>(32,401)</u>            | <u>2,258</u>             | <u>(30,143)</u>                 | <u>33,126</u>                   |
| <b>FUNDS</b>                                     | 19    |                            |                          |                                 |                                 |
| Unrestricted funds                               |       |                            |                          | (32,401)                        | 33,126                          |
| Restricted funds                                 |       |                            |                          | 2,258                           | -                               |
| <b>TOTAL FUNDS</b>                               |       |                            |                          | <u>(30,143)</u>                 | <u>33,126</u>                   |

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 October 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 October 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

The Melting Pot (Registered number: SC291663)

Balance Sheet - continued

31 October 2024

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .....9th June 2025..... and were signed on its behalf by:

  
.....

Lisa Paris - Trustee

The notes form part of these financial statements

## 1. ACCOUNTING POLICIES

### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

The accounts are presented in Sterling which is the charity's functional currency, and rounded to the nearest pound.

No changes have been made to the basis of preparing the financial statements this year or to the previous year's financial statements.

### **Going concern**

As discussed in the Trustees Report on page 5, the Trustees have considered the position in relation to going concern and have concluded that the charity will continue for the next 12 months, therefore the accounts are prepared on a going concern basis.

The Melting Pot Trading Ltd (a wholly owned subsidiary) made profits in the year of £6,838 (2023: £4,291) and continues to gift aid these profits to The Melting Pot on an annual basis.

### **Accounting estimates and areas of judgement**

The preparation of the financial statements conforms with the requirements of the Charities SORP and general accepted accounting principles. The only area in which it is considered that accounting estimates and areas of judgement have been applied is depreciation, the policy on which is outlined below.

### **Income**

Grants and donations are recognised in full in the Statement of Financial Activities in the period in which they are receivable, provided any conditions for use of the grant or donation have been fulfilled. Where a grant or donation is received for a specific purpose, it is included within restricted income and any unexpended portion carried forward as a restricted fund. Income from charitable activities includes income received where entitlement to grant funding is subject to specific performance conditions and is recognised as and when it is earned. Income from non-charitable trading activities and fundraising is included under other trading activities.

### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

### **Tangible fixed assets**

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

|                          |               |
|--------------------------|---------------|
| Improvements to property | - 5% on cost  |
| Fixtures and fittings    | - 25% on cost |

### **Taxation**

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

**1. ACCOUNTING POLICIES - continued**

**Fund accounting**

Unrestricted funds arise from donations without a specified purpose and other income generated and are available to be used for any objects of the charity at the discretion of the trustees.

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

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**Gift aid payments from subsidiary company**

The Melting Pot Trading Limited (a wholly owned subsidiary of The Melting Pot) pays all its taxable profits for the reporting period to its parent charity (The Melting Pot) under the gift aid scheme. These gift aid payments are recognised as distributions to owners in equity within retained earnings in the accounts of The Melting Pot Trading Limited.

At the reporting date there was no legal obligation in place for the company to make this gift aid payment, although prior to the reporting date the board have indicated their intention to pay the taxable profits to the parent charity in respect of the reporting period. The payment is planned to be made within 9 months of the end of the reporting date.

Gift aid donations from the subsidiary company are recognised when paid per SORP FRS 102.

**VAT**

The Melting Pot is VAT registered and income and expenditure is recognised net of VAT.

**2. DONATIONS AND LEGACIES**

|           | 31.10.24          | 31.10.23          |
|-----------|-------------------|-------------------|
|           | £                 | £                 |
| Donations | 4,387             | 48,385            |
|           | <u>          </u> | <u>          </u> |

**3. INVESTMENT INCOME**

|                          | 31.10.24          | 31.10.23          |
|--------------------------|-------------------|-------------------|
|                          | £                 | £                 |
| Deposit account interest | 535               | 527               |
|                          | <u>          </u> | <u>          </u> |

## The Melting Pot

### Notes to the Financial Statements - continued for the Year Ended 31 October 2024

#### 4. INCOME FROM CHARITABLE ACTIVITIES

|                                                        | Activity              | 31.10.24<br>£  | 31.10.23<br>£  |
|--------------------------------------------------------|-----------------------|----------------|----------------|
| Charitable activities                                  | Charitable activities | 302,468        | 250,038        |
| Consultancy                                            | Charitable activities | 4,120          | 7,355          |
| Bridging communities event -<br>income and sponsorship | Charitable activities | 4,472          | -              |
| Grants                                                 | Charitable activities | 35,550         | -              |
|                                                        |                       | <u>346,610</u> | <u>257,393</u> |

Grants received, included in the above, are as follows:

|                           | 31.10.24<br>£ | 31.10.23<br>£ |
|---------------------------|---------------|---------------|
| Social Enterprise         | 28,800        | -             |
| City of Edinburgh Council | 4,750         | -             |
| Edinburgh Airport         | 2,000         | -             |
|                           | <u>35,550</u> | <u>-</u>      |

#### 5. CHARITABLE ACTIVITIES COSTS

|                       | Direct<br>Costs (see<br>note 6)<br>£ | Support<br>costs (see<br>note 7)<br>£ | Totals<br>£    |
|-----------------------|--------------------------------------|---------------------------------------|----------------|
| Charitable activities | <u>533,295</u>                       | <u>2,950</u>                          | <u>536,245</u> |

#### 6. DIRECT COSTS OF CHARITABLE ACTIVITIES

|                                | 31.10.24<br>£  | 31.10.23<br>£  |
|--------------------------------|----------------|----------------|
| Staff costs                    | 300,342        | 231,537        |
| Rent, rates & service charges  | 116,635        | 119,015        |
| Insurance                      | 7,601          | 5,808          |
| Telephone                      | 3,601          | 3,504          |
| Advertising & PR               | 13,490         | 10,566         |
| Sundries                       | 573            | 773            |
| Recruitment                    | 554            | 288            |
| Training                       | 2,961          | 1,892          |
| Travel and subsistence         | 1,206          | 920            |
| Office supplies                | 4,324          | 4,878          |
| Subscriptions                  | 1,021          | 739            |
| IT support & software          | 18,444         | 21,227         |
| Accountancy fees               | 1,280          | 1,350          |
| Other legal and professional   | 5,024          | 5,061          |
| Contractor fees                | 1,314          | 2,530          |
| Good ideas delivery            | -              | 924            |
| Venue hire costs               | 201            | 3,630          |
| Catering                       | 10,897         | 15,879         |
| Repairs and renewals           | 2,813          | 6,153          |
| GCU Social Innovation Expenses | -              | 1,438          |
| Consultancy expenses           | -              | 1,175          |
| Contractor fees - consultancy  | -              | 1,500          |
|                                | <u>492,281</u> | <u>440,787</u> |
| Carried forward                |                |                |

Notes to the Financial Statements - continued  
for the Year Ended 31 October 2024

**6. DIRECT COSTS OF CHARITABLE ACTIVITIES - continued**

|                            | 31.10.24       | 31.10.23       |
|----------------------------|----------------|----------------|
|                            | £              | £              |
| Brought forward            | 492,281        | 440,787        |
| ECO System 23/24 expenses  | 28,981         | -              |
| Edinburgh 900 expenses     | 2,194          | -              |
| Event expenses             | 3,072          | -              |
| Depreciation               | 2,115          | 2,461          |
| Bank & transaction charges | 4,652          | 3,022          |
|                            | <u>533,295</u> | <u>446,270</u> |

**7. SUPPORT COSTS**

|                       | Governance costs |
|-----------------------|------------------|
|                       | £                |
| Charitable activities | <u>2,950</u>     |

Support costs, included in the above, are as follows:

**Governance costs**

|                         | 31.10.24              | 31.10.23         |
|-------------------------|-----------------------|------------------|
|                         | Charitable activities | Total activities |
|                         | £                     | £                |
| Independent Examination | <u>2,950</u>          | <u>2,880</u>     |

**8. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

|                             | 31.10.24     | 31.10.23     |
|-----------------------------|--------------|--------------|
|                             | £            | £            |
| Independent Examination     | 2,950        | 2,880        |
| Depreciation - owned assets | <u>2,114</u> | <u>2,461</u> |

**9. TRUSTEES' REMUNERATION AND BENEFITS**

Claire Carpenter (Trustee to 10.11.2023) received remuneration, including redundancy and pay in lieu of notice, for services to the charity of £23,444 (2023: £30,527). No other Trustee received remuneration for services to the charity.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 October 2024 nor for the year ended 31 October 2023.

Notes to the Financial Statements - continued  
for the Year Ended 31 October 2024

**10. STAFF COSTS**

|                       | 31.10.24       | 31.10.23       |
|-----------------------|----------------|----------------|
|                       | £              | £              |
| Wages and salaries    | 269,508        | 203,526        |
| Social security costs | 21,034         | 13,907         |
| Other pension costs   | 9,800          | 14,104         |
|                       | <u>300,342</u> | <u>231,537</u> |

The average monthly number of employees during the year was as follows:

|           | 31.10.24 | 31.10.23 |
|-----------|----------|----------|
|           | 8        | 8        |
| Employees | <u>8</u> | <u>8</u> |

No employees received emoluments in excess of £60,000.

**11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

|                                    | Unrestricted funds<br>£ | Restricted funds<br>£ | Total funds<br>£ |
|------------------------------------|-------------------------|-----------------------|------------------|
| <b>INCOME AND ENDOWMENTS FROM</b>  |                         |                       |                  |
| Donations and legacies             | 48,385                  | -                     | 48,385           |
| <b>Charitable activities</b>       |                         |                       |                  |
| Charitable activities              | 257,393                 | -                     | 257,393          |
| Investment income                  | 527                     | -                     | 527              |
| Other income                       | 137,689                 | -                     | 137,689          |
| <b>Total</b>                       | <u>443,994</u>          | <u>-</u>              | <u>443,994</u>   |
| <b>EXPENDITURE ON</b>              |                         |                       |                  |
| <b>Charitable activities</b>       |                         |                       |                  |
| Charitable activities              | <u>449,150</u>          | <u>-</u>              | <u>449,150</u>   |
| <b>NET INCOME/(EXPENDITURE)</b>    | (5,156)                 | -                     | (5,156)          |
| <b>RECONCILIATION OF FUNDS</b>     |                         |                       |                  |
| Total funds brought forward        | 38,282                  | -                     | 38,282           |
| <b>TOTAL FUNDS CARRIED FORWARD</b> | <u>33,126</u>           | <u>-</u>              | <u>33,126</u>    |

The Melting Pot

Notes to the Financial Statements - continued  
for the Year Ended 31 October 2024

**12. TANGIBLE FIXED ASSETS**

|                       | Improvements<br>to<br>property<br>£ | Fixtures<br>and<br>fittings<br>£ | Totals<br>£ |
|-----------------------|-------------------------------------|----------------------------------|-------------|
| <b>COST</b>           |                                     |                                  |             |
| At 1 November 2023    | 4,453                               | 27,710                           | 32,163      |
| Additions             | -                                   | 854                              | 854         |
|                       | <hr/>                               | <hr/>                            | <hr/>       |
| At 31 October 2024    | 4,453                               | 28,564                           | 33,017      |
|                       | <hr/>                               | <hr/>                            | <hr/>       |
| <b>DEPRECIATION</b>   |                                     |                                  |             |
| At 1 November 2023    | 223                                 | 20,996                           | 21,219      |
| Charge for year       | 222                                 | 1,892                            | 2,114       |
|                       | <hr/>                               | <hr/>                            | <hr/>       |
| At 31 October 2024    | 445                                 | 22,888                           | 23,333      |
|                       | <hr/>                               | <hr/>                            | <hr/>       |
| <b>NET BOOK VALUE</b> |                                     |                                  |             |
| At 31 October 2024    | 4,008                               | 5,676                            | 9,684       |
|                       | <hr/>                               | <hr/>                            | <hr/>       |
| At 31 October 2023    | 4,230                               | 6,714                            | 10,944      |
|                       | <hr/>                               | <hr/>                            | <hr/>       |

**13. FIXED ASSET INVESTMENTS**

|                                        | Unlisted<br>investments<br>£ |
|----------------------------------------|------------------------------|
| <b>MARKET VALUE</b>                    |                              |
| At 1 November 2023 and 31 October 2024 | 100                          |
|                                        | <hr/>                        |
| <b>NET BOOK VALUE</b>                  |                              |
| At 31 October 2024                     | 100                          |
|                                        | <hr/>                        |
| At 31 October 2023                     | 100                          |
|                                        | <hr/>                        |

There were no investment assets outside the UK.

Investments consist of 100% share capital of The Melting Pot Trading Ltd, a company incorporated in Scotland

**14. DEBTORS**

|               | 31.10.24<br>£ | 31.10.23<br>£ |
|---------------|---------------|---------------|
| Trade debtors | 8,045         | 5,984         |
| Prepayments   | 1,136         | 537           |
|               | <hr/>         | <hr/>         |
|               | 9,181         | 6,521         |
|               | <hr/>         | <hr/>         |

Notes to the Financial Statements - continued  
for the Year Ended 31 October 2024

**15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                                         | 31.10.24      | 31.10.23      |
|-----------------------------------------|---------------|---------------|
|                                         | £             | £             |
| Bank loans and overdrafts (see note 17) | 6,888         | 6,250         |
| Trade creditors                         | 9,236         | 5,744         |
| Social security and other taxes         | 6,781         | 4,478         |
| VAT                                     | 10,903        | 10,293        |
| Other creditors                         | 10,764        | 10,004        |
| The Melting Pot Trading Ltd             | 1,417         | 3,904         |
| Credit card                             | -             | 49            |
| Accruals                                | 3,950         | 3,980         |
|                                         | <u>49,939</u> | <u>44,702</u> |

**16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

|                          | 31.10.24      | 31.10.23     |
|--------------------------|---------------|--------------|
|                          | £             | £            |
| Bank loans (see note 17) | <u>52,487</u> | <u>9,375</u> |

**17. LOANS**

An analysis of the maturity of loans is given below:

|                                                 | 31.10.24      | 31.10.23     |
|-------------------------------------------------|---------------|--------------|
|                                                 | £             | £            |
| Amounts falling due within one year on demand:  |               |              |
| Bank loans                                      | <u>6,888</u>  | <u>6,250</u> |
| Amounts falling between one and two years:      |               |              |
| Bank loans - 1-2 years                          | <u>11,309</u> | <u>6,250</u> |
| Amounts falling due between two and five years: |               |              |
| Bank loans - 2-5 years                          | <u>30,053</u> | <u>3,125</u> |
| Amounts falling due in more than five years:    |               |              |
| Repayable by instalments:                       |               |              |
| Bank loans more 5 yr by instal                  | 11,125        | -            |

The Melting Pot have 2 loans from Social Investment Scotland

The first loan of £25,000 was received from Social Investment Scotland in May 2021 with a term of 61 months, interest is charged at 0%

The second loan of £50,000 was received from Social Investment Scotland in September 2024 with a term of 72 months, interest is charged at 10% per annum.

**18. SECURED DEBTS**

Social Investment Scotland Ltd - holds a floating charge over all property or undertaking of The Melting Pot.

**19. MOVEMENT IN FUNDS**

|                              | At<br>1.11.23<br>£ | Net<br>movement<br>in funds<br>£ | Transfers<br>between<br>funds<br>£ | At<br>31.10.24<br>£ |
|------------------------------|--------------------|----------------------------------|------------------------------------|---------------------|
| <b>Unrestricted funds</b>    |                    |                                  |                                    |                     |
| General fund                 | 22,181             | (63,231)                         | (1,035)                            | (42,085)            |
| Fixed Asset Fund             | 10,945             | (2,115)                          | 854                                | 9,684               |
|                              | <u>33,126</u>      | <u>(65,346)</u>                  | <u>(181)</u>                       | <u>(32,401)</u>     |
| <b>Restricted funds</b>      |                    |                                  |                                    |                     |
| Ecosystem 2023-24            | -                  | (181)                            | 181                                | -                   |
| Edinburgh 900 Community Fund | -                  | 1,400                            | -                                  | 1,400               |
| Edinburgh Airport Fund       | -                  | 858                              | -                                  | 858                 |
|                              | <u>-</u>           | <u>2,077</u>                     | <u>181</u>                         | <u>2,258</u>        |
| <b>TOTAL FUNDS</b>           | <u>33,126</u>      | <u>(63,269)</u>                  | <u>-</u>                           | <u>(30,143)</u>     |

Net movement in funds, included in the above are as follows:

|                              | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement<br>in funds<br>£ |
|------------------------------|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b>    |                            |                            |                           |
| General fund                 | 437,426                    | (500,657)                  | (63,231)                  |
| Fixed Asset Fund             | -                          | (2,115)                    | (2,115)                   |
|                              | <u>437,426</u>             | <u>(502,772)</u>           | <u>(65,346)</u>           |
| <b>Restricted funds</b>      |                            |                            |                           |
| Ecosystem 2023-24            | 28,800                     | (28,981)                   | (181)                     |
| Edinburgh 900 Community Fund | 4,750                      | (3,350)                    | 1,400                     |
| Edinburgh Airport Fund       | 2,000                      | (1,142)                    | 858                       |
|                              | <u>35,550</u>              | <u>(33,473)</u>            | <u>2,077</u>              |
| <b>TOTAL FUNDS</b>           | <u>472,976</u>             | <u>(536,245)</u>           | <u>(63,269)</u>           |

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

|                           | At<br>1.11.22<br>£ | Net<br>movement<br>in funds<br>£ | Transfers<br>between<br>funds<br>£ | At<br>31.10.23<br>£ |
|---------------------------|--------------------|----------------------------------|------------------------------------|---------------------|
| <b>Unrestricted funds</b> |                    |                                  |                                    |                     |
| General fund              | 30,560             | (2,695)                          | (5,684)                            | 22,181              |
| Fixed Asset Fund          | 7,504              | (2,461)                          | 5,902                              | 10,945              |
| Good Ideas                | 218                | -                                | (218)                              | -                   |
|                           | <u>38,282</u>      | <u>(5,156)</u>                   | <u>-</u>                           | <u>33,126</u>       |
| <b>TOTAL FUNDS</b>        | <u>38,282</u>      | <u>(5,156)</u>                   | <u>-</u>                           | <u>33,126</u>       |

Comparative net movement in funds, included in the above are as follows:

|                           | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement<br>in funds<br>£ |
|---------------------------|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b> |                            |                            |                           |
| General fund              | 443,994                    | (446,689)                  | (2,695)                   |
| Fixed Asset Fund          | -                          | (2,461)                    | (2,461)                   |
|                           | <u>443,994</u>             | <u>(449,150)</u>           | <u>(5,156)</u>            |
| <b>TOTAL FUNDS</b>        | <u>443,994</u>             | <u>(449,150)</u>           | <u>(5,156)</u>            |

Good Ideas - Since 2011 Good Ideas has inspired and supported people to turn their good ideas into new social enterprises, charities and campaigns.

Ecosystem 2023-24 - "Bridging Communities" -This grant received this year funded the delivery of 4 Scotland-wide networking events and a final national conference. It was fully utilised in the year.

Edinburgh 900 Community Fund - Funding received for the creation and delivery of innovation walking tours and creative artist events. The remaining balance has been carried forward and is expected to be spent by April 2025.

Edinburgh Airport Fund - Funding received during the year for space accessibility improvements, the remaining balance will be utilised in the year ended 31 October 2025.

The Fixed Assets fund corresponds to the net book value of tangible fixed assets. Depreciation is charged to the fund and the cost of fixed assets purchased is transferred into the fund.

**20. RELATED PARTY DISCLOSURES**

**Key Management Personnel**

During the year key management received remuneration including benefits and pension totalling £129,708 (2023: £93,675)

**The Melting Pot Trading Ltd**

The Melting Pot owns 100% of the shares of The Melting Pot Trading Ltd.

During the year The Melting Pot Trading Ltd were invoiced £108,706 (2023: £137,689) plus VAT for their contribution to shared costs.

At the year end a creditor balance of £1,417 (2023; £3,904) is outstanding.