

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

**TRUSTEES' REPORT AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017
FOR
GLASGOW ASSOCIATION FOR MENTAL HEALTH**

GLASGOW ASSOCIATION FOR MENTAL HEALTH

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FOR THE YEAR ENDED 31 MARCH 2017**

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GLASGOW ASSOCIATION FOR MENTAL HEALTH

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2017**

TRUSTEES

Ms J Graydon
R Symes (resigned 9/12/2016)
J S Wood (resigned 21/9/2017)
Ms S A Rawcliffe (resigned 21/9/2017)
G M B Davidson
Ms C A Heron
Ms M Brown
Mrs M J Chisholm (resigned 9/12/2016)
Mrs J Croft (appointed 6/6/2016)
J Dane
Ms L Cosh (appointed 25/7/2017)
I Cunningham (appointed 21/9/2017)

COMPANY SECRETARY

Mrs L M Middell

REGISTERED OFFICE

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

REGISTERED COMPANY NUMBER

SC162089 (Scotland)

REGISTERED CHARITY NUMBER

SC011684

AUDITORS

Consilium Audit Limited (Statutory Auditor)
169 West George Street
Glasgow
G2 2LB

BANKERS

Bank of Scotland
235 Sauchiehall Street
Glasgow
G2 3EY

SOLICITORS

Burness Paul
50 Lothian Road
Festival Square
Edinburgh
EH3 9WJ

SENIOR MANAGEMENT TEAM

| | |
|------------------|-----------------------------------------|
| Jennifer Graydon | - Chief Executive (vacated post 5/6/16) |
| Jacqueline Croft | - Director (from 6/6/16) |
| | Operations Manager (to 5/6/16) |
| Karien Buter | - Head of Finance |
| Laura Middell | - Central Resources Manager |

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

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 2017. 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 2015).

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.

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

TRUSTEES MESSAGE

The Board is delighted to report that 2016-2017 has been a year of progress and achievement across GAMH. We continue to work in partnership with our members, the people who chose to use our services and their carers to generate new opportunities and services which benefit mental health and recovery and strengthen the resilience and wellbeing of GAMH as a whole. This commitment is shared by our Board, staff and volunteers and together we contribute our experiences and knowledge to shape our organisational core ethos and culture. It is this "GAMH community" which supports our achievements and influences our ambitions for the future.

On an organisational wide basis we have been commended for meeting the highest standards both in relation to our financial performance, pay and employment conditions and service delivery practices. These successes are significant accomplishments in themselves and particularly rewarding given the continuing financial pressures which we face. The organisation's percentage governance costs this year are well within OSCR's 10 to 12 % best practice guidelines. This reflects that the overwhelming amount of our income is spent directly on providing services to the beneficiaries of GAMH and reinforces our commitment to our core charitable purpose.

This year, Investors in People accredited the organisation Silver Status, noting in particular the clear evidencing of our vision and values evident in relationships across our workforce and most importantly between staff, volunteers and the people we support. Investors in People also reaccredited our Health and Wellbeing Award this year and we obtained for the first time Investors in Young People status.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017

ACHIEVEMENT AND PERFORMANCE - continued

At our last Care Inspection in August 2016 we were awarded level 5 "Very Good" across all themes inspected and this report echoes that of the Investors in People with people supported emphasising in their feedback the importance of staff who demonstrate positive values in their practice. This feedback is a key driver for the organisation. The reports express and reinforce our commitment to offering values driven services, which are purposeful in nature and relevant to peoples' lives, addressing expressed needs and aspirations and leading to outcomes which support and sustain personal recovery.

We are also delighted to report that we have maintained our commitment to the real Living Wage and provided a consolidated 1% uplift in salaries for all our staff whose dedication and practice has again been exceptional this year. The charity's continuing commitment to positive terms and conditions, workforce training, the availability of accredited learning opportunities and personal development initiatives are reported by staff as key factors to job satisfaction. Staff have endorsed through surveys our belief that investment in their wellbeing enhances and emphasises safe and effective practice and benefits both the individual worker and the people we support.

Notable funding awards this year include an extension of Scottish Legal Aid Board funding for our Money and Debt Project, a project which is vital to ensure that the people who use our services have access to expert debt and money advice services, particularly as we see the continuing negative impact of welfare reform on mental health and wellbeing.

The Big Lottery funding for our Later Life Matters service ended in April 2017 after 5 years and we are extremely grateful that the Big Lottery has allowed us to develop a robust and outcome driven model of practice in this area. However we have been awarded funding to continue aspects of the project from the Robertson Trust and this grant combined with the renewal of our funding from Glasgow City Council's Integrated Grant Funding allows us to continue our commitment to this work. This is most welcome given recent research which indicates the increasing impact which social isolation and loneliness has on the mental health and wellbeing of older adults. Loneliness is often measured in terms of its economic consequences. Important as this is, it is the human costs, the impact on the older people we support which drives and directs our later life work. Building opportunities through befriending, peer support and wellbeing activities to encourage participation in our communities and the building of social connections is a key aspect of the work of our Later Life services.

Last year, following the redesign of our services we reported on our concerns regarding the commissioning requirements both to time limit the support we offer and to restrict access to our services to Primary Care Mental Health routes. We have to a large extent managed to negotiate successfully with our commissioning officers and our services remain accessible and effective to the majority of people who seek to engage with us for support. In addition GAMH has been described by referrers as a valuable resource within the mental health partnership and our main funding from Glasgow City Council remains stable for another year. Inevitably however change is again on the horizon. Plans include the redesign of statutory mental health services as the Glasgow Health and Social Care Partnership begins to implement their joint strategy and priorities for change. We are yet to see how the integration agenda and subsequent joint commissioning of services impact on the organisation however we will continue to advocate on behalf of our members to ensure that co-produced, recovery oriented practices inform the way that community mental health services such as GAMH are planned, designed and funded.

Looking at the national agenda for mental health we responded this year to the Scottish Government's Mental Health Act - A 10 year vision. GAMH welcomes the commitment to ensuring that mental health be viewed as a human rights and social justice issue. We also support the view that mental health be recognised as one of the top public health priorities in Scotland and that an early intervention/preventative approach is the most effective in relation to both the cost of service provision and more importantly to producing outcomes for people using services. However we feel that in relation to achieving the vision the overall focus is mainly on NHS clinical interventions and on service driven inputs and outputs rather than outcomes for the people who use services. Indeed there is little reference to how the Third Sector will be involved in influencing the proposed developments or in achieving the priorities and outcomes within the vision. The importance of the impact social factors have on mental health and mental health recovery such as welfare reform, poverty, loneliness and social isolation is understated in the document. These are factors that will not be easily addressed or reduced by improved and increased clinical interventions alone. We would therefore support more emphasis within the strategy on investment in community based mental health services and resources. We firmly believe that for transformational change to happen people with lived experience of mental health need to be listened to and their expertise in their own recovery accepted in order to be equal partners in planning new approaches and services.

Finally the Board would like to express thanks to our staff, volunteers and management team who as ever, have worked tremendously hard this year to produce so many achievements. It is the resourcefulness and skills of our workforce, the resolve and determination of our management team and the support of those who obtain such positive outcomes and sustainable recovery from our services through which much has been achieved in this year.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

ACHIEVEMENT AND PERFORMANCE - continued

WORKFORCE AND VOLUNTEERS

GAMH's best assets are its workforce, volunteers and supporters We believe that a well-trained and supported workforce with good working terms and conditions enhances and emphasises safe and effective practice and benefits both the individual workers and the people we support. 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. Currently all staff are paid a minimum of £8.34 per hour and volunteers are reimbursed for all expenses they incur when volunteering within the organisation. All staff this year received a 1% uplift in their salaries which was awarded on a substantial basis and sets GAMH apart from the majority of other social care agencies in the sector in Glasgow. We will continue to review our staff terms and conditions on an ongoing basis. The Scottish Government's Voluntary Sector Development Fund funded us again this year to provide access to the appropriate Scottish Vocational Qualifications in the form of SVQs and Professional Development Awards. These accredited courses and our ongoing training programme support staff to meet the registration and post registration requirements of the SSSC. Key training includes Safeguarding; SVQ 3 Health & Social Care; PDA Health & Social Care Supervision; and Scotland's Mental Health First Aid. GAMH promotes a culture of leadership and initiative at all levels within the organisation's workforce. We provide a range of opportunities to involve staff and volunteers in sharing ideas and in decision making to determine the future direction and objectives of the organisation as well as improving service performance overall. 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. 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.

In 2016/17 we have continued to develop our volunteering strategy to address both our organisation's aims and objectives and the changing needs and aspirations of volunteer and service users. This year over 80 volunteers worked with us to provide befriending support, group work and mentoring opportunities. We recognise that volunteers have chosen to commit to their role within GAMH at no financial reward; this motivates us to ensure that we provide volunteers with a valuable and positive experience. The mutual benefits of volunteering are evident with the organisation benefiting from the creative skills and talents of our volunteers and offering in return meaningful opportunities to gain experience of working within a modern and recovery focussed mental health service environment. In order to ensure our volunteers are safe and competent we undertake regular volunteer training sessions to reflect the challenges and importance of safeguarding, boundary management and the SSSC Codes of Practice. Volunteers also benefit from ongoing support and supervision as well as regular training provided through our learning and development programmes. We offer career progression to volunteers many of whom have successfully secured posts within the organisation.

LEARNING AND DEVELOPMENT

The Learning and Development department co-ordinates the provision of internal training for the GAMH workforce and supports the development of initiatives related to learning, personal development, equalities, reducing stigma and promoting inclusion. Training programmes are provided to meet ongoing learning needs, developing staff and volunteers for their current and future roles. This year 19 registerable qualifications were gained by staff and 32 training courses ran this year. GAMH also provided placements for 9 students from the University of the West of Scotland; University of Strathclyde; The Royal Conservatoire of Scotland; and West College Scotland.

SERVICE CENTRES

GAMH delivers city wide 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 HSCP. Each has 3 specific functions: 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 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.

Following restructure of the Service Centres we have received positive feedback from our commissioners, funders and referrers which has evidenced that confidence in the quality of the service that GAMH provides remains high and continues to meet agreed financial, operational and service delivery performance targets. Most importantly the people receiving support have reported that despite the reduction in the length of support to 6 months they continue to experience sustainable positive mental health and wellbeing outcomes.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

ACHIEVEMENT AND PERFORMANCE - continued

This year we have supported over 1000 people per week within our service centres, 884 of whom received a one to one support, 99 a group work service and 78 taking part in peer support, volunteering and employability focussed activities. The group opportunities strand of our Service Centres continues to provide a varied programme of activities across the city. Our Life and Wellbeing Group Programme highlights three areas which are significant to mental health recovery: Mental Health/Physical Health Promotion, Education and Learning and Participating and Building Social Networks. The Group Programme is designed to create clear pathways to participation and personal development through a range of creative, educational and physical activities. Planned outcomes support participants to move on from social care services and become active members of their communities. The programme is developed in partnership with people we support who have benefited from participating in a wide range of GAMH opportunities. Although operationally seen by funders as separate strands the group work programme takes a peer approach to the development and facilitation of all activities and many people who use our group work programme move on to our peer support/employability and volunteering activities.

Following on from the Human Rights Awareness Sessions with NHS Equalities in Health team which took place last year, participants and peer mentors were invited to design an information leaflet highlighting the main points relating to this work. This leaflet can be found on the GAMH Website.

We have continued this year to work with WEcreate, a social enterprise project by Enactus, University of Glasgow, who provide arts and crafts workshops with a focus on creating social enterprise. We plan to build on the success of our Christmas card production of last year and make cards available for sale from October this year and use any profits gained from the sale to grow this budding enterprise. Our Community Garden Project 'Roots to Recovery' has been supported over the last year by hard working and motivated groups of volunteers from both Scottish Widows and Lloyds Banking Group. The volunteers worked together with GAMH members to raise the garden beds making them more accessible to people with physical disabilities.

PEER SUPPORT AND EMPLOYABILITY ACTIVITIES

Our Peer Support and Employment activities have gone from strength to strength this year. We have established an effective peer and employability strategy and offer individuals the opportunities to move forward in their mental health recovery and explore their own employability pathway through our comprehensive Motivational Exchange Programme. We have continued to develop our Peer2Peer "Learning Together" workshop sessions. These offer a participatory discussion based learning experience developed by the Scottish Recovery Network and are based on "**What is recovery & What is peer support?**" The programme is set in a positive environment; exploring the benefits & potential of peer support, recognising the importance of peer support values and in sharing experiences. We were delighted to have been recognised as the first group in Scotland to deliver the course.

Phase 2 of our "New Experiences" Peer Support Group has been successfully rolled out this year and these sessions take place within Glasgow Kelvin College, Springburn Campus. This opportunity supports individuals to explore their own employability pathway and provides support, information and opportunities for them to consider. The college also offer peers the opportunity to accredit their learning and achievement in this community setting, undertaking Glasgow Kelvin College SQA Community Achievement Award at SCQF Level 4 which equates to 40 hours of getting involved in community activities. Earlier this year GAMH Peer Mentors were invited by University of Strathclyde School of Social Work and Social Policy, to participate in discussion groups facilitated by Peer Researchers, in partnership with Yale University, to look at citizenship in Scotland and how our understanding of citizenship compares with citizenship in the United States. The discussion groups focussed on what people feel is important to them in their everyday lives, including the roles people play, what makes people feel included and what barriers people face to participation.

The Re:connect project was established to pilot a peer mentoring approach within the mental health carers community for the first time. It is a partnership project between Mental Health Foundation, Glasgow Association for Mental Health and Action in Mind, an organisation which covers the Stirling and Clackmannanshire area. This project was initially funded by the Big Lottery until June 2017 and received a quality award from the Scottish Mentoring Network in 2016. This award is externally verified and valid for 3 years and recognises "best practice" standards across many of the project's delivery operations. We have learned a good deal from the findings of the project from the carers themselves as they share their stories and describe how their lives have changed for the better. We plan to embed the learning from this project into our practice and will continue to offer peer support for adult and younger adult carers in Glasgow in the future.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

ACHIEVEMENT AND PERFORMANCE - continued

SELF-DIRECTED SUPPORT

The main focus of this project is to enable people with individualised budgets to increase their independence and quality of life through self-designed support arrangements. Our SDS service is flexible and responsive and is designed specifically around the expressed needs of the person supported and the outcomes they want to achieve. Our approach focusses on supporting people referred to identify and build on their existing qualities and skills through exploring new interests and opportunities which support improved wellbeing and self-management. The service has continued to be in high demand this year with the number of people choosing GAMH as their preferred provider continuing to rise with our SDS team now providing over 825 hours every week. The SDS project also provides a comprehensive group work programme which is now integrated with our service centre Life and Wellbeing programme, providing more choice and experiences for service users who chose to purchase GAMH services.

MONEY AND DEBT PROJECT

Thanks to the continuing funding from The Scottish Legal Aid Board and the Money Advice Services Scotland our Money and Debt Project has completed another successful year in 2016 -2017 promoting and delivering sustainable financial capability and money management skills for people with mental health issues. GAMH understands that mental health and wellbeing is dependent on a wide range of factors, both physical, social and economic which make up the environment in which we live. We also know from research, and our own experience, that people with mental health problems are more likely than the general population to be living in poverty, be dependent upon complex benefits and require advice and support with financial management. Evidence suggests that living in poverty can cause mental health problems to develop and occur as a result of experiencing mental ill health. Our Money and Debt Project which we offer in partnership with Money Matters Govan and CAB Parkhead and NHSGCC, is based on this understanding and strives to address the money and debt needs of people with mental health problems through the provision of easily accessible advice and support. Our model of support has been designed on the basis of our own needs assessment and peer led feedback which suggests that there are still major accessibility and often stigma issues for people with mental health problems seeking support from mainstream money advice agencies. Our initial referral and assessment processes ensure any money and debt issues are addressed speedily, minimising the impact on an individual's mental health and ability to cope. Our supported link worker system also ensures that people are supported consistently through the process of receiving advice which helps promote engagement with advice and governmental agencies through what can often be a complex and protracted period of claiming benefits, seeking solutions to housing and credit debts etc.. We also work closely with our partners and other agencies to whose staff we offer mental health awareness training and in turn receive welfare benefit and financial capability sessions. The project also seeks to make positive links with the BME community, who face additional barriers in relation to both cultural issues and language

TALKING ABOUT MENTAL HEALTH

GAMH's Talking about Mental Health project was funded 2013 - June 2016 by Comic Relief and the Scottish Government's Home and Away Fund. The project employed a team of Co-trainers from a range of backgrounds, including Black Minority Ethnic (BME) Communities, who brought diverse voices and experiences of mental health issues and recovery into training, and a personal understanding of the barriers that BME mental health service users can face. Our workshops build confidence talking about mental health, challenging stigma, and knowing how and where to get help. The project worked with over 465 people from BME Services/Groups, including young men and asylum seeker/refugees. Our Top Tips for Talking to your GP about Mental Health is a very popular resource. During the project Co-trainers also participated in 38 mental health events and public consultations bringing more diverse voices and experiences into mental health services.

LIVED EXPERIENCE TRAINING

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 and 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 including Mental Health Awareness, Training for Trainers and Scotland's Mental Health First Aid courses. Lived Experience Training delivers regular WRAP (Wellness Recovery Action Planning) programmes for GAMH members and carers.

LATER LIFE MATTERS

This year has been a busy year for Later Life Matters which amongst many other activities, partnered with our Young Carers Project to explore the strength of intergenerational collaboration. We were prompted by a recent report by Age UK which highlighted that isolation, loneliness and poor social relations were major factors in the exclusion of older people and that intergenerational contact was potentially more effective in combating loneliness than contact with one's own age group. The participants worked together to share personal stories and experiences producing both an intergenerational memories booklet celebrating creativity in later life and to write a short play, which they showcased at Deaf Connections. Additional reminiscence work was also shared at the Aye Write Festival, the 5th National Luminate Festival and at the Moving Minds Exhibition at Kelvingrove Art Gallery. Our Big Lottery Fund came to an end in June 2017 and we are extremely grateful for the fund's support over the last 5 years which has assisted us to provide a service to over 200 people. We are delighted to announce that we have secured 3 years funding from the Robertson Trust which will allow us to continue to deliver a citywide service to older people over the age of 65. We look forward to working with the people we support, our partners and allies in this next year.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

ACHIEVEMENT AND PERFORMANCE - continued**SOUTH LATER LIFE MATTERS**

This project which is funded by Glasgow City Council Integrated Grant Fund and operates in the South sector of Glasgow's HSCP continues to provide very positive outcomes in improving the health and wellbeing of older people who experience or are recovering from mental ill health and unpaid mental health carers. The project provides a variety of services to individuals which include mindfulness, complimentary therapies and individual befriending. In order to improve access to our services for older people with limited mobility we also deliver taster sessions of mindfulness and therapies as well as befriending groups within sheltered complexes. We have had another busy year delivering our service and supported over 50 elderly people all of whom reported the benefits of receiving the service. The project operates a strengths based approach to practice where older people and mental health carers using the project are seen as experts in their own situations. Support offered is based on their needs and views, putting them at the centre of the work. This year we have piloted a couple of additional groups in response to service user feedback. A Mindfulness Drop In to facilitate people who had completed our Mindfulness course to come together in a peer group to motivate them to continue, enhance and extend their Mindfulness practice. Additionally we piloted a befriending activity group to provide social support to very isolated people within a sheltered housing complex. As well as addressing the common issue of accessibility in relation to older people with mobility problems the project acknowledge other barriers faced by those from hardly reached groups. We aim to be as inclusive as possible and we will provide access to interpreters and transport to enable access to these opportunities. We continue to have links with the Muslim Day Centre in 2017 and this partnership will continue again this year.

My Time Health and Wellbeing

In its 2nd year our social enterprise "My Time" has delivered external and internal wellbeing training and has extended its customer base further. The training has been delivered to several Housing Associations and community venues for people in later life, who have enjoyed a combination of wellbeing training such as mindfulness, yoga, holistic therapies and arts and crafts.

The Mindfulness training has also been popular with carers and we have worked closely with Social Work department carer's teams to deliver 4 week and 8 week courses to carers of people with dementia, Parkinson's and mental health conditions.

Mindfulness training has been offered to GAMH staff as part of their continuing professional development and wellbeing at work and the Young Carers service have been running a programme of mindfulness sessions to help young people cope with exam stress and offer ongoing life skills for their role as a carer.

The training team can deliver bespoke holistic therapy treatments, Mindfulness training; yoga based postural classes; stress management and self-massage techniques to groups of 12-15 people. Training is designed to adapt to the needs of each organisation and offers staff and service users a range of self-management tools to support them to make necessary changes towards a more balanced way of living. Feedback on the impact of the training includes reducing stress and anxiety, improving posture and sleep and enhancing physical and mental wellbeing.

CALM PROJECT

The Calm Project funded by the Transformation Fund within Glasgow City Council's Integrated Care Fund continued to provide access to complimentary 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, 50 individuals were provided with a 6 weeks programme of complimentary therapies in their own home or a community setting of their choice and 53 individuals participated in our mindfulness training and drop ins, which enable individuals the opportunity to enhance and extend their practice. The project was independently evaluated as part of research commissioned by Glasgow Council for the Voluntary Sector (GCVS) to capture evidence of impact of the Glasgow Third Sector Transformation Fund, as a programme of activity, and to meet the evaluation requirements of the funder, Glasgow City Health and Social Care Partnership. The Calm Project gathered evidence in 3 areas:-

- Quality of Life GAMH used WHOQOL with beneficiary's pre and post CALM intervention, which showed a statistically significant increase from 34% to 65% rating their quality of life as good or very good. GAMH WHOQOL scores increased significantly for each of the physical, psychological, social and environmental domain scores.
- Physical Health GAMH's beneficiaries again showed a statistically significant difference from 37% being satisfied with their health before intervention and 69% afterwards and 83% (20/24) reported improved mobility.
- Mental Health and Wellbeing GAMH's average Freiburg Mindfulness Inventory scores increased from 29.9 pre-CALM to 43.6 post-CALM, with respondents reporting substantial improvements in satisfaction with their ability to cope with day to day life (from 10% to 70%), mental health and wellbeing (19% to 60%) and ability to manage stress (6% to 61%).

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

ACHIEVEMENT AND PERFORMANCE - continued**CARERS SUPPORT PROJECT**

This year our project continued to provide a variety of support to unpaid mental health carers. This included individual support, informal counselling, advocacy, information and advice as well as a range of group support, training and personal development programmes. The project received funding from the Creative Breaks Fund which enabled it to deliver respite to carers through social outings, health and wellbeing events and learning opportunities. The project was reviewed by social work and is redesigning its service to provide personalised outcome focussed support plans for carers, advice and learning and development opportunities.

YOUNG CARERS- Promoting Wellbeing of Children and Young People

The Young Carers Project is a citywide service for **12-21yr olds living with a family member with a mental health problem**. The service has been in operation since 2000 and is mostly funded by the Big Lottery and NHS GGC. The aim of the project is to build young people's resilience, confidence and life chances in a safe and supportive environment. The project is based around GIRFEC which means ensuring children are supported to feel: Safe, Healthy, Nurtured, Active, Achieving, Respected, Responsible & Included. GAMH Young Carers Project aims to address some of the social and health inequalities experienced by young people aged 12-21 caring for a family member with a mental health problem. The Project has offered an extensive programme for young carers in 2016-2017 including Peer Mentoring where we piloted learning from GAMH Re-Connect Project- a peer led carer mentoring initiative. This involved fully trained peer volunteers with 'lived caring experience' supporting young carers on an individual basis in a socially meaningful and person centred way. Young carers were supported to undergo training and become peer mentors themselves which offers them a significant opportunity in building and developing their skills. Our resident careers advisors and Glasgow Clyde College delivered our More Choices, More Chances Programme designed to target our 16-21 year olds: Weekly groups focused on personal development, wellbeing, employability and positive destinations and included study sessions around exam times to support young people with their coursework, revision and homework.

We also continued to offer a Parents Programme providing group support for parents/grandparents/guardians i.e. signposting to relevant services e.g. money advice, healthy living, physical activities, arts, crafts, and creative writing. Our programme of Mellow Parenting was delivered to explore issues of attachment and improve parent-child relationships. Mellow Parenting has been shown to improve parents' mental health, reduces anxiety and depression, increases wellbeing, self-esteem and confidence. Our Mental Health and Wellbeing Programmes involved a range of established interventions for parents including Mindfulness, Scottish Mental Health First Aid and Seasons for Growth. Seasons for Growth is a peer based educational program which explores loss, separation and grief. Feedback from parents attending was extremely positive and we plan to repeat the programme this year.

A new initiative this year was a partnership with the Croft Project which supports families visiting fathers in Balinese Prison. The Croft Project noticed the increasing number of children and young people who were affected not just by the imprisonment of a parent but the impact this had on the family dynamic and on both parents and child's mental health and wellbeing. The project has a mostly information role at the moment however this project may be developed and designed over the coming year.

Finally as part of our Investors in Young People Award (IYPA) recommendations we have developed a partnership with Glasgow Chamber of Commerce's Developing the Young Workforce strategy (DYW). The DYW have been connecting the project with primary and secondary schools to raise awareness of children and young people's aspirations into health and social care as a career and supporting GAMH to look at how we can become more attractive as a potential employer to young people.

FINANCIAL REVIEW

For the year ended 31 March 2017, the Statement of Financial Activities shows total incoming resources of £2.527million (2016: £2.826million) and total outgoing resources of £2.522million (2016: £2.819million) after deducting the exceptional redundancy costs incurred in the year of £nil (2016: 0.060million). These totals result in net incoming resources before pension reserve movements of £5,385 (2016: £7,076). This has resulted in an increase in the charity's trading total funds available for the charity to use at the year end of £1.342million compared to £1.337million at the end of the previous year. After deducting the pension deficit of £675,000 (2016: pension asset of £54,000), the overall funds at the year end was £0.667million compared to £1.391million 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.

As a result of changes brought in by the new SORP during the year the company is now required to account for the defined benefit pension scheme within the charity's accounts. As a result, these financial statements have incorporated the pension asset/(liability) for the first time and show the movement in the year through the SOFA. The impact was to incorporate a liability at 1/4/15 of £1,112k, 2016 asset of £54k and 2017 liability of £675k.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

FINANCIAL REVIEW - continued

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 £66,000 to £131,000. 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 £149,536 (2016: £165,351) and arise due to sound financial planning.

The Board of Trustees are satisfied that the level of unrestricted 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

The Board of Directors appointed a new director/trustee Jacqueline Croft in June 2016 to explore and lead on GAMH options for future business developments. As with past years the emphasis has been on achieving financial stability, whilst creating opportunities which are both financially beneficial and add value to existing activities, our values and charitable purpose. The focus in 2017/2018 will be on developing further our social enterprise activities specifically in relation to marketing our Self Directed support and additionally our Training and Health and Wellbeing opportunities. We have invested in our social media infrastructure and are beginning to see an upward trend in demand for these services. In addition we have been in negotiation with the Scottish Qualification Authority (SQA) to purchase on a customised award basis our Preparation for Practice Award which we plan to market to other social care agencies over the coming years. This in parallel with our application to the SQA to become an official learning centre, whereby we can deliver Scottish Vocational Qualifications, has the potential to diversify the organisation's income from non-grant and statutory funding sources.

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 19 April 2016. 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 Director 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 and the key standards as set out by our regulatory bodies. These include the Office of the Scottish Charity Regulator (OSCR) guidance for Charity Trustees, the organisation's requirements as providers to meet the standards of care, the "Care Standards" under the Scottish Care Inspectorate and our requirements as employers under the Scottish Social Services Council. The Care Inspectorate and the Scottish Social Services Council (SSSC) were created under the Regulation of Care (Scotland) Act 2001 to protect people who use services, raise standards of practice and strengthen and support the professionalism of the social care workforce. The SSSC Codes of Practice sets out the standards social service workers and their employers should meet and are viewed as essential. The organisation employs staffs who are legally required to be registered by the Scottish Social Services Council, (SSSC) and whose fitness to practice is monitored and regulated by this body. Our services are registered and regularly inspected by the Scottish Care Inspectorate. The work of the organisation is also 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.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

STRUCTURE, GOVERNANCE AND MANAGEMENT - continued

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. We are introducing a process of appraisal for Board Members which reflects our commitment of maintaining high standards of governance.

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 priorities new business opportunities and thereby mitigate the risk of over reliance on restricted funds.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2017**

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), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

AUDITORS

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

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 21/09/17 and signed on its behalf by:


Mrs J Craft - 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 2017 on pages fourteen to twenty eight. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 eleven, 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 2017 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; 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 take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Trustees' Report.

DAVID Holt Consilium Audit Limited

David Holt (Senior Statutory Auditor)

for and on behalf of Consilium Audit Limited (Statutory Auditor)

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

169 West George Street

Glasgow

G2 2LB

Date: 21/9/17

GLASGOW ASSOCIATION FOR MENTAL HEALTH

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2017

| | Notes | Unrestricted funds £ | Restricted funds £ | Pension fund £ | 2017 Total funds £ | 2016 Total funds £ |
|----------------------------------------------------------------|-------|-------------------------|-----------------------|-------------------|--------------------------|--------------------------|
| INCOME FROM | | | | | | |
| Donations and legacies | 2 | 6,425 | - | - | 6,425 | 4,836 |
| Charitable activities | 4 | | | | | |
| Direct charitable activities | | 577,659 | 1,885,111 | - | 2,462,770 | 2,710,445 |
| Investment income | 3 | 1,743 | - | - | 1,743 | 4,283 |
| Other income | | 36,988 | 19,492 | - | 56,480 | 106,608 |
| Total | | 622,815 | 1,904,603 | - | 2,527,418 | 2,826,172 |
| EXPENDITURE ON | | | | | | |
| Charitable activities | 5 | | | | | |
| Direct charitable activities | | 788,155 | 1,733,878 | - | 2,522,033 | 2,758,606 |
| Exceptional redundancy costs | | - | - | - | - | 60,490 |
| Total | | 788,155 | 1,733,878 | - | 2,522,033 | 2,819,096 |
| NET INCOME/(EXPENDITURE) BEFORE PENSION ADJUSTMENTS | | (165,340) | 170,725 | - | 5,385 | 7,076 |
| Net actuarial gains/(losses) | | - | - | (729,000) | (729,000) | 1,166,000 |
| NET INCOME/(EXPENDITURE) | | (165,340) | 170,725 | (729,000) | (723,615) | 1,173,076 |
| Transfers between funds | 16 | 155,425 | (155,425) | - | - | - |
| Net movement in funds | | (9,915) | 15,300 | (729,000) | (723,615) | 1,173,076 |
| RECONCILIATION OF FUNDS | | | | | | |
| Total funds brought forward | | 430,678 | 905,955 | 54,000 | 1,390,633 | 217,557 |
| TOTAL FUNDS CARRIED FORWARD | | <u>420,763</u> | <u>921,255</u> | <u>(675,000)</u> | <u>667,018</u> | <u>1,390,633</u> |

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

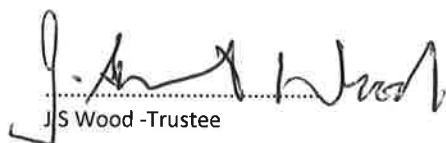
The notes form part of these financial statements

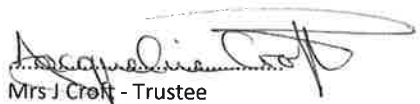
GLASGOW ASSOCIATION FOR MENTAL HEALTH
(REGISTERED NUMBER: SC162089)
BALANCE SHEET
AT 31 MARCH 2017

| | Notes | 2017 £ | 2016 £ |
|----------------------------------------------|-------|------------------|------------------|
| FIXED ASSETS | | | |
| Tangible assets | 11 | 244,489 | 265,327 |
| CURRENT ASSETS | | | |
| Debtors | 12 | 82,045 | 49,604 |
| Cash at bank and in hand | | <u>1,700,595</u> | <u>1,820,767</u> |
| | | 1,782,640 | 1,870,371 |
| CREDITORS | | | |
| Amounts falling due within one year | 13 | (685,111) | (799,065) |
| NET CURRENT ASSETS | | <u>1,097,529</u> | <u>1,071,306</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 1,342,018 | 1,336,633 |
| PENSION (LIABILITY)/ASSET | 17 | (675,000) | 54,000 |
| NET ASSETS/(LIABILITIES) | | <u>667,018</u> | <u>1,390,633</u> |
| FUNDS | 16 | | |
| Unrestricted funds | | 420,763 | 430,678 |
| Restricted funds | | <u>921,255</u> | <u>905,955</u> |
| | | 1,342,018 | 1,336,633 |
| Pension funds | | (675,000) | 54,000 |
| TOTAL FUNDS | | <u>667,018</u> | <u>1,390,633</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.

The financial statements were approved by the Board of Trustees on 21/09/17 and were signed on its behalf by:


 J S Wood - Trustee


 Mrs J Croft - Trustee

The notes form part of these financial statements

GLASGOW ASSOCIATION FOR MENTAL HEALTH

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2017**

| | Notes | 2017 £ | 2016 £ |
|---------------------------------------------------------------------------|-------|-------------------------|-------------------------|
| Cash flows from operating activities: | | | |
| Cash generated from operations | 20 | <u>(121,915)</u> | <u>(32,349)</u> |
| Net cash provided by (used in) operating activities | | <u>(121,915)</u> | <u>(32,349)</u> |
| Cash flows from investing activities: | | | |
| Interest received | | <u>1,743</u> | <u>4,283</u> |
| Net cash provided by (used in) investing activities | | <u>1,743</u> | <u>4,283</u> |
| Change in cash and cash equivalents in the reporting period | | (120,172) | (28,066) |
| Cash and cash equivalents at the beginning of the reporting period | | <u>1,820,767</u> | <u>1,848,833</u> |
| Cash and cash equivalents at the end of the reporting period | | <u><u>1,700,595</u></u> | <u><u>1,820,767</u></u> |

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2017****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 2015)', 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.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

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.

Governance costs

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

Allocation and apportionment of costs

Support costs have been allocated between governance costs and other support costs. All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of 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 Statement of Financial Activities. 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.

Leasing commitments

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

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

Members of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity contribution is restricted to the contributions payable in the year. There were no outstanding contributions at the year end.

The money purchase plan is independently managed and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan. The pension fund is then converted into a pension upon the employee's normal retirement age which is defined as when they are eligible for a state pension. The charity has no liability beyond making its contributions and paying across deductions for the employee's contributions.

The pension costs charged to the Statement of Financial Activities represent the amount of the employer's contributions payable to the defined contribution pension schemes in respect of the accounting period.

The charity is also an admitted body to the Strathclyde Pension Fund (SPF), which is administered by Glasgow City Council and which requires contributions to be made to its fund. This is a defined benefit scheme that is externally funded and contracted out of the State Earnings Related Pensions Scheme. Contributions to the scheme are charged to the SOFA so as to spread the cost of pensions over employees' working lives with the charity in such a way that the pension costs is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of periodic valuations.

The defined benefit scheme was closed to new members in 1 July 2004. Pension scheme assets are measured at market value. Pension scheme liabilities are measured in a projected unit method and discounted at the current rate of return on a high quality corporate bond or equivalent term and currency to the liability.

The assets of the scheme are held separately from those of GAMH, in a separately administered fund. The amount charged in resources expended includes the current service cost. This is included as part of staff costs. Past service costs are recognised immediately in the SOFA if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The interest cost and the expected return on assets are shown as a net amount as interest receivable.

Actuarial gains and losses are recognised immediately in the 'Other recognised gains and losses'.

Details of the pension scheme are disclosed in note 17 to the financial statements.

The resulting defined benefit asset or liability, net of the related deferred tax, is presented separately on the face of the balance sheet.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

1. ACCOUNTING POLICIES - continued**Financial instruments**

The charity has chosen to adopt Sections 11 and 12 of FRS 102 in respect of 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.

Provisions for liabilities

Provisions are recognised when the charity has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increases in the provision due to the passage of time is recognised as a finance cost.

Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

2. DONATIONS AND LEGACIES

| | 2017 | 2016 |
|-----------|--------------|--------------|
| | £ | £ |
| Donations | <u>6,425</u> | <u>4,836</u> |

3. INVESTMENT INCOME

| | 2017 | 2016 |
|--------------------------|--------------|--------------|
| | £ | £ |
| Deposit account interest | <u>1,743</u> | <u>4,283</u> |

4. INCOME FROM CHARITABLE ACTIVITIES

| | Activity | 2017 | 2016 |
|-------------------------|------------------------------|------------------|------------------|
| | | £ | £ |
| Local authority funding | Direct charitable activities | 2,250,264 | 2,556,035 |
| Big Lottery Fund income | Direct charitable activities | <u>212,506</u> | <u>154,410</u> |
| | | <u>2,462,770</u> | <u>2,710,445</u> |

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

5. CHARITABLE ACTIVITIES COSTS

| | Direct costs | Support costs (See note 6) | Totals |
|------------------------------|---------------------|---------------------------------------|------------------|
| | £ | £ | £ |
| Direct charitable activities | <u>2,249,126</u> | <u>272,907</u> | <u>2,522,033</u> |

6. SUPPORT COSTS

| | Management | Governance costs | Totals |
|------------------------------|-------------------|-----------------------------|----------------|
| | £ | £ | £ |
| Direct charitable activities | <u>97,756</u> | <u>175,151</u> | <u>272,907</u> |

7. NET INCOME/(EXPENDITURE)

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

| | 2017 | 2016 |
|------------------------------|-------------|---------------|
| | £ | £ |
| Auditors' remuneration | 7,680 | 8,220 |
| Depreciation - owned assets | 20,838 | 20,838 |
| Other operating leases | 88,459 | 150,617 |
| Exceptional redundancy costs | <u>-</u> | <u>60,490</u> |

The charity restructured its services during the prior year and incurred exceptional redundancy costs totalling £60,490. These costs are included within staff costs as detailed in note 9.

A premium of £500 (2016: £500) was paid for trustees' indemnity insurance.

8. TRUSTEES' REMUNERATION AND BENEFITS

| | 2017 | 2016 |
|------------------------------------------------------------|----------------|---------------|
| | £ | £ |
| Trustees' salaries | 81,267 | 66,530 |
| Trustees' social security | 10,184 | 6,898 |
| Trustees' pension contributions to defined benefit schemes | <u>16,258</u> | <u>15,701</u> |
| | <u>107,709</u> | <u>89,129</u> |

The trustees' remuneration relates to Ms J Graydon for her employment as Chief Executive and Mrs J Croft as Operation Manager & Chief Executive.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2017 nor for the year ended 31 March 2016.

GLASGOW ASSOCIATION FOR MENTAL HEALTH
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

9. STAFF COSTS

| | 2017 | 2016 |
|-----------------------|-------------------------|-------------------------|
| | £ | £ |
| Wages and salaries | 1,727,276 | 1,815,464 |
| Social security costs | 152,066 | 120,283 |
| Other pension costs | <u>131,692</u> | <u>175,909</u> |
| | <u><u>2,011,034</u></u> | <u><u>2,111,656</u></u> |

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

| | 2017 | 2016 |
|----------------------------|------------------|-------------------|
| Trustees | 1 | 1 |
| Administration and support | <u>81</u> | <u>110</u> |
| | <u><u>82</u></u> | <u><u>111</u></u> |

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

| | 2017 | 2016 |
|-------------------|-----------------|-----------------|
| £60,001 - £70,000 | <u><u>1</u></u> | <u><u>1</u></u> |

The average number of employees during the year represents approximately 76 (2016: 72) full time equivalent employees. The charity also had an average of 13 (2016: 11) sessional staff throughout the year.

Key Management remuneration

Key management of the charity are its Trustees, the Chief Executive, Finance Manager and office manager. Salaries for the Key Management, including salaries and employer's pension for the year ended 31 March 2017 was £198,796.

GLASGOW ASSOCIATION FOR MENTAL HEALTH
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

| | Unrestricted funds £ | Restricted funds £ | Pension fund £ | Total funds £ |
|-------------------------------------|----------------------------|--------------------------|----------------------|-------------------------|
| INCOME AND PENSIONS FROM | | | | |
| Donations and legacies | 3,365 | 1,471 | - | 4,836 |
| Charitable activities | | | | |
| Direct charitable activities | - | 2,710,445 | - | 2,710,445 |
| Investment income | 4,283 | - | - | 4,283 |
| Other income | <u>103,764</u> | <u>2,844</u> | <u>-</u> | <u>106,608</u> |
| Total | 111,412 | 2,714,760 | - | 2,826,172 |
| EXPENDITURE ON | | | | |
| Charitable activities | | | | |
| Direct charitable activities | 286,841 | 2,471,765 | - | 2,758,606 |
| Exceptional redundancy costs | <u>51,177</u> | <u>9,313</u> | <u>-</u> | <u>60,490</u> |
| Total | 338,018 | 2,481,078 | - | 2,819,096 |
| Net actuarial gains/(losses) | <u>-</u> | <u>-</u> | <u>1,166,000</u> | <u>1,166,000</u> |
| NET INCOME/(EXPENDITURE) | (226,606) | 233,682 | 1,166,000 | 1,173,076 |
| Transfers between funds | <u>225,094</u> | <u>(225,094)</u> | <u>-</u> | <u>-</u> |
| Net movement in funds | (1,512) | 8,588 | 1,166,000 | 1,173,076 |
| RECONCILIATION OF FUNDS | | | | |
| Total funds brought forward | <u>432,190</u> | <u>897,367</u> | <u>(1,112,000)</u> | <u>217,557</u> |
| TOTAL FUNDS CARRIED FORWARD | <u><u>430,678</u></u> | <u><u>905,955</u></u> | <u><u>54,000</u></u> | <u><u>1,390,633</u></u> |

GLASGOW ASSOCIATION FOR MENTAL HEALTH
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

11. TANGIBLE FIXED ASSETS

| | Leasehold property £ | Fixtures and fittings £ | Totals £ |
|-----------------------------------|----------------------------|-------------------------------|----------------|
| COST | | | |
| At 1 April 2016 and 31 March 2017 | <u>376,946</u> | <u>187,392</u> | <u>564,338</u> |
| DEPRECIATION | | | |
| At 1 April 2016 | 123,137 | 175,874 | 299,011 |
| Charge for year | <u>15,078</u> | <u>5,760</u> | <u>20,838</u> |
| At 31 March 2017 | <u>138,215</u> | <u>181,634</u> | <u>319,849</u> |
| NET BOOK VALUE | | | |
| At 31 March 2017 | <u>238,731</u> | <u>5,758</u> | <u>244,489</u> |
| At 31 March 2016 | <u>253,809</u> | <u>11,518</u> | <u>265,327</u> |

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2017 £ | 2016 £ |
|---------------|---------------|---------------|
| Trade debtors | <u>82,045</u> | <u>49,604</u> |

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2017 £ | 2016 £ |
|---------------------------------|----------------|----------------|
| Trade creditors | 20,439 | 37,866 |
| Social security and other taxes | 31,694 | 29,785 |
| Other creditors | 5,176 | 5,547 |
| Accruals and deferred income | <u>627,802</u> | <u>725,867</u> |
| | <u>685,111</u> | <u>799,065</u> |

14. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

| | 2017 £ | 2016 £ |
|----------------------------|---------------|---------------|
| Within one year | 24,044 | 22,925 |
| Between one and five years | <u>2,186</u> | <u>2,084</u> |
| | <u>26,230</u> | <u>25,009</u> |

GLASGOW ASSOCIATION FOR MENTAL HEALTH

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted funds £ | Restricted funds £ | Pension fund £ | 2017 Total funds £ | 2016 Total funds £ |
|---------------------------|----------------------------|--------------------------|----------------------|-----------------------------|-----------------------------|
| Fixed assets | 244,489 | - | - | 244,489 | 265,327 |
| Current assets | 436,347 | 1,346,293 | - | 1,782,640 | 1,870,371 |
| Current liabilities | (260,073) | (425,038) | - | (685,111) | (799,065) |
| pension (liability)/asset | - | - | (675,000) | (675,000) | 54,000 |
| | <u>420,763</u> | <u>921,255</u> | <u>(675,000)</u> | <u>667,018</u> | <u>1,390,633</u> |

16. MOVEMENT IN FUNDS

| | At 1/4/16 £ | Net movement in funds £ | Transfers between funds £ | At 31/3/17 £ |
|--------------------------------------|-------------------------|-------------------------------|---------------------------------|-----------------------|
| Unrestricted funds | | | | |
| General reserve | 165,351 | (216,863) | 210,204 | 158,692 |
| Designated - capital reserve | 265,327 | (20,838) | - | 244,489 |
| Designated - personalisation reserve | - | 72,361 | (54,779) | 17,582 |
| | <u>430,678</u> | <u>(165,340)</u> | <u>155,425</u> | <u>420,763</u> |
| Restricted funds | | | | |
| Other restricted reserves | 158,873 | (10,663) | (10,515) | 137,695 |
| Supported services | 581,300 | 92,977 | (97,490) | 576,787 |
| Later life matters | 19,728 | 3,844 | (10,377) | 13,195 |
| Adult careers | 62,822 | 60,690 | (32,416) | 91,096 |
| Debt and money advice | 20,035 | (7,251) | - | 12,784 |
| Young careers | <u>63,197</u> | <u>31,128</u> | <u>(4,627)</u> | <u>89,698</u> |
| | <u>905,955</u> | <u>170,725</u> | <u>(155,425)</u> | <u>921,255</u> |
| Pension fund | | | | |
| Pension reserve | <u>54,000</u> | <u>(729,000)</u> | <u>-</u> | <u>(675,000)</u> |
| TOTAL FUNDS | <u><u>1,390,633</u></u> | <u><u>(723,615)</u></u> | <u><u>-</u></u> | <u><u>667,018</u></u> |

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

16. MOVEMENT IN FUNDS - continued

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

| | Incoming resources £ | Resources expended £ | Gains and losses £ | Movement in funds £ |
|--------------------------------------|----------------------------|----------------------------|--------------------------|---------------------------|
| Unrestricted funds | | | | |
| General reserve | 45,156 | (262,019) | - | (216,863) |
| Designated - personalisation reserve | 577,659 | (505,298) | - | 72,361 |
| Designated - capital reserve | - | (20,838) | - | (20,838) |
| | <u>622,815</u> | <u>(788,155)</u> | - | <u>(165,340)</u> |
| Restricted funds | | | | |
| Other restricted reserves | 101,059 | (111,722) | - | (10,663) |
| Supported services | 1,283,357 | (1,190,380) | - | 92,977 |
| Later life matters | 105,119 | (101,275) | - | 3,844 |
| Adult careers | 318,866 | (258,176) | - | 60,690 |
| Debt and money advice | 49,936 | (57,187) | - | (7,251) |
| Young careers | 46,266 | (15,138) | - | 31,128 |
| | <u>1,904,603</u> | <u>(1,733,878)</u> | - | <u>170,725</u> |
| Pension fund | | | | |
| Pension reserve | - | - | (729,000) | (729,000) |
| TOTAL FUNDS | <u>2,527,418</u> | <u>(2,522,033)</u> | <u>(729,000)</u> | <u>(723,615)</u> |

Other restricted funds represents smaller 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.

Supported services reserves represents funding received for the provision of mental support in the community.

Later life matters reserves represents funding received from Big Lottery and others for the support of older people 60+ who are living with a long term condition and to unpaid carers of people with mental health problems.

Adult careers reserves represents funding received from Big Lottery and others for the support of adult careers.

Debt and money advice project reserve represents funding received from the Scottish Legal Aid Board and others for the provision of money and advice services for those with mental health problems.

Young careers reserves represents funding received from the National Health Service and others for the support of young careers.

Unrestricted reserves represents 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.

The pension reserve represents the Strathclyde Pension Fund asset/(liability).

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

16. MOVEMENT IN FUNDS - continued**Transfers between funds**

In the year ended 31 March 2017 a transfer of £152,439 (2016: £225,094) has been made from restricted reserves to unrestricted reserves in relation to internal management and training charges made in the year to each individual project.

In the year ended 31 March 2017 the Trustees also agreed to transfer £19,592 (2016: £nil) from the restricted funds to the designated personalisation reserve as the balance related to surpluses that have arisen wholly as a result of internal efficiencies within the organisation and which are not repayable to any funder as the contracted service/hours have been delivered in full.

17. EMPLOYEE BENEFIT OBLIGATIONS**Charity**

Glasgow Association for Mental Health participates in the Local Government Pension Scheme, which is administered by Strathclyde Pension Fund and is a defined benefit pension scheme. The assets are held separately from those of the charity in investments and are under the supervision of the Fund Trustees.

The Strathclyde Pension Fund is a defined benefit pension scheme into which employees and employer's contributions, and interest and dividends from investments are paid and from which pensions, lump sums and superannuation benefits are paid out. Employees' contributions are tiered and employer's basic contributions are assessed every three years by an actuary and are fixed to ensure the fund remains solvent and in a position to meet its future liabilities. The actuarial method used is known as Projected Unit Credit Method. The last actuarial valuation was at 31 March 2014 and following this valuation employer's contributions increased to 23.6% for the years ended 31 March 2015 to 31 March 2018. Employer's contributions for the year ended 31 March 2017 amounted to £209,000 and was based on a 23.6% contribution.

The amounts recognised in the balance sheet are as follows:

| | Defined benefit pension plans | |
|-------------------------------------|--------------------------------------|----------------------|
| | 2017 | 2016 |
| | £ | £ |
| Present value of funded obligations | (14,772,000) | (11,378,000) |
| Fair value of plan assets | <u>14,097,000</u> | <u>11,432,000</u> |
| | <u>(675,000)</u> | <u>54,000</u> |
| (Deficit)/surplus | <u>(675,000)</u> | <u>54,000</u> |
| (Liability)/asset | <u><u>(675,000)</u></u> | <u><u>54,000</u></u> |

The amounts recognised in the statement of financial activities are as follows:

| | Defined benefit pension plans | |
|-------------------------------------------------------|--------------------------------------|-----------------------|
| | 2017 | 2016 |
| | £ | £ |
| Current service cost | 134,000 | 181,000 |
| Net interest from net defined benefit asset/liability | (3,000) | 36,000 |
| Past service cost | <u>-</u> | <u>74,000</u> |
| | <u><u>131,000</u></u> | <u><u>291,000</u></u> |
| Actual return on plan assets | <u><u>400,000</u></u> | <u><u>359,000</u></u> |

GLASGOW ASSOCIATION FOR MENTAL HEALTH
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

17. EMPLOYEE BENEFIT OBLIGATIONS
- continued

Changes in the present value of the defined benefit obligation are as follows:

| | Defined benefit pension plans | |
|-------------------------------------------------------------------|--------------------------------------|-------------------|
| | 2017 | 2016 |
| | £ | £ |
| Defined benefit obligation | 11,378,000 | 12,346,000 |
| Current service cost | 134,000 | 181,000 |
| Past service cost | - | 74,000 |
| Contributions by scheme participants | 28,000 | 34,000 |
| Interest cost | 397,000 | 395,000 |
| Benefits paid | (219,000) | (303,000) |
| <u>Remeasurements:</u> | | |
| Actuarial (gains)/losses from changes in financial assumptions | 3,054,000 | (1,190,000) |
| Actuarial (gains)/losses from other remeasurements of obligations | - | (159,000) |
| | <u>14,772,000</u> | <u>11,378,000</u> |

Changes in the fair value of scheme assets are as follows:

| | Defined benefit pension plans | |
|---------------------------------------------------|--------------------------------------|-------------------|
| | 2017 | 2016 |
| | £ | £ |
| Fair value of scheme assets | 11,432,000 | 11,234,000 |
| Contributions by employer | 209,000 | 227,000 |
| Contributions by scheme participants | 28,000 | 34,000 |
| Expected return on plan assets | 400,000 | 359,000 |
| Benefits paid | (219,000) | (303,000) |
| Return on plan assets (excluding interest income) | <u>2,247,000</u> | <u>(119,000)</u> |
| | <u>14,097,000</u> | <u>11,432,000</u> |

The amounts recognised in other recognised gains and losses are as follows:

| | Defined benefit pension plans | |
|-------------------------------------------------------------------|--------------------------------------|------------------|
| | 2017 | 2016 |
| | £ | £ |
| Actuarial (gains)/losses from changes in financial assumptions | (3,054,000) | 1,190,000 |
| Actuarial (gains)/losses from other remeasurements of obligations | - | 159,000 |
| Return on plan assets (excluding interest income) | <u>2,247,000</u> | <u>(119,000)</u> |
| | <u>(807,000)</u> | <u>1,230,000</u> |

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2017

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as a percentage of total scheme assets are as follows:

| | Defined benefit pension plans | |
|----------|--------------------------------------|-------------|
| | 2017 | 2016 |
| Equities | 71% | 73% |
| Bonds | 12% | 15% |
| Property | 11% | 12% |
| Cash | 6% | 0% |

The estimated employer contributions for the year to 31 March 2018 are £107,000.

The bid value of the Fund's assets as at 31 March 2017 is estimated to be £19,558,000,000 provided by the Administering Authority, index returns where necessary and estimated adjustments for the difference between the mid-market (as supplied) and bid (as required) value of assets.

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages)

| | 2017 | 2016 |
|--------------------------|-------------|-------------|
| Discount rate | 2.6% | 3.5% |
| Future salary increases | 4.4% | 4.2% |
| Future pension increases | 2.4% | 2.2% |

Life expectancy is based on the Fund's VitaCurves with improvements in line with the CMI 2012 model assuming current rates of improvements have peaked and will converge to a long term rate of 1.5% p.a. for males and 1.25% p.a. for females. Based on the assumptions, the average future life expectancies at age 65 are 22.1 years for current male pensioners and 23.6 years for female current pensioners. For future pensioners, the average future life expectancies at age 65 are 24.8 years for males and 26.2 years for females.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2016 or 2017.

19. COMPANY LIMITED BY GUARANTEE

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

20. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2017 | 2016 |
|---------------------------------------------------------------------------------------------------------|------------------|--------------------|
| | £ | £ |
| Net income/(expenditure) for the reporting period (as per the statement of financial activities) | (723,615) | 1,173,076 |
| Adjustments for: | | |
| Depreciation charges | 20,838 | 20,838 |
| Interest received | (1,743) | (4,283) |
| (Increase)/decrease in debtors | (32,441) | 58,172 |
| Decrease in creditors | (113,954) | (114,152) |
| Difference between pension charge and cash contributions | <u>729,000</u> | <u>(1,166,000)</u> |
| Net cash provided by (used in) operating activities | <u>(121,915)</u> | <u>(32,349)</u> |