15/105535

BACKBONE: CELEBRATING DIVERSITY THROUGH ADVENTURE: CIC

ABBREVIATED FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31ST AUGUST 2012

Company Number: SC404795 (Scotland)

THURSDAY

S27HX06O

SCT 02/05/2013 #327

COMPANIES HOUSE

BACKBONE: CELEBRATING DIVERSITY THROUGH ADVENTURE: CIC

DIRECTORS REPORT

FOR THE PERIOD ENDED 31ST AUGUST 2012

The Directors present their report and the Financial Statements of the Company for the period ended 31st August 2012.

Principal Activities

The Company is a registered Community Interest Company, specialising in the provision of personal development and training services.

The Company was incorporated on 4th August 2011 and trading commenced on 1st October 2011.

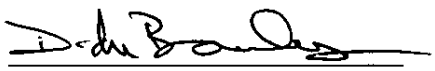
Directors and their Interests in the Shares of the Company

The Directors who served the Company during the period were as follows:

P K Johal
S Hafejee (Terminated – 2nd August 2012)
D DuBoulay

Small Company Provisions

This report, which has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and approved by the directors on 20th February 2013.



D DuBoulay (Director)

BACKBONE: CELEBRATING DIVERSITY THROUGH ADVENTURE: CIC

ACCOUNTANTS REPORT ON ABBREVIATED FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31ST AUGUST 2012

We have examined without carrying out an audit, the accounts for the period ended 31st August 2012 on pages 1 to 4.

Respective responsibilities of Directors and reporting accountant

The Company's Directors are responsible for the preparation of the accounts and they believe that the Company is exempt from audit. It is our responsibility to form an independent opinion, based on our examination and report our opinion to the shareholders.

Basis of opinion

We conducted our examination in accordance with appropriate standards issued by the Auditing Practices Board. This examination included the testing of evidence relevant to the amounts and disclosures in the financial statements and comparing the accounts with the accounting records by the Company. It also includes an assessment of the significant estimates and judgements made by the Directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Company's circumstances, consistently applied and adequately disclosed.

The examination was not an audit conducted in accordance with Auditing Standards. Accordingly we do not express an audit opinion on the accounts. Therefore our examination does not provide any assurance that the accounting records and the accounts are free from material misstatement.

Opinion

In our opinion:

a) The accounts are in agreement with those accounting records kept by the Company under section 386 of the Companies Act 2006.

b) Having regard to, and on the basis of, the information contained in those accounting records, the accounts have been properly prepared in a manner consistent with the regulations made by the Secretary of State.

c) In our opinion the Company is entitled to deliver abbreviated financial statements in accordance with sections 444(1) or 444(3) of the Companies Act 2006.

M J Harris
15 Birmingham Road
Millisons Wood
Nr Meriden
Coventry
CV5 9AY

20th February 2013

BACKBONE: CELEBRATING DIVERSITY THROUGH ADVENTURE: CIC

BALANCE SHEET AS AT 31ST AUGUST 2012

	Notes	£	£
CURRENT ASSETS:			
Cash at Bank and in Hand		13,413	
		13,413	
CREDITORS:			
Amounts falling due within One year	2	7,746	
NET CURRENT ASSETS:			5,667
TOTAL ASSETS			5,667
CAPITAL AND RESERVES			
Profit and Loss Account			5,667
TOTAL RESERVES			5,667

The Directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section of 476 of the Act.

The Directors acknowledge their responsibilities for:

(i) Ensuring that the company keeps adequate accounting records which comply with section 386 of the Act, and

(ii) Preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year end and if it's surplus or deficit for the financial year in accordance with the requirements of sections 394 and 395, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

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

These financial statements were approved by the directors and authorised for issue on 20th February 2013, and are signed on their behalf by:

D DuBoulay (Director)

BACKBONE: CELEBRATING DIVERSITY THROUGH ADVENTURE: CIC

NOTES ON ABBREVIATED FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31ST AUGUST 2012

1. ACCOUNTING POLICIES

Basis of accounting
The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting standard for Smaller Entities (effective April 2008).

Depreciation
Depreciation of fixed assets is calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

	Rate	Basis
Equipment & Fixtures	25%	Reducing Balance

Leases & Hire Purchase Contracts
Tangible fixed assets acquired under finance leases and hire purchase contracts are capitalised at the estimated fair value at the date of inception of each lease or contract. The total finance charges are allocated over the period of the lease in such a way as to give a reasonably constant charge on the outstanding liability.

Operating lease agreements
Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against income on a straight line basis over the period of the lease.

Stocks and Work In Progress
Stock and work in progress are valued at the lower cost and net realisable value, after making due allowance for obsolete and slow moving lines.

Comparatives
There are no comparative figures shown in the Financial Statements as the enclosed represent the first period of trading.

BACKBONE: CELEBRATING DIVERSITY THROUGH ADVENTURE: CIC

NOTES ON ABBREVIATED FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31ST AUGUST 2012

	£
2. Creditors:	
Amounts falling due within one year	
Taxation	1,426
Directors' Loan Account	5,000
Sundry Creditors	1,320
	7,746

105535/£15

CIC 34

Community Interest Company Report

For official use *(Please leave blank)*	

Please complete in typescript, or in bold black capitals.

Company Name in full	BACKBONE: CELEBRATING DIVERSITY THROUGH ADVENTRURE: CIC
Company Number	SC404795
Year Ending	31ST AUGUST 2012

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a fair and accurate description of how they have benefited the community, or section of the community, which the company is intended to serve.

- A social audit report covering these points is attached.

(If applicable, please just state "A social audit report covering these points is attached").

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

BackboneCDTA CIC have an Advisory Panel that are consulted and informed on every new project, together with minuted annual meetings. They receive the following:

- o Project flyers for approval
- o Invites to launch and celebration of every project
- o Provide feedback – on-going/informally and annually-written and verbal feedback

List of Advisory Panel 2011-12 attached together with collation of feedback, which we will be implementing in 2012-13.

(If applicable, please just state "A social audit report covering these points is attached").

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

Backbone CDTA CIC has 3 Directors; Operations x 1 and Governance x 2. Operation's Director Ms P Johal delivers all our projects through her own private Limited Company; Backbone Training & Consultancy Ltd. The payments made to Backbone Training & Consultancy Ltd for the period totalled £31,950. Governance Director's have set and agreed Backbone Training & Consultancy Ltd fee structure for delivery of projects - reviewed annually.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

Backbone CDTA CIC have the following assets:
7 bicycles purchased for our Women's Learn To Ride (WLTR) Project Glasgow.

They are stored at Glasgow Bike Station & for the use of the WLTR Project Glasgow. This project is now run and owned by the women leaders we trained in the community. Backbone CDTA CIC have in place a loan agreement with Glasgow WLTR allowing for the purchase or return of the bicycles at the end of the project.

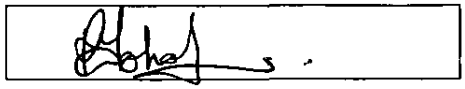
- The Directors have not taken any dividends.
- Backbone CDTA CIC has no debts this year

(Please continue on separate continuation sheet if necessary.)

(N.B. Please enclose a cheque for £15 payable to Companies House)

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed  Date 20/2/2013

Office held (tick as appropriate) ☒*Director* ☐*Secretary*

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

D & S Associates		
15 Birmingham Road		
Millisons Wood		
Coventry, CV5 9AY	Telephone	01676 523516
DX Number	DX Exchange	

When you have completed and signed the form, please send it to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139 Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38 Linenhall Street, Belfast, BT2 8BG

ANNUAL REPORT: 1st September 2011 – 1st September 2012





Contents

Who we are
Our Partners
Our Initiatives
Plan for 2013

Join us in celebrating our 1st year as a Social Enterprise..

What we do:
Entice & Excite communities to have fun, enjoy & protect the wonder of Scotland's natural environment.

How we do it:
Provide short-term initiatives training local leaders to develop sustainable environmental projects



No's that have used our services	No of Leaders Trained/In Training
200+	26

Compiled by Pammy Johal

Who We Are

Directors

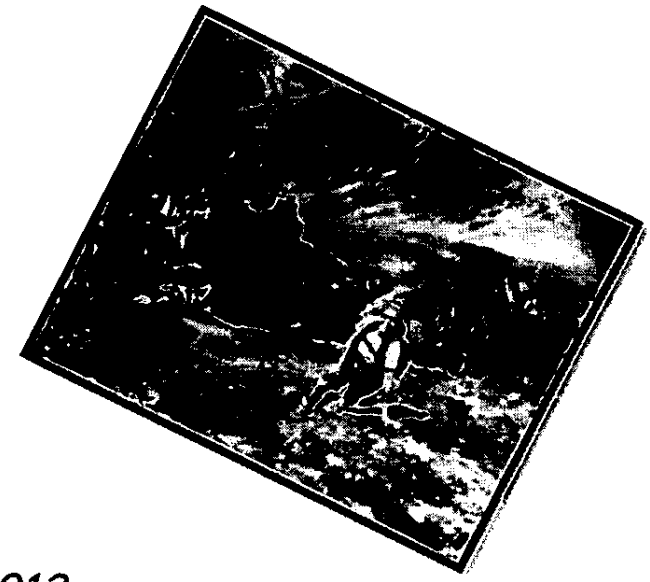
Founder & Operations Director:

Pammy Johal *(Aug 2011-Sept 2012)*

Governance:

Dexter Duboulay *(Aug 2011-Sept 2012)*

Salima Hafejee *(Aug 2011-July 2012)*



Advisory Panel

October 2011 - September 2012

Asma Kassim: Nari Kallyan Shangho & Al Furqan
Ameer Limbu: Nepal Scotland Association
Yasmeen Ahmad: Dundee International Women's Centre
Zara Mohammed: Glasgow Muslim Women/Independent
Alice Musamba: Sisters of Seeds/African Women in Edinburgh
Gavin Kennerley: National Trust for Scotland
Alan Smith: National Parks of Scotland
Jim Downey: National Parks of Scotland
Hinna Habib: Association of Scottish Muslims

What We Do

We provide short-term segregated activities for those who cannot access mainstream activities due to religious/cultural reasons and for those who lack confidence. Our projects build personal and community confidence to effectively integrate in today's diverse society.

We aim to create a network of backbone initiatives across Scotland that:

- "Entice & Excite" everyone to engage with, enjoy and protect Scotland's natural environment.
- Train and develop BME role models in the environmental arena.
- Develop locally led and sustainable community environmental projects.
- Create a network of partnerships between environmental and BME community organisations across Scotland based on genuine intention, respect for differences and for the direct benefit of local communities

Projects Delivered 2011-2012

Women's Outdoor Leadership Project	Jan - Sept 2012
Community Leadership Project	Oct 2011 - October 2012
Women's Learn To Ride Projects: • Glasgow x 2 • Edinburgh x 2 • Dundee • Fife	October 2011 - October 2012
Amina: Befriender's Residential	June 2012
BME Women's Walking Project: • Glasgow • Dundee	Jan - October 2012
Commonwealth Woodland Project	May 2012 - on-gong to 2014

Director's Message

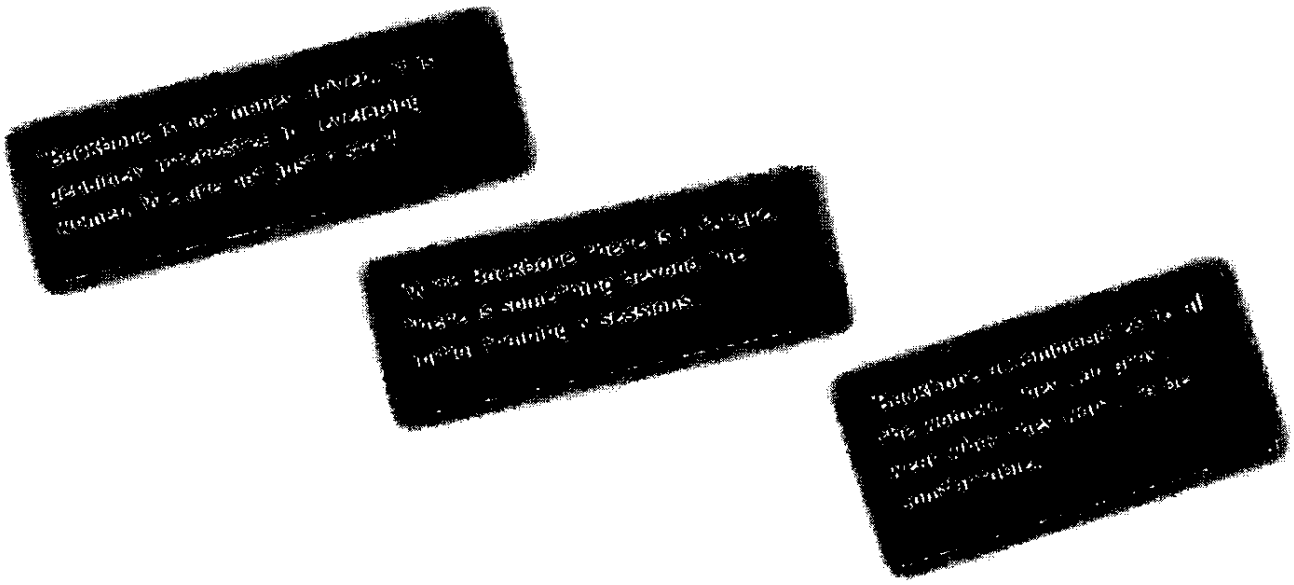
It is with great pleasure I am writing this short statement, Backbone has quickly established itself as an innovative and sustainable project connecting ethnic minority communities in urban areas with the great outdoor playground of the Scottish glens and highlands. From such simple concepts as engaging women to ride bikes and outdoor leadership courses, a range of benefits have been achieved at both the individual and organisational level. Confidence and health have been improved; participants are acting as role models within communities, encouraging others to become involved in and benefit from outdoor ventures. Rural agencies have established long-term relationships with 'hard-to-reach' community organisations and groups.

A great deal of thanks has to go to Pammy for the vision, energy and commitment to deliver these projects from a sound ethical position of true inclusiveness.

A big thanks also needs to go to the members of the Advisory Group for their enthusiasm, time, effort and constructive support for making sure the projects work as well as they do on the ground.

A great first year that we intend to sustain into the coming years...

Dexter Duboulay



Partners

Backbone initiatives are centered on our core value on partnership working based on:
Genuine Intention & Trust
Mutual Respect
Working for the Direct Benefit of Local Communities

We would like to thank our main partners for their continued support:

- Cairngorm National Park
- Cycling Scotland
- Forestry Commission Scotland
- Lochlomond & Trossachs National Park
- National Trust for Scotland
- Scottish Natural Heritage
- The Rank Foundation

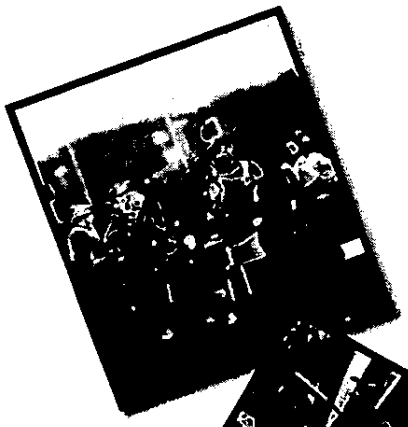
A big thanks to all those not mentioned above..

What we've been doing this past year..

Number of Initiatives Delivered	Number of Participants on Projects	Number of Leaders we have trained	Number of Volunteers	Number of Paid Sessional Leaders
12	200+	26	12	5

Backbone Initiatives

Women's Learn To Ride Projects

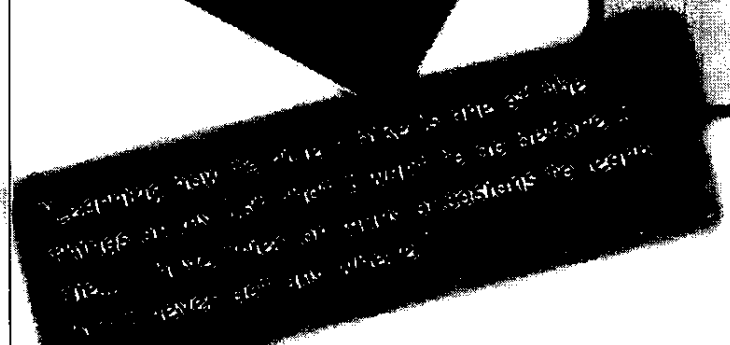


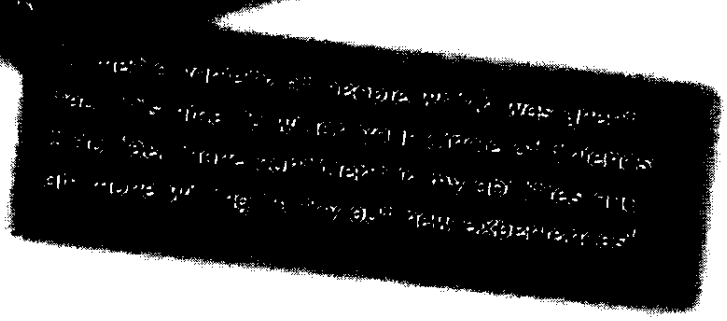


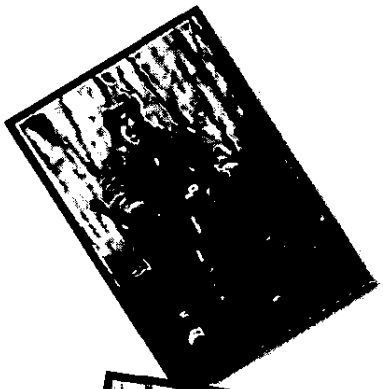
6 Projects: Edinburgh (2), Dundee, Fife, & Glasgow (2)

- Over 100 women aged 16 to 56 from all backgrounds the confidence to ride a bike
- Trained 9 Local Cycle Ride Leaders, with further 8 planned by the end of 2012
- Purchased 7 bikes for the Glasgow group
- Leaders have set up local Facebook Page
- Leaders are organising local social rides
- Participants have purchased their own bikes
- Participants are beginning to use their bikes for local journeys: going to university, visiting friends and local shopping!
- Leaders are mapping their own routes
- Participants have a greater sense of independence

Shared family fun.. leading to healthy & sustainable life styles











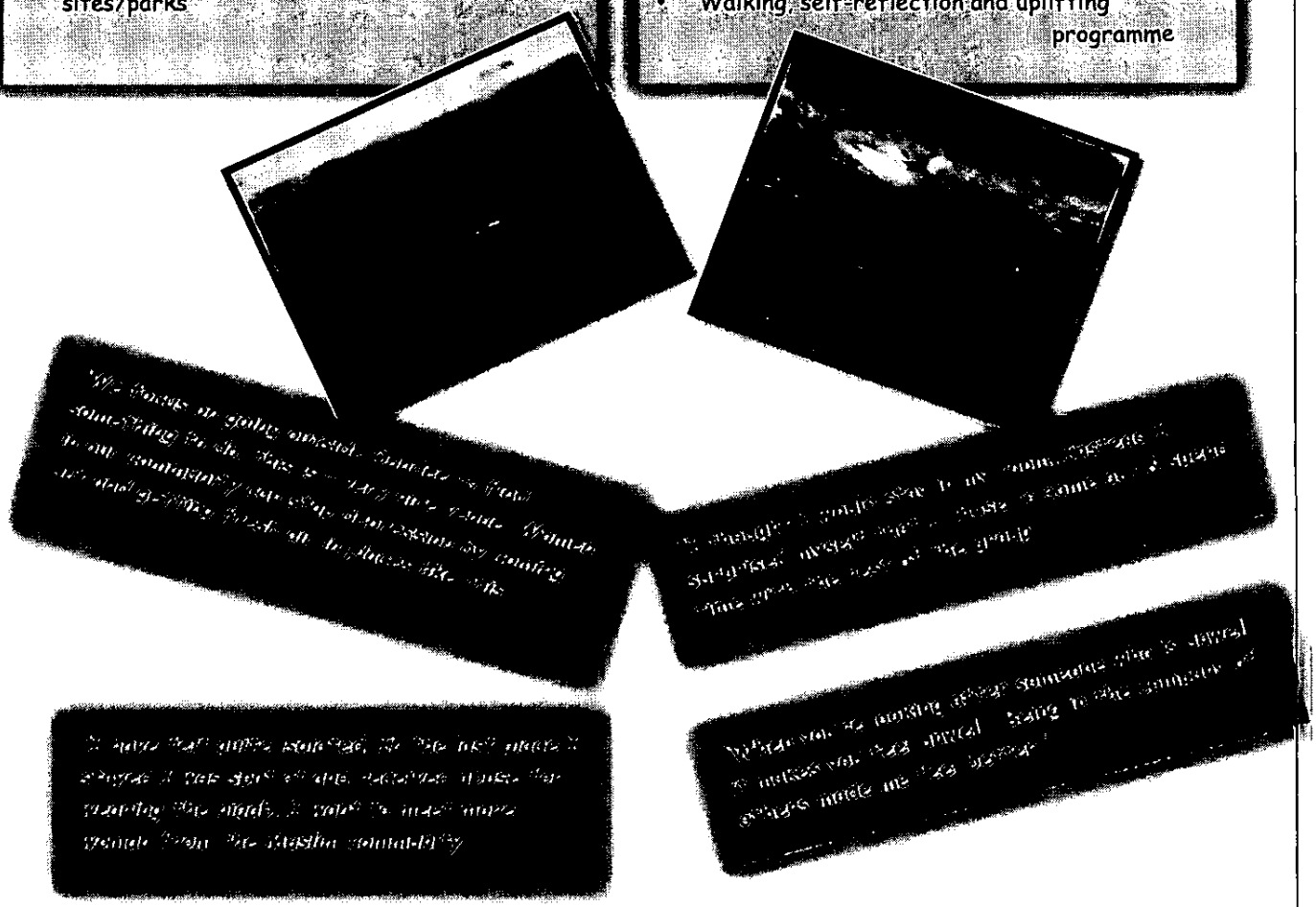
BME Women's Walking Project & AMINA Carer's Residential

2 Projects: Dundee & Glasgow

- Working with AMINA (Dundee & Glasgow), Dundee International Women's Centre & Glasgow Asian Women's Group.
- Over 60 BME women & children aged 4 to 86 enjoyed days out in local parks & sites
- Introduced local women to 8 different local sites/parks

AMINA: Muslim Womens Resource Centre Dundee

- 11 Amina BME Carer's & Volunteers -from the Befriending Project spent an overnight @ Gartmore House
- 1st time experience for carer's to replace their everyday carer's life and duties
- Most of carer's live isolated lives
- Walking, self-reflection and uplifting programme



Community Leadership Project (2) 2011/12

The Community Leadership Project (CLP) aims to develop a new generation of role models and leaders from Scotland's black and minority ethnic (BME) communities. It "**Entices & Excites**" participants to get involved in Scotland's outdoor environment, develop their skills, competence in engaging people to enjoy, learn about and protect our natural environment.







- 14 BME participants from Glasgow, Edinburgh, Fife & Motherwell enrolled on the programme with 8 completing the programme in October 2012
- 12 completed Outdoor 1st Aid Course
- 8 completed John Muir Discovery Award
- 8 completed training towards Sports Leaders UK Level 3 Certificate In Basic Expedition Leadership
- Participants will deliver over 8 local environmental projects
- Participants will introduce over 200 people to the benefits of Scotland's natural environment

3 strands of training:

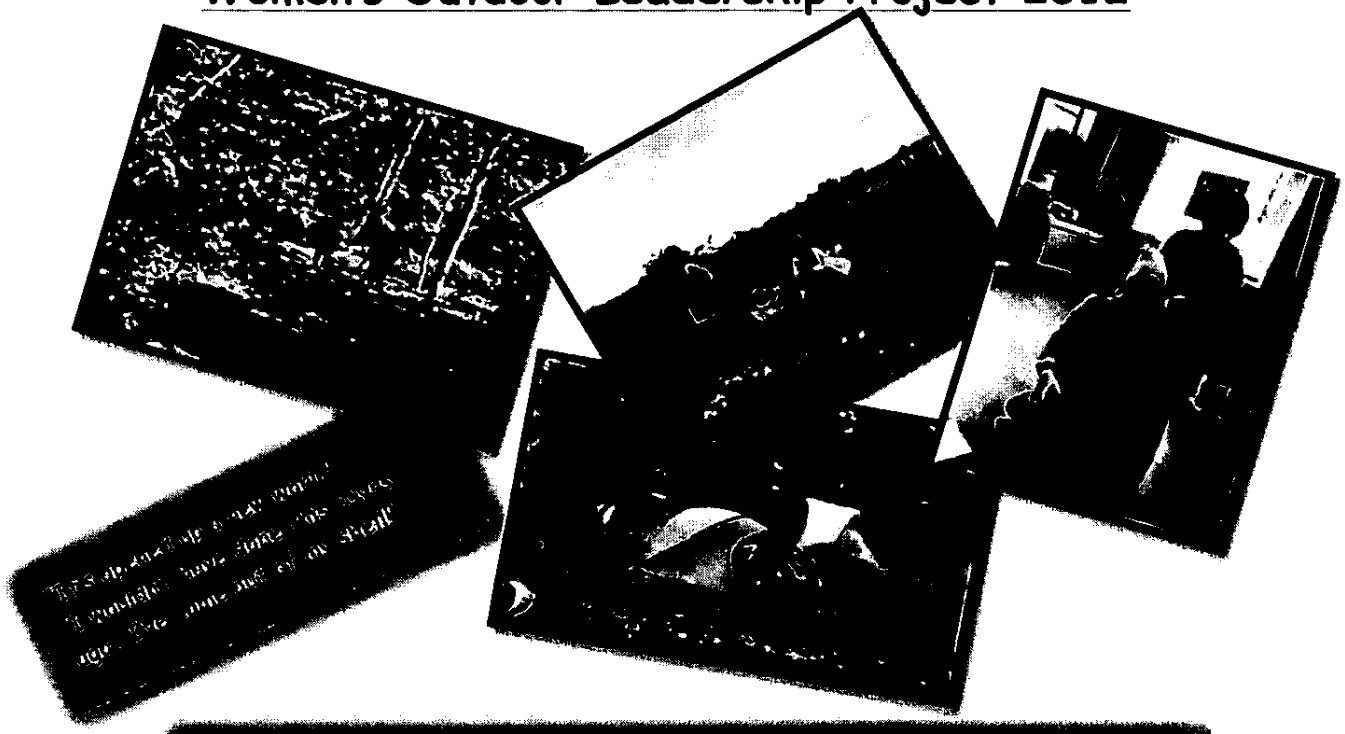
LEADERSHIP & PERSONAL DEVELOPMENT

FACILITATION & COMMUNITY DEVELOPMENT SKILLS

TECHNICAL OUTDOOR SKILLS

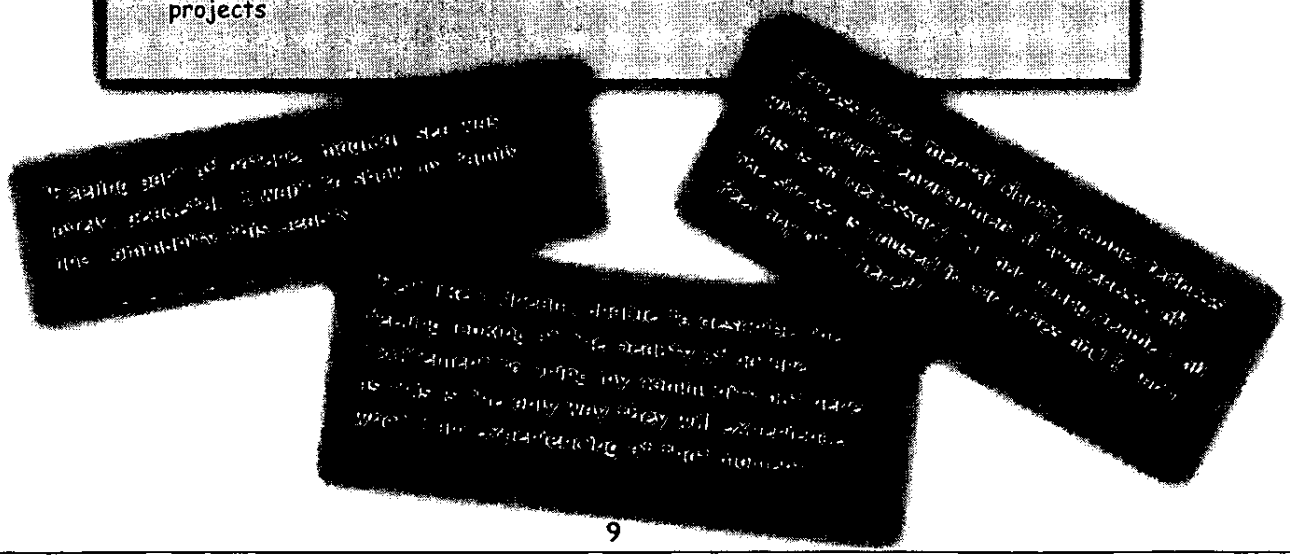


Women's Outdoor Leadership Project 2012



Participants *'learn by doing'* using woodlands and forests as our classroom...
Interactive and powerful project for women to learn to lead their own groups.

- 10 participants from a variety of backgrounds: African, Arabic European/Scottish ,Indian, Pakistani, Polish & Russian
- 10 completed Outdoor 1st Aid Course
- 8 completed John Muir Discovery Award
- 8 completed training towards Sports Leaders UK Level 3 Certificate In Basic Expedition Leadership
- Participants will deliver over 8 local environmental projects



Commonwealth Woodland Project 2012

To stage local creative engagement projects in Forestry Commission Scotland *Commonwealth Community Woodlands* leading up to the Commonwealth Games 2014.
We aim to bringing together community groups representing the diversity of Glasgow to:

- Explore the variety of creative woodland activities and sports
- Create a number of locally led woodland engagement activities in each of the *Commonwealth Community Woodlands* supported by forestry commission rangers and activities
- Celebrate the diversity of Glasgow in *Commonwealth Community Woodlands*
- Support sustainable communities by developing confidence and the ability for groups to continue using *Commonwealth Community Woodlands* and Forestry Commission Scotland services in the future

This project is in the development phase with consultations in:
Castlemilk, Easterhouse & Drumchapel

Activities proposed to begin by the end of 2012:

- Local Cycle Ride Leaders Course
- Bushcraft Leadership Course
- Tai Chi
- Local Trail/Path Induction for staff

Plan for 2013

To develop and continue the following Leadership Projects:

- Women's Outdoor Leadership Projects x 2: Central Belt & Falkirk Valley
- Woodland Activities Leadership Project – for people with disabilities: Glasgow
- Community Leadership Project (3) – Highlands
- Bike Projects:
    - GAMH Young Carer's Bike Project beginning in September
    - Women's Learn To Ride Project Phase 2: Dundee
    - Women's Learn To Ride Project: Perth
    - Women's Learn To Ride Project: Stirling & Falkirk Valley
- Outdoor Festival for All
- Joint Celebration Event with the Forestry Commission - March 2014

b a c k b o n e *Celebrating Diversity Through Adventure CIC*

6 Mossford Lochluichart Garve Ross-shire IV23 2QA
Tel: +44 (0) 1997 414 703
Mob: +44 (0) 7825 604 003
Email:Info@backbone.uk.net
Website: www.backbone.uk.net

Advisory Panel Comments & Feedback October 2012

In line with our values of partnership working based on genuine intention, trust and respect – Backbone would like to thank all our partner's involved in making this an impactful and successful 1st year of dynamic initiatives delivered across Scotland.

We value your perspective and would welcome your comments and feedback regarding any aspect of Backbone CIC. We have enclosed our annual report.

1. *From your perspective to what extent is Backbone delivering according to our constituted aims*

We provide short-term segregated activities for those who cannot access mainstream activities due to religious/cultural reasons and for those who lack confidence. Our projects build personal and community confidence to effectively integrate in today's diverse society. We aim to create a network of backbone initiatives across Scotland that:

- ***"Entice & Excite"** everyone to engage with, enjoy and protect Scotland's natural environment.*

I believe that backbone is doing a fantastic job in meeting the aim of enticing and exciting people about the Scottish natural environment. The range of initiatives run over the past year and the number of participants who have engaged within these initiatives evidence the reach of backbone and its role in exposing so many to the Scottish outdoors. The long running projects, which have involved participants attending multiple sessions, such as the walking and biking projects, show that the work of backbone is successful in engaging people and ensuring they have a good experience.

- *Train and develop BME role models in the environmental arena.*

This year I was able to complete my basic expedition leadership award under the supervision and support of backbone. I also participated in the second round of the community leadership project, seeing other members of the BME community being trained. Over the past year I have been able to grow my own leadership skills in the environmental arena by leading parts of the BME biking and walking projects in Dundee. Through these activities I think Backbone is doing a fantastic job in developing role models. Unfortunately, it remains difficult to find and motivate people (especially from the Dundee region) to participate in these initiatives to become leaders in their community.

- *Develop locally led and sustainable community environmental projects.*

Backbone is making a genuine effort to develop locally led, sustainable projects. This is evident through the training of local people who can be role models in their community. Backbone has also helped local organizations access funding to build community projects. The sustainability of these projects is dependent on local people. Backbone has been willing to support local people in making these projects sustainable.

- *Create a network of partnerships between environmental and BME community organisations across Scotland based on genuine intention, respect for differences and for the direct benefit of local communities*

The partnerships that Pammy has developed are great. With regards to Dundee, Pammy has liaised with both the AMINA and DIWC organisations. Furthermore, the AMINA women's organisation were able to access funding in partnership with backbone to carry out walking sessions with their participants.

Pammy has also liaised with partner organisations, such as Fife council, in order to access coaches and equipment to deliver projects, such as the biking project.

There are many other partnerships and networks, which backbone is a part of more widely in Scotland. From my perspective, all of these interactions have been genuine and with good intentions.

- *Consult directly with all partners on project development and the future direction of backbone*

Pammy Johal has visited Dundee on a number of occasions to consult on the direction and future of projects running in Dundee and in Scotland at a wider level.

- *Raise funds to achieve the above objectives*

I am not directly aware of the fundraising activities of Backbone. However, I am aware of funding obtained by backbone to run the Dundee Biking and Walking projects. These funds have been invaluable to the projects running in Dundee. Backbone's support to provide additional funds to cover minibus costs in the case of the Walking project has also been fantastic.

2. *What are we doing well and how can we improve our services*

I think Backbone is doing a fantastic job at developing so many initiatives Scotland-wide. The annual report evidences the number of people benefitting from the work of backbone and accessing the services.

The only improvements I can suggest would be to continue doing what you are doing. I think there is a desperate need for more role models in the BME communities and for these role models to actively lead local initiatives. Pammy does a fantastic job at running the services of Backbone, however more people are required on the ground to help her deliver these.

The services provided by Backbone are second to none , feedback has been excellent from the participants.

3. *How can we improve our communication with the Advisory Panel*

It may be useful to have more regular meetings, as I am not sure whether I was able to provide adequate support when it was needed. Perhaps an email update every few months, i.e. a newsletter, outlining the activities happening in the coming months may be useful. In this email Pammy could highlight any events/activities for which she was looking for input from the Advisory Panel.

4. *Please provide us with general feedback/comments/concerns, including comments on the Annual Report 2012*

The Annual Report looks great! It is evidence of Pammy's dedication and hard work over the past year. Not only has she supported participants but has also supported and developed many volunteers and Backbone sponsored staff. This report highlights the growth of the organization and the need for the initiatives Backbone has started across Scotland. It is also great to have these projects running in my local town, Dundee. It is only with Pammy's continuous dedication that Backbone is where it is today! Looking forward to the next year.

Many congratulations on the annual report 2012, very informative and eye catching with all the colorful pictures.

Advisory Panel Invitations 2011/12:

Organisation	Representative	Acceptance	Attendance
NKS: Edinburgh & Al Furqan	Asma Kassim	Yes	Yes
Nepal Scotland Association	Ameer Limbu	Yes	Yes
Dundee IWC	Yasmeen Ahmad	Yes	Yes
Glasgow Muslim Women	Tayiba Ullah Zara Mohammed	Yes	Apologies
African Women: Edinburgh	Alice Musamba	Yes	Yes
NTS	Violet Dalton Bob May Gavin Kennerley	Yes	Gavin Kennerley
National Parks Scotland	Alan Smith Elspeth Grant Jim Downie/Alison Cush	Yes	Jim Downie Apologies
N Lanarkshire Muslim Women's Family Alliance	Aisha Tasneem	Yes	Yes
Association of Scottish Muslims	Hinna Habib Sohail Ashfaque	Yes	Apologies