

REGISTERED COMPANY NUMBER: SC162089 (Scotland)
REGISTERED CHARITY NUMBER: SC011684

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015
FOR
GLASGOW ASSOCIATION FOR MENTAL HEALTH**

GLASGOW ASSOCIATION FOR MENTAL HEALTH

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FOR THE YEAR ENDED 31 MARCH 2015**

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GLASGOW ASSOCIATION FOR MENTAL HEALTH

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2015**

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 March 2015. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC162089 (Scotland)

Registered Charity number

SC011684

Registered office

St Andrews By The Green
33 Turnbull Street
Glasgow
G1 5PR

Trustees

T Goodsir	- resigned 9/6/2015
Ms J Graydon	
R Symes	
J S Wood	
Ms S A Rawcliffe	
G M B Davidson	
Ms C A Heron	
Ms M Brown	- appointed 15/4/2014
Mrs M J Chisholm	- appointed 27/5/2014

Company Secretary

Mrs L M Middell

Auditors

Consilium Audit Limited
169 West George Street
Glasgow
G2 2LB

Solicitors

Burness Paull
50 Lothian Road
Festival Square
Edinburgh
EH3 9WJ

Bankers

Bank of Scotland
235 Sauchiehall Street
Glasgow
G2 3EY

Senior Management Team

Chief Executive	Jennifer Graydon
Operations Manager	Jacqueline Croft
Finance Manager	Karien Buter
Office Manager	Laura Middell

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2015**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Glasgow Association for Mental Health, also known as GAMH, is a company limited by guarantee of £1 per member and has no share capital. It is registered in Scotland with company number SC162089. GAMH is registered on the Scottish Charity Register under number SC011684. GAMH is recognised as a charity for the purposes of section 505 of the Income and Corporation Taxes Act 1988, consequently, there is no liability to taxation on any of its income used for charitable purposes.

The Charity is governed by its Memorandum and Articles of Association adopted on 19 December 1995 and last amended on 24 August 2006. The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the total number of trustees may not exceed ten. A senior management team of four paid executives led by the Chief Executive controls the day to day operation of the organisation under delegated authority of the Board.

GAMH is a membership organisation and the majority of its members are beneficiaries or former beneficiaries of the services it provides. The Board reviews the skills and competencies required for effective governance of the organisation and makes recommendations on this basis to the membership who appoint or elect trustees.

Trustees are appointed for a three year term and a third of the trustees stand for re-appointment each year at the Annual General Meeting (AGM). The Board has the authority to fill any casual vacancy by co-opting a suitable candidate to serve until the appointment is ratified at the AGM.

The induction of new trustees is based on acquainting them with GAMH policy and practice, its aims and objectives, Office of the Scottish Charity Regulator (OSCR) guidance for Charity Trustees and the Scottish Social Services Council Codes of Practice for social care workers. The codes of practice are seen as essential as the organisation supports people who are considered vulnerable and operates services that are registered with the Scottish Care Inspectorate. The work of the organisation is regulated under the Protection of Vulnerable Groups (Scotland) Act 2007. Trustees will be required to join the PVG Scheme or undergo a PVG Scheme update check.

The organisation uses review and training days to update trustees' knowledge, and promote discussion of strategic planning. Trustees regularly participate in the GAMH Members' Council which brings them together with members, staff and managers, the GAMH/UNISON Joint Negotiating Committee, and Community and Consultation events, all of which provide opportunities to engage with the widest range of the organisations stakeholders.

Corporate Governance

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored and that appropriate management information is prepared and reviewed regularly by both the senior management team and the Board of Trustees. The systems of internal control are designed to provide reasonable but not absolute assurance against material misstatement or loss.

They include:

- An annual budget approved by the Trustees;
- Regular consideration by the Trustees of financial results;
- Delegation of day-to-day management authority and segregation of duties; and
- Identification and management of risks.

Risk Management

The Trustees receive reports on business risk analysis and implement risk management strategies. This has involved identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. The principal risks and uncertainties facing the charity are the protection of the interests and needs of our more vulnerable beneficiaries and our continuing dependency on public sector funding with which to support our essential activities, as noted below in connection with our reserves policy.

We are mindful of our duties to protect the independence of the charity, to take responsibility for its overall strategy and to act as guardians of our values and principles. Our risk management approach reflects these obligations in that we seek to use financial challenges as an opportunity to review and prioritise new business opportunities and thereby mitigate the risk of over reliance on restricted funds.

OBJECTIVES AND ACTIVITIES

The charity pursues aims, which are primarily concerned with the health, social welfare and the attainment of social justice, for people with mental health problems and their carers, who live in the Glasgow area.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2015

OBJECTIVES AND ACTIVITIES (continued)

It exists to provide high quality care and support services to adults with mental health problems and their carers; to promote understanding of mental health and wellbeing; to enable users of services and their carers to have a voice in the wider community.

What we do

GAMH exists for public benefit by promoting the mental health and wellbeing of the people and communities of Greater Glasgow.

We are working towards the time when all of Scotland's people will achieve full and equal citizenship rights, regardless of their mental health status.

We achieve this by:

- Creating services and opportunities that assist people who are recovering from mental health problems or with related needs, to live the lives that THEY want to live;
- Providing support for Carers including Young Carers;
- Promoting Social and Economic Inclusion of people in recovery;
- Promoting Self Help, Self-Advocacy and Peer Support;
- Promoting Volunteering;
- Challenging stigma and discrimination, promoting equality and human rights;
- Supporting People to maintain secure tenancies and build a sense of home;
- Providing education and training about mental health, recovery and wellbeing.

ACHIEVEMENT AND PERFORMANCE

Our main funding body, Glasgow City Council Social Work Services, has reduced funding to the organisation by approximately £800,000 from May 2015. Despite a well-publicised campaign by our partner trade union UNISON, people who use our services, members of the public and local politicians, we have lost 25% of experienced staff from our services. We have been forced to close Scotia Clubhouse and have also lost our Equalities Development post as a consequence of the subsequent reorganisation of our services. As Trustees we were very encouraged by the fact that 10,000 people signed the public petition against the level of funding reduction and by the messages of support GAMH received from around the world.

We would like to record our thanks to everyone who supported us but in particular we appreciate the efforts of our staff, past and present, who despite working under the threat of redundancy for so long, demonstrated the utmost professionalism and loyalty to our values in carrying out their work.

We are pleased to report that none of the eventual redundancies were compulsory and that we retain our commitment to paying the real Living Wage to our workforce.

It will be noted that in the financial year 2014/15 we have sustained a deficit but when the costs of voluntary redundancies are accounted for as a separate item, the organisation would have achieved a small surplus.

We continue to take our motivation and inspiration from people with lived experience of mental health recovery. As the pages of our Annual Report record, they have shown that it is possible to move beyond the limits imposed by society's attitude to mental health when the right opportunities and support are available at the right time. We remain committed to our core values of equality and social justice. Despite the loss of Scotia Clubhouse and the Equality Development post, we are making progress in ensuring that the valuable work of reducing inequality and supporting employability opportunities will continue. We are grateful to our staff who have accepted increased responsibility and workloads to enable this to happen.

We welcome the fact that with financial support from a range of funders and in partnership with people who use or have used our services we continue to develop innovative approaches to supporting mental health recovery and wellbeing.

ACHIEVEMENT AND PERFORMANCE (continued)

Service Centres

GAMH delivers citywide services to adults with or recovering from mental health problems. Each of our 3 service centres work within the geographical boundary areas as defined by the Glasgow City CHP. Each one has 3 specific functions: 1:1 Individual Support, Group work and Employability/Volunteering/Peer Support. The Care Inspectorate affirms the quality of the Service Centres which continue to achieve high scores across all care quality themes at unannounced inspections.

Support is person centred and designed to enable people to be actively involved and in control of their own health and wellbeing. Our services are preventative in nature and increase the factors known to protect good mental health. Support activities are designed to increase self-esteem and autonomy and encourage the building of positive social networks with others. We provide signposting to and actively promote access to mainstream local community resources and services. The aim of this approach is to equip people with the skills and resilience needed to live without planned formal mental health support.

The focus of our group opportunities service is to deliver outcomes in relation to:

- Personal development and self-management;
- Purposeful learning and educational activities;
- Positive mental health and wellbeing;
- Health promotion;
- Education and employment.

The programme offers opportunities for people to take part in stimulating learning experiences which may involve accreditation such as 'Making sense of Identity and Society', a sociology course facilitated in partnership with Queen Margaret University and Glasgow Life.

Following the loss of the GAMH Equality Development Post, the Awaaz Group - women from BME community who work collaboratively on community projects and who also link in with other GAMH opportunities and peer mentoring is being supported through the Group work programme. This year group members worked with support from Glasgow Women's Library to explore the use of Storytelling in promoting recovery and wellbeing.

GAMH has significant expertise in working with people to promote participation and social inclusion. Our approach to peer support, volunteering, and employability parallels that used for individual services in that we provide a continuum of support designed to meet needs at each stage of the recovery/employability pathway. Elements of employability previously supported through Scotia Clubhouse have been built into this function.

The Peerability (Peer Coaching) project (funded by NHS Greater Glasgow and Clyde (NHSGGC)) is located within the North East Service Centre and is a central means to delivering our volunteering, employability and peer support strategies. Our partners in Community Renewal provide specific expertise in training and developing coaching methodology used by our Peer Coaches in the delivery of this service. GAMH has again achieved the Volunteer Friendly Award for the period to 2017.

Self-Directed Support

The organisation has been effective in attracting people with individual budgets and their Care Managers to our flexible and responsive self-directed support service. As of 31 March 2015 service delivery had risen to an average of 430 hours per week.

Debt and Money Advice Project

This year the GAMH Money and Debt Advice Project secured an additional six months funding extension until September 2015 from the Scottish Legal Aid Board (SLAB) Making Advice Work Programme. Our partnership project with Parkhead Citizen's Advice Bureau (CAB), Govan Money Matters and NHSGGC has successfully supported over 180 people with mental health problems to access mainstream money and debt advice since February 2014.

An initial evaluation by the NHGGC Clinical Governance Support Unit Partnership demonstrates overwhelmingly that people who have used our service feel that their financial situation and mental wellbeing has improved. It is hoped that following SLAB's September 2015 evaluation of the project, a further extension will be agreed.

ACHIEVEMENT AND PERFORMANCE (continued)

Later Life Matters is funded by the Big Lottery until April 2017. The project offers personalised support services to older people who are experiencing or recovering from mental health problems. We continue to receive a high number of referrals from both NHS and Social Work colleagues and the programme has been well received by the people we support. A significant development in 2014/15 has been the participation of people we support in a new 3 month Reminiscence project during which people wrote about significant and poignant times in their lives. Participants worked alongside an art teacher and a storyteller producing creative work which will be presented in booklet form in the autumn of 2015. Later Life Matters was invited to participate in an event at the Scottish Parliament by the Big Lottery. The purpose of this was to showcase a range of projects which Big lottery supports. The project attracted a great deal of interest and discussion around the needs of older people who experience isolation, loneliness and common mental health problems.

The **Later Life Matters (South)** project is funded by Glasgow City Council Integrated Grant Fund. The aim of the project is to provide support to mental health carers and older people who are experiencing or recovering from mental health problems. The service offers complimentary therapies, mindfulness, befriending and group opportunities within sheltered housing complexes in the south of the city.

In the past year, 25 service users have completed 6 weeks of complimentary therapies at home or in a community venue, depending upon individual need. The range of therapies that have taken place have included; Reflexology, Indian Head Massage, Aromatherapy Massage and Reiki. To complement the course of therapies on offer, the service also offered a 6 week course in Mindfulness. Mindfulness is the practice of living in the present moment and experiencing things without judgment. It has both a mental and a physical component and emphasises a mind-body connection. For those who prefer to have one to one support there is also a befriending service available. This aims to help older people to feel less isolated by encouraging social support through a volunteer befriender.

The Calm Project continued to provide access to complementary therapies and mindfulness training for older people aged 60 and over who are living with a long-term condition and for carers of people with mental health problems living in the North East and North West of the city. Last year, 60 individuals were provided complementary therapies in their own home or a community setting of their choice and 20-30 individuals accessed our mindfulness training in an accessible venue. Our evaluation showed that people are happier, more content and better able to manage stress after receiving the service. The success of this work and the high demand has led GAMH to begin developing a **Wellbeing Toolkit** that will be offered more widely both within GAMH and to people who suffer from mental health problems in the mainstream. The toolkit offers a range of complementary therapies and wellbeing training such as mindfulness, stress management, self-massage and postural awareness. We have begun to generate interest in the toolkit from individuals, voluntary sector organisations and corporate clients.

Carers Support Project

GAMH recognises that the nature of mental ill health makes caring for people with mental health problems uniquely challenging. Mental health problems can fluctuate or be episodic in nature, making it difficult for carers to anticipate or prepare for increased responsibilities. These unpredictable factors can lead to increased strain for carers on top of the usual stresses associated with undertaking a caring responsibility. This year the carers support project supported 146 mental health carers by providing individual support including informal counselling, advocacy, information and advice as well as a range of group support, training and personal development opportunities. The Carers Peer Mentoring Project, led by the Mental Health Foundation in partnership with GAMH and Action in Mind based in Stirling and funded by the Big Lottery continues its development. The GAMH Carers Support project was nominated and short-listed for Mental Welfare Commission's Principles into Practice award, coming in the top three Carers services in March 2015.

Carers Development work

We provide support to the Glasgow Carers Forum (Mental Health). This independent Forum has a membership of individual mental health carers as well as representatives from a number of statutory and voluntary organisations.

Carers are supported to participate at both local and national levels on a range of public policy groups which impact on Carers such as the Integration of Health and Social Care. The Forum was successful in applying for funding for a Sporting Memories initiative - a legacy from the Commonwealth Games held in Glasgow. This will be progressed over the summer in 2015. A main focus throughout 2014/15 has been developing the Interactive Theatre initiative the performances of which have now been called "The Guessing Game". The Guessing Game is a learning and development session that uses interactive theatre. It explores: **A story** - featuring a family when mental ill health affects one member and **The Triangle of care** that promotes standards which ensure inclusion and recognition of mental health carers as equal and active partners in the care team.

A total of 94 people approximately have viewed and contributed to the performances. Delegates have included carers, staff, service users, managers (Mental Health and Community Health Partnership (CHP)), Housing association staff and representatives from Scottish Recovery Network (SRN), NHS Education for Scotland (NES) and a representative from the Scottish Government.

ACHIEVEMENT AND PERFORMANCE (continued)

Young Carers

This is a citywide service which provides respite, in a safe and supportive environment, for young people (aged 12-18 years) living at home with a parent who has a mental health problem. The project is part of Glasgow Association for Mental Health and focusses on early intervention and prevention. Group work is based around Getting it Right for Every Child (GIRFEC) to help build resilience and confidence through peer support and a wide range of programmes which include; physical, social, learning and creative activities.

A recent analysis of the project has shown that 50% of the young carers have either been referred by Child and Adolescent Mental Health Service (CAMHS) or have had some engagement with CAMHS. Time limited 1:1 support is available when concerns are identified. The aim of this support is to work with the young carer out with group sessions, to liaise with families and specialist services and sign post to relevant services where appropriate.

A Transitions Group has been developed for 16-18 year olds to help young carers prepare for positive destination including: Further Education, Employment, NHSGGC work-placements and Modern Apprenticeships.

The project also works with the families to promote mental wellbeing and build capacity. Group work includes: health, well-being and financial inclusion sessions. Staff are trained to deliver; Teen Triple P, SMHFA (adults & young people course), Seasons for Growth (adults & young people course). The project analysis for the period also shows that all targets identified for the service have either been met or exceeded.

Learning and Development

The department co-ordinates the provision of internal training for the GAMH workforce and supports development initiatives related to learning, personal development, equalities, reducing stigma and promoting inclusion.

Training programmes are provided to meet ongoing learning needs, with the aim of developing staff and volunteers for both their current and their future roles.

Lived Experience Training is a social enterprise which brings the expertise of people in recovery from mental health issues to training. It exists to educate people about mental health and related topics. The voices of people in recovery is a powerful influence for change.

We deliver a range of training packages to external customers in the private, public and Third sectors. This year included over 235 participants and Scotland's Mental Health First Aid and Safe Talk (suicide alertness training) courses.

GAMH's **Talking about Mental Health (TAMH)** project is funded 2013 - 2016 by Comic Relief and the Scottish Government. It involves GAMH and Co-trainers from a range of backgrounds including Black Minority Ethnic Communities (BME) designing and delivering mental health awareness sessions together, bringing diverse voices and experiences of mental health issues into training.

Anyone can experience mental health problems but stigma can make it more difficult to get and go for help. People from BME backgrounds can also face additional pressures on wellbeing and increased barriers accessing services and information. GAMH Co-trainers want to promote mental health and recovery in our and other communities, and help reduce stigma and health inequalities. Sessions include a film by minority ethnic communities in Scotland talking about mental health issues and recovery.

In 2014/2015 workshops involved over 300 participants from BME organisations and BME community groups. Our GP Appointments - top tips guide is now in seven languages including British Sign Language. We share positive messages from workshops through social media and events including: MINDWAVES and Moving Minds part of Scotland's Mental Health Arts & Film Festival 2014.

Employees

As an enterprising charity and member of the Glasgow Social Enterprise Network, GAMH is a signatory to the Voluntary Code of Practice for Social Enterprise in Scotland (www.se-code.net). This commits the organisation to being a "Good Employer" which includes promoting a positive workplace experience and payment of the Living Wage.

GAMH has attained the Investors in People Standard since 2001. In 2014, GAMH also achieved the new IIP Health and Wellbeing Good Practice Award (as defined by the UK Commission on Employment and Skills).

To meet these standards the organisation has demonstrated that it: provides clear objectives, maintains a sense of consistency and fairness, creates a sense of ownership, values staff feedback and encourages continuous improvement. These practices have been shown to maintain staff motivation and effectiveness, reduce absenteeism and staff turnover and deliver high levels of customer satisfaction.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2015

ACHIEVEMENT AND PERFORMANCE (continued)

Three key areas of employment practice have contributed to these outcomes:

- Professional development;
- Employee engagement; and
- Fair terms and conditions of employment.

The charity is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual appraisal and supervision. We consider competent supervision and the provision of appropriate training to have a direct bearing on the quality of services available to people seeking support.

With financial support from the Scottish Government, we are planning further opportunities for staff to undertake the Professional Development Award (PDA) in Supervisory Practice. We aim to maintain a workforce with 90% having a qualification registerable with the Scottish Social Services Council (SSSC).

GAMH recognises UNISON as the trade union entitled to represent the workforce for collective bargaining purposes, working in partnership with UNISON to promote a positive workplace culture for all employees. We hold interactive workforce wide meetings with staff at least annually on significant business developments. We use supervision, mentoring, team and practice development meetings to involve staff in innovation and improvement. Training evaluations are used to ensure that learning opportunities are focused on staff needs. Staff surveys elicit feedback on how it feels to be a GAMH employee.

Glasgow Association for Mental Health is proud to be a Living Wage Employer.

FINANCIAL REVIEW

For the year ended 31 March 2015, the Statement of Financial Activities shows total incoming resources of £3.521million (2014: £3.532million) and total outgoing resources of £3.786million (2014: £3.528million) after deducting the exceptional redundancy costs incurred in the year. These totals result in net outgoing resources of £264,337 (2014: £3,601 net incoming resources). This has resulted in a decrease in total funds, with total funds at the year end of £1.330m compared to £1.594m at the end of the previous year.

Financial statements

The Company is a recognised charity, incorporated under the Companies Act 2006, and as such is required to prepare annual financial statements in the format laid down by the Act. In addition the directors have complied with the Charities and Trustee Investment (Scotland) Act 2005 and the recommendations of the Statement of Recommended Practice (SORP) - "Accounting and Reporting by Charities" in so far as they relate to the Company.

Reserves policy

The Board of Trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be three to six months of the core resources expended, which equates from £70,000 to £140,000. At this level the Board feel that they would be able to continue the operation of the Charity in the event of a significant drop in funding. It would obviously be necessary to consider how the funding would be replaced or activities changed should this situation arise. At present the free reserves amount to £432,190 (2014: £340,936) and arise due to sound financial planning.

The Board of Trustees is satisfied that the level of restricted reserves is sufficient due to the funding secured with the Scottish Government and local authorities.

Investment policy

The Board of Trustees has considered the most appropriate policy for investing funds. Funds received in advance of expenditure are placed in an investment account in order to achieve a higher level of interest income.

FUTURE PLANS

We are currently finalising the redesign of our service centres with Glasgow City Council Social Work Services. The revised target date for full implementation is 1 October 2015. This will follow two earlier service centre restructuring exercises within the last three years.

As trustees it is our intention to minimise the impact on people who use our services, our staff and volunteers. We will aim to achieve financial stability while maintaining the highest possible standards as both service provider and employer.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2015**

FUTURE PLANS (continued)

We will also be considering options developed by the Senior Management Team and our Advisors which will allow further business developments. In setting our priorities we will ensure that our new opportunities are not only financially beneficial but add value to our existing activities and are consistent with our values and charitable purpose.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Glasgow Association For Mental Health for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

AUDITORS

The auditors, Consilium Audit Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 24th August 2015 and signed on its behalf by:

.....
Ms J Graydon - Trustee

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF
GLASGOW ASSOCIATION FOR MENTAL HEALTH**

We have audited the financial statements of Glasgow Association For Mental Health for the year ended 31 March 2015 on pages eleven to eighteen. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

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

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

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

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2015 and of its incoming resources and application of resources, including its result, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Opinion on other matter prescribed by the Companies Act 2006

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF
GLASGOW ASSOCIATION FOR MENTAL HEALTH**

Matters on which we are required to report by exception

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

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Trustees' Report.

Consilium Audit Limited

DAVID HOLT

David Holt (Senior Statutory Auditor)

for and on behalf of Consilium Audit Limited

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

169 West George Street

Glasgow

G2 2LB

Date: *18/9/15*

GLASGOW ASSOCIATION FOR MENTAL HEALTH

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2015

	Note	Unrestricted funds £	Restricted fund £	2015 Total funds £	2014 Total funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	660	250	910	5,139
Activities for generating funds	3	-	44	44	1,490
Investment income	4	3,972	-	3,972	3,183
Incoming resources from charitable activities					
Direct charitable activities	5	-	3,128,886	3,128,886	3,154,204
Other incoming resources		<u>353,148</u>	<u>34,337</u>	<u>387,485</u>	<u>367,546</u>
Total incoming resources		357,780	3,163,517	3,521,297	3,531,562
RESOURCES EXPENDED					
Charitable activities					
Direct charitable activities	6	37,314	2,870,258	2,907,572	2,991,404
Direct charitable activities - support costs		79,433	-	79,433	109,254
Exceptional redundancy costs		-	430,664	430,664	-
Governance costs	7	<u>139,988</u>	<u>227,977</u>	<u>367,965</u>	<u>427,303</u>
Total resources expended		256,735	3,528,899	3,785,634	3,527,961
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS					
		101,045	(365,382)	(264,337)	3,601
Gross transfers between funds	16	<u>(9,791)</u>	<u>9,791</u>	-	-
Net incoming/(outgoing) resources		91,254	(355,591)	(264,337)	3,601
RECONCILIATION OF FUNDS					
Total funds brought forward		340,936	1,252,958	1,593,894	1,590,293
TOTAL FUNDS CARRIED FORWARD		<u>432,190</u>	<u>897,367</u>	<u>1,329,557</u>	<u>1,593,894</u>

The notes form part of these financial statements


GLASGOW ASSOCIATION FOR MENTAL HEALTH

BALANCE SHEET
AT 31 MARCH 2015

	Note	2015 £	2014 £
FIXED ASSETS			
Tangible assets	11	286,165	307,003
CURRENT ASSETS			
Debtors	12	107,776	640,333
Cash at bank and in hand		<u>1,848,833</u>	<u>1,188,240</u>
		1,956,609	1,828,573
CREDITORS			
Amounts falling due within one year	13	(913,217)	(541,682)
NET CURRENT ASSETS		<u>1,043,392</u>	<u>1,286,891</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,329,557</u>	<u>1,593,894</u>
NET ASSETS		<u>1,329,557</u>	<u>1,593,894</u>
FUNDS	16		
Unrestricted funds		432,190	340,936
Restricted funds		<u>897,367</u>	<u>1,252,958</u>
TOTAL FUNDS		<u>1,329,557</u>	<u>1,593,894</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on 24 August 2015 and were signed on its behalf by:


.....
J S Wood -Trustee


.....
Ms J Graydon -Trustee

The notes form part of these financial statements

1. **ACCOUNTING POLICIES**

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Exemption from preparing a cash flow statement

Exemption has been taken from preparing a cash flow statement on the grounds that the charitable company qualifies as a small charitable company.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

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.

Governance costs

Governance costs include both direct and indirect costs that relate to the general running of the Association.

Tangible fixed assets

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

Leasehold property	- 4% on cost
Fixtures and fittings	- 10% on cost

Tangible fixed assets are stated at cost less depreciation. Cost represents purchase price together with any incidental costs of acquisition.

From 1 April 2003 expenditure relating to fixed assets purchased for specific projects is charged to the income and expenditure account. Expenditure relating to fixed assets used in the administration of the charity will continue to be capitalised.

Taxation

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

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

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

Assets held under hire purchase agreements are capitalised and disclosed under tangible fixed assets at their fair value, and are depreciated in accordance with the above depreciation policies.

Future instalments payable under such agreements, net of finance charges, are included within creditors. Rentals payable are apportioned between the capital element, which reduces the outstanding obligation included within creditors, and the finance element, which is charged to the profit and loss account on a straight line basis.

GLASGOW ASSOCIATION FOR MENTAL HEALTH

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2015

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charity contributes to two pension schemes, a multi-employer defined benefit scheme, and a defined contribution scheme. Contributions payable to both schemes are charged to the income and expenditure account during the year.

Financial instruments

Financial instruments are classified and accounted for as financial assets, financial liabilities or equity instruments, according to the substance of the contractual arrangement.

Financial instruments which are assets are stated at cost less any provision for impairment. Financial liabilities are stated at principal capital amounts outstanding at the period end. Issue costs relating to financial liabilities are deducted from the outstanding balance and are amortised over the period to the due date for repayment of the financial liability.

An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities. A financial liability is any contractual arrangement for an entity to deliver cash to the holder of the associated financial instrument.

2. VOLUNTARY INCOME

	2015	2014
	£	£
Donations	<u>910</u>	<u>5,139</u>

3. ACTIVITIES FOR GENERATING FUNDS

	2015	2014
	£	£
Fundraising	<u>44</u>	<u>1,490</u>

4. INVESTMENT INCOME

	2015	2014
	£	£
Deposit account interest	<u>3,972</u>	<u>3,183</u>

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2015	2014
	£	£
Local authority funding	3,024,607	3,040,765
Big Lottery Fund income	<u>104,279</u>	<u>113,439</u>
	<u>3,128,886</u>	<u>3,154,204</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct costs	Totals
	£	£
Direct charitable activities	2,907,572	2,907,572
Direct charitable activities - support costs	79,433	79,433
Exceptional redundancy costs	<u>430,664</u>	<u>430,664</u>
	<u>3,417,669</u>	<u>3,417,669</u>

GLASGOW ASSOCIATION FOR MENTAL HEALTH

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2015

7. GOVERNANCE COSTS

	2015	2014
	£	£
Staff costs	119,150	163,882
Other governance costs	219,757	234,363
Auditors' remuneration	8,220	8,220
Depreciation	<u>20,838</u>	<u>20,838</u>
	<u>367,965</u>	<u>427,303</u>

8. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	2015	2014
	£	£
Auditors' remuneration	8,220	8,220
Depreciation - owned assets	20,838	20,838
Other operating leases	150,617	40,500
Exceptional redundancy costs	<u>430,664</u>	<u>-</u>

The charity restructured its services during the year and incurred exceptional redundancy costs totalling £430,664. These costs are included within staff costs as detailed in note 10.

A premium of £500 (2014: £500) was paid for trustees' indemnity insurance.

9. TRUSTEES' REMUNERATION AND BENEFITS

	2015	2014
	£	£
Trustees' salaries	66,919	65,871
Trustees' social security	6,965	6,860
Trustees' pension contributions to defined benefit schemes	<u>13,905</u>	<u>13,767</u>
	<u>87,789</u>	<u>86,498</u>

The trustees' remuneration relates to Ms J Graydon for her employment as Chief Executive.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2015 nor for the year ended 31 March 2014.

GLASGOW ASSOCIATION FOR MENTAL HEALTH
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2015

10. STAFF COSTS

	2015	2014
	£	£
Wages and salaries	2,270,956	2,149,149
Social security costs	152,493	156,696
Other pension costs	425,245	220,682
	<u>2,848,694</u>	<u>2,526,527</u>

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

	2015	2014
Trustees	1	1
Administration and support	128	131
	<u>129</u>	<u>132</u>

The number of employees whose emoluments fell within the following bands was:

	2015	2014
£60,001 - £70,000	<u>1</u>	<u>1</u>

The average number of employees during the year represents approximately 93 (2014: 112) full time equivalent employees. The charity also had an average of 13 (2014: 15) sessional staff throughout the year.

11. TANGIBLE FIXED ASSETS

	Leasehold property £	Fixtures and fittings £	Totals £
COST			
At 1 April 2014 and 31 March 2015	<u>376,946</u>	<u>187,392</u>	<u>564,338</u>
DEPRECIATION			
At 1 April 2014	92,981	164,354	257,335
Charge for year	<u>15,078</u>	<u>5,760</u>	<u>20,838</u>
At 31 March 2015	<u>108,059</u>	<u>170,114</u>	<u>278,173</u>
NET BOOK VALUE			
At 31 March 2015	<u>268,887</u>	<u>17,278</u>	<u>286,165</u>
At 31 March 2014	<u>283,965</u>	<u>23,038</u>	<u>307,003</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015	2014
	£	£
Trade debtors	<u>107,776</u>	<u>640,333</u>

GLASGOW ASSOCIATION FOR MENTAL HEALTH

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2015

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 £
Trade creditors	9,574	37,458
Taxation and social security	39,271	40,446
Other creditors	<u>864,372</u>	<u>463,778</u>
	<u>913,217</u>	<u>541,682</u>

14. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year:

	2015 £	2014 £
Expiring:		
Between one and five years	<u>40,500</u>	<u>40,500</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted fund £	2015 Total funds £	2014 Total funds £
Fixed assets	286,165	-	286,165	307,003
Current assets	146,025	1,810,584	1,956,609	1,828,573
Current liabilities	<u>-</u>	<u>(913,217)</u>	<u>(913,217)</u>	<u>(541,682)</u>
	<u>432,190</u>	<u>897,367</u>	<u>1,329,557</u>	<u>1,593,894</u>

16. MOVEMENT IN FUNDS

	At 1/4/14 £	Net movement in funds £	Transfers between funds £	At 31/3/15 £
Unrestricted funds				
General reserve	54,771	101,045	(9,791)	146,025
Capital reserve	<u>286,165</u>	<u>-</u>	<u>-</u>	<u>286,165</u>
	340,936	101,045	(9,791)	432,190
Restricted funds				
General reserve	<u>1,252,958</u>	<u>(365,382)</u>	9,791	897,367
TOTAL FUNDS	<u>1,593,894</u>	<u>(264,337)</u>	<u>-</u>	<u>1,329,557</u>

GLASGOW ASSOCIATION FOR MENTAL HEALTH

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2015**

16. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General reserve	357,780	(256,735)	101,045
Restricted funds			
General reserve	3,163,517	(3,528,899)	(365,382)
TOTAL FUNDS	3,521,297	(3,785,634)	(264,337)

General restricted funds represent monies received from the Charity's funders for specific purposes. In any one year there may be underspends or overspends in specific projects, depending on service requirements. Any underspends are held in reserves until the expenditure is incurred.

Unrestricted reserves represent the balance of funds generated for the objects of the charity without further specified purpose and are available as general funds.

The capital reserve represents the net book value of tangible fixed assets.

Transfers between funds

A transfer of £9,791 has been made from unrestricted funds to restricted funds to cover a deficit made on a project.

17. PENSION COMMITMENTS

Glasgow Association for Mental Health participates in the Strathclyde Pension Fund Final Salary Pension Scheme (the Scheme). The Scheme is a multi-employer defined benefit scheme. The Scheme is funded and is contracted out of the state scheme.

Due to the increasing cost of pension provision under the Scheme, new employees of the charity have not been entitled to join the Scheme with effect from 1 July 2004. The charity operates a defined contribution pension scheme for these employees.

The last formal valuation of the Scheme was performed at 31 March 2014 by a professionally qualified actuary using the "projected unit method". The market value of the Scheme's assets at the valuation date was £13,949million. The Scheme has a past service deficit of £839million.

During the year to 31 March 2015 the charity paid contributions of 290% (2014: 297%) of employee contributions. Employee contributions are paid at rates between 4.4% and 12% based on earnings. In view of the future expected liabilities, the charity is required to contribute 23.6% (2014 - 20.9%) of pensionable salaries from 1 April 2015.

In the opinion of the trustees, based on the advice of the scheme actuaries, it is not possible to identify the share of the underlying assets and liabilities belonging to individual participating employees.

Due to the nature of the Scheme, the income and expenditure charge for the period represents the employer contribution payable. Contributions under the defined contribution scheme are also charged to the income and expenditure account as they fall due.

18. RELATED PARTY DISCLOSURES

No transactions with related parties were undertaken such as are required to be disclosed under Financial Reporting Standard for Smaller Entities (effective April 2008).

19. COMPANY LIMITED BY GUARANTEE

The liability of each of the members in the case of winding up is limited to £1 sterling.