



together

Together

(Scottish Alliance for Children's Rights)

**Report and Financial Statements
for the Year Ended 31st March 2017**

Registered charity number: SC029403

Registered company number: SC199725

Registered Office:
Rosebery House
9 Haymarket Terrace
Edinburgh EH12 5EZ

www.togetherscotland.org.uk
@together_sacr

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Reference and Administrative Information

Charity Name: Together (Scottish Alliance for Children's Rights)

Charity Registration Number: SC029403 **Company Number:** SC199725

Registered Office: Rosebery House
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Trustees:

Chair: Fiona Jones
Treasurer: John Ryan
Vice Chair: Susan Elsley (observer)

Board Members: Susan Hunter
Laura Paton
Chloe Riddell
Terri Smith (to 30th January 2017)
Chelsea Stinson
Claire Telfer
Samantha Whyte

Observers: Gayle Adnyana
Rozanne Chorlton
Maria Galli
Louise Hill

Company Secretary: Juliet Harris

Bankers: Bank of Scotland
20/22 Shandwick Place
Edinburgh EH2 4RN

Independent Examiner: Mairi McReynolds FCCA
Barnardo's Scotland
235 Corstorphine Road
Edinburgh EH12 7AR

Volunteer Accountant Ian J Douglas

Chair's report

This has been a busy and productive year for Together, both in its development as an organisation and in its work towards its vision that all children in Scotland enjoy their rights according to the UNCRC.

We welcomed new expertise on to our board, with the addition of new board members Laura Paton and Terri Smith, and observer Gayle Adnyana. We continue to engage with a wide range of people and organisations whose work impacts on children and young people. Our membership increased by about 17% and reflects a broad cross section of services whose work impacts on children and young people.

In Spring 2016, we held three regional seminars across Scotland which, along with our annual State of Children's Rights Survey, helped to identify gaps in the implementation of the UNCRC in Scotland. They also informed our State of Children's Rights Report, published in November 2016. The report provided a baseline mapping of each of the UN Committee Concluding Observations, published in July 2016, against current implementation in Scotland. For the first time, it also included recommendations relevant to children from other UN treaty bodies and made through the Universal Periodic Review. Feedback from our members and government officials has been that this comprehensive report has made a significant contribution to their ability to reflect children's rights in policy and practice.

Much of our work has been around informing and influencing government policy and practice. We have provided a UNCRC focussed input into fourteen consultations, by the Scottish Government, the Scottish Parliament and the UK Parliament. These cover a wide range of issues including Strategic Police Priorities, Human Trafficking and Exploitation, Religious Observance in Schools and the Minimum Age of Criminal Responsibility. As the UK prepares to leave the EU, Together has engaged in a number of activities to highlight the importance of ensuring children's rights are considered in the various Brexit discussions within civil society and at government level. These activities have included presentations, contributing a child rights chapter to the publication "Brexit: Rights at Risk" and informing members of developments through a blog and contributions to other publications.

We work with a wide number of organisations, including Scottish Government, the Scottish Parliament, our members and wider partners, providing expert child rights focussed input to working groups, roundtables, evidence hearings in the Scottish Parliament, meetings and action groups including the Scottish National Action Plan for Human Rights. We were delighted to have secured funding from the Scottish Universities Insight Institute to host a series of seminars in early 2017, with the Universities of Edinburgh and Stirling, to raise awareness and understanding of the UNCRC, exploring the UNCRC in law, policy and practice. The first of these seminars was held in February 2017 and explored the incorporation of the UNCRC into law. We received almost 50% more bookings for the event than we had spaces, showing the widespread interest there is in Scotland in moving forward our approach to children's rights.

Funding remains a challenge, reflecting the experience and struggle of many of our members. Our Scottish Government grant has been frozen at its current level for six years. This means that, in real terms, our income from Scottish Government has dropped considerably. At the same time,

expectations of Together have never been higher. This situation is unlikely to be sustainable in the longer term as investment is needed in our infrastructure to avoid hazards ahead. We are extremely fortunate to have a dedicated and committed staff team who continue to deliver a very high quality of work in a challenging environment. None of this would be possible without the support of our members, supporters and partners across national and local government, and of course the office of the Children and Young People's Commissioner for Scotland, and the Scottish Human Rights Commission. We are most grateful to all of them.

We are looking forward to further big successes in 2017-18 and some key Children's Rights challenges being addressed, including working with Scottish Government in relation to taking forward the implementation of the Children and Young People (Scotland) Act 2014 and working closely with Scotland's new Commissioner for Children and Young People.

A handwritten signature in black ink, appearing to read 'Fiona Jones', with a horizontal line extending from the end of the name.

Fiona Jones, Chair
September 2017

Report of the Trustees 2016-17

The Trustees are pleased to present their annual Directors Report, together with the Financial Statements of the charity for the year ending 31 March 2017. These are also prepared to meet the requirements for a Directors' report and Accounts for Companies Act purposes.

The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their account in accordance with the Financial Reporting Standard for Smaller Entities.

1. Objectives and Activities

The Charity was incorporated as a company limited by guarantee on 8th September 1999, to further the education of the community on rights of children and young people as defined by the UN Convention on the Rights of the Child (UNCRC).

The vision that shapes our strategic direction is that all children in Scotland enjoy their rights according to the UNCRC and other human rights conventions. Throughout 2016-17, Together has worked towards this vision through five strategic aims:

1. Ensure our members get value from Together and are able to be involved, consulted and influence our work to progress children's rights.
2. Progress the implementation of children's rights at a local and national level through the provision of support and expertise.
3. Provide robust monitoring of UNCRC implementation.
4. Be recognised by our membership, decision-makers and the wider media as the informed voice that advocates for children's rights in Scotland.
5. Continue to be an effective organisation which supports staff and volunteers and ensures quality and value for money.

Together relies on grants and membership payments to cover our operating costs throughout the year. Together was able to take forward its strategic aims with funding from the Scottish Government, Children and Young People Early Intervention Fund, the Flapjack Trust and donations from its membership. Funding from the Scottish Government enabled Together to continue employing a Director and part-time Membership and Events Assistant (to November 2016) and Policy and Communications Assistant (from October 2016). The Early Intervention Fund enabled Together to continue employing a Policy and Communications Officer. Together received support from Edinburgh University's Employ.ed 3rd Sector Internship Programme to employ a Research Intern for the month of July 2016. Together, in partnership with the University of Edinburgh and University of Stirling, secured funding from the Scottish Universities Insight Institute (SUII) to run a series of seminars on the UNCRC in Scotland from February through to June 2017.

2. Review of Activities

During this period, Together's strategic aims were taken forward through the following activities:

2.1. Ensure members get value from Together and are able to be involved, consulted and influence work to progress children's rights.

Continue to increase membership base to make it broadly representative of the children's sector.

Together has continued to promote membership at every opportunity. In the last year, 52 new members joined Together, including 5 NGOs, 5 public bodies and 43 professionals working with and for children and young people. At the end of March 2017, Together had 355 members across Scotland. The high number of professionals from schools, academia, councils, social work services and other organisations reflects the work undertaken by Together through the SU11 seminar series to try to engage wider stakeholders whose work impacts on children and young people.

Keep up-to-date and fulfil information needs of members.

Together uses every opportunity to fulfil the information needs of the membership, including the fortnightly e-newsletter, online resource library, social media, presenting at meetings and hosting events. Our annual membership survey revealed that 96% of respondents believe that Together fulfils its aim of providing relevant and useful information on children's rights and the UNCRC either very well (75%) or well (21%).

Briefings and consultation responses

To provide added-value to the expertise of the membership, Together provides a specific children's rights insight to governmental consultations and circulates responses widely with the membership. Together publishes its consultation responses at least 2 weeks in advance of the deadline to meet the information needs of members and enable them to draw from Together's expertise in their own responses. In the past year, Together has published fourteen consultation responses and parliamentary inquiries to provide briefings to our members. The 2017 Membership Survey revealed that 73% of respondents access these briefings at least once a month. 92% of respondents stated that these briefings are either very useful or useful in informing their own consultation responses.

Events

In partnership with the Universities of Edinburgh and Stirling, Together secured funding from the Scottish Universities Insight Institute (SU11) to host a seminar series to raise awareness and understanding of the UNCRC. Four seminars, held from February to June 2017, brought together Together members, academics, government officials and children and young people to explore the UNCRC in law, policy and practice. Seeking to improve and address gaps in the implementation and monitoring of the UNCRC, the seminar series succeeded in identifying next steps needed to improve UNCRC implementation across Scotland. These findings will be used to influence Together's direction and priorities for work with its membership in coming years. Each seminar engaged over 80 delegates across the third sector, academic and public sector. Over half of these delegates were Together members. The seminars have created a lasting resource for wider Together members through blogs and briefing papers that have been shared widely. For the first time, Together also worked with children and young people to create child-friendly briefings, videos

and a mural artwork which was carried out by Primary School pupil. This will be displayed in Scottish Parliament in December 2017. Evaluations revealed that an average of 79.3% of delegates rated the seminars as either 'excellent' or 'good' in the exchange of experience, knowledge and ideas.

2.2. Progress the implementation of children's rights at a local and national level through the provision of support and expertise.

Inform and influence government policy and practice.

Membership engagement

Throughout 2016-17, Together's work has been informed and influenced by its membership. In spring 2016, Together hosted three regional seminars in Edinburgh, Glasgow and Aberdeen. Nearly 200 delegates attended, including representatives from children's organisations, public bodies and local authorities. The seminars were followed by the widespread annual *State of Children's Rights* survey, to which 72 organisations responded. Both the seminars and the survey were used to identify gaps in the implementation of the UNCRC and inform a baseline *State of Children's Rights* report which was published in November 2016. The report mapped each of the UN Committee Concluding Observations against current implementation in Scotland.

Inputting into consultations

Drawing from the UNCRC, the UN Committee's General Comments and Concluding Observations and evidence from our membership, Together provided a UNCRC-focussed input into fourteen Scottish Government/Scottish Parliament/UK Parliament consultations throughout 2016-17:

- Minimum Age of Criminal Responsibility (Scottish Government)
- Children and Young People (Scotland) Act 2014: Guidance on Part 1 and Statutory Guidance Part 3 (Scottish Government)
- Police powers to search children and young people for alcohol: (Scottish Government)
- Day of General Discussion 2016 - Children's Rights and the Environment (Office of the High Commissioner for Human Rights)
- Draft Strategic Police Priorities for Scotland (Scottish Government)
- Inquiry into Children and the Internet (UK Parliament)
- Inquiry into EU reform and the EU referendum - implications for Scotland (Scottish Parliament)
- The Human Rights Implications of Brexit - Joint Committee for Human Rights Inquiry (UK Parliament)
- The UK's record for protecting the human rights of children: Joint Committee for Human Rights Inquiry (UK Parliament)
- Brexit: European Scrutiny Committee (UK Parliament)
- Human Trafficking and Exploitation Strategy for Scotland (Scottish Government)
- Ensuring greater scrutiny, guidance and consultation on armed forces visits to schools in Scotland (Scottish Parliament)
- Submission to the Human Society Scotland for input into the Scottish Government consultation on Religious Observance (RO) guidance
- Organ and Tissue Donation and Transplantation (Scottish Government)

The UK's exit from the European Union

Following the result of the EU referendum in June 2016, Together is committed to ensuring children and young people are included at the heart of discussions as the UK prepares to leave the EU. In response to widespread demand from members, Together has taken a number of steps to try to ensure that children's rights are considered in discussions about Brexit at both a civil society and government level.

Together's Director presented to the Cross Party Group for Children and Young People on the impact of the EU referendum on children and young people in June 2016 and followed this up with an EU blog so that members could access the information they were seeking on the EU and children's rights. Together contributed a child rights chapter to the publication 'Brexit: Rights at Risk', which included the perspectives of 12 different civil society organisations on the potential impact on human rights in Scotland as a result of Brexit. Together's Director sits on a Youthlink Brexit working group to share expertise and experience with other Together members. In partnership with Youthlink Scotland and Children in Scotland, Together met with Margaret Tuite, European Co-ordinator for the Rights of the Child in March 2017 to discuss European funding, Erasmus plus and EU legislative provisions and policy developments.

Together's Director contributed to an advisory panel for the Standing Council on Brexit to reflect on how children's rights protections after Brexit can be protected and enhanced. She ensured the Standing Council met with experts in children's rights at a forthcoming meeting in Brussels and also set up links between the Standing Council secretariat and Eurochild in order that the secretariat can learn more about EU child rights protections.

To take forward the focus on protecting children's rights throughout Brexit, Together recruited an LLM student from the University of Edinburgh on work-based placement to map and explore the impact of Brexit on the legislative protections of children's rights. Her findings will be published in September 2017.

Promote greater awareness of good practice of the UNCRC beyond existing membership and engage with wider stakeholders including health, education and community groups to create partnerships for strategic influence

Throughout 2016-17, Together staff have made presentations at events and workshops and contributed to a number of roundtables to promote and monitor the implementation of the UNCRC.

Scottish Government and public authorities

Together staff participated in a Police Priorities Roundtable, subsequently submitting a consultation response to push for the theme of 'culture' to be included in the Police Priorities to ensure that a human rights culture is explicitly embedded.

Together's Director continued her involvement in the Equally Safe Primary Prevention expert group which has involved attending several meetings and making extensive comment on a thematic subgroup paper on Primary Prevention to ensure children's rights were fully reflected throughout. She also participated in an Equally Safe Children and Young People stakeholder reference group and pushed for the use of CRWIA.

She also continued to take a key role in bringing a rights-based focus to the Advisory Group on the Minimum Age of Criminal Responsibility and made a presentation at the event 'Criminalisation Doesn't Pay – A Seminar on Raising the Minimum Age of Criminal Responsibility in Scotland' around how the use of a Child Rights and Wellbeing Impact Assessment had informed the Advisory Group.

Furthermore, Together's Director has met with Scottish Government officials regarding information sharing provisions as part of the consultation resulting from the Named Person Scheme Court ruling and presented at a roundtable meeting with the Scottish Sentencing Council on the impact of parental imprisonment on children and young people, and to highlight discussions at a UN level on how to ensure children's rights are taken into account when sentencing parents.

Scottish Parliament

Together's Director gave oral evidence to the Scottish Parliament's Equalities and Human Rights Committee meeting and worked with a member of the Scottish Youth Parliament to write a joint letter to the Chair of the Committee reinforcing the important role the Committee must take to scrutinise Scottish Parliament activity from a children's rights based perspective. Together's staff team are also active members of the Cross Party Group for Children and Young People.

Work with members

Together's Director presented at the Children in Scotland's Children's Sector Strategic Forum to discuss the way forward for information sharing and contributed to further discussion on the attainment challenge and pupil equity fund. She also gave a presentation at Clan Childlaw's Strategic Litigation conference on using law to influence policy in relation to children's rights. This resulted in specific information requests to Together from the Humanist Society Scotland and Partners in Advocacy around potential areas for joint working.

Together's Director recorded an online 'PINS talk' to discuss educational inclusion as a human rights issue and why schooling must be consistent with children's human dignity. This was disseminated widely across the PINS network, a large network supporting the voluntary sector and partners in work with learners who are vulnerable or excluded.

In February, children and young people met with the Scottish Cabinet in Bute House to discuss issues that affect them, the first meeting of its kind. The children and young people participated through the Children's Parliament and the Scottish Youth Parliament, and the preparations for the meeting were supported by Together. Subsequent to the meeting, Deputy First Minister John Swinney MSP has outlined agreed actions from the meeting which Scottish Government have committed to exploring over the coming year.

Together's Policy and Communications Officer took part in a series of Mental Health Strategy meetings coordinated by the Scottish Youth Parliament, and subsequently informed and endorsed a joint letter from the third sector following the launch of the Mental Health Strategy, outlining priorities for the involvement of children and young people in the Child and Adolescent Health and Wellbeing Strategy. She also took part in a Youthlink Scotland Policy Forum which explored the wellbeing of refugee and asylum seeking young people through youth groups and scrutinised the Youth Work Outcomes Development model. Together used the opportunity to give advice on baselining evidence to inform future assessment as practised through the *State of Children's Rights 2016* report.

Together's staff have also attended and contributed to the YouthLink Working Group on European Engagement, and Human Rights Consortium roundtables. Together's Director is also the Chair of the Rights of the Child UK coalition, which draws together children's organisations across the UK to share expertise and developments to progress the implementation of the UNCRC, and she sits on the Strategic Litigation Network.

Work with wider partners

Together's Director sits on two action groups for Scotland's National Action Plan for Human Rights (SNAP): the Justice and Safety advisory group and the International Obligations advisory group. Together has used this position to emphasise the need to ensure the participation of children and young people in the SNAP model.

Together's Director gave a lecture to students on the MSc in Childhood Studies programme at Edinburgh University regarding the UNCRC in Scotland. The excellent feedback from this lecture has reinforced the close relationship between the University of Edinburgh and Together, through which students are made aware of Together's internship opportunities.

Together's Director attended an Early Action Programme Development Seminar on Children, Young People and Families at the Big Lottery Fund Offices in Glasgow. Her input emphasised the need for the Big Lottery to take a rights-based approach to future grant-making. This was followed up by a further meeting to try to develop a stronger relationship with the fund.

Together's Director contributed to the Scottish Health Council's research into improving the participation of children and young people healthcare decisions and participation at a policy level. Together drew from research from its 2016 *State of Children's Rights* report and advised the Scottish Health Council to carry out an audit of the current situation with regards to participation and then to effectively coordinate existing ongoing work.

Together's Policy and Communications Officer attended a Growing Up in Scotland (GUS) stakeholder workshop to develop a new questionnaire for the next study cohort. This provided an opportunity to ensure that key child rights priorities are included in the study.

International events

Together's Policy and Communications Officer participated in the Children's Rights Coalition Forum in Europe 2016 in Tallinn to share learning, exchange experience and build momentum across child rights coalitions in Europe.

2.3. Provide robust monitoring of UNCRC implementation.

Identify and tackle key obstacles/levers of change to improve implementation of the UNCRC

State of Children's Rights report

Together published the 2016 *State of Children's Rights report* in November. The report followed up on the July 2016 recommendations from the UN Committee on the Rights of the Child and provided, so far as possible, a baseline against which to measure progress. The report cross-referenced similar recommendations been made by other international treaty bodies including the International Convention on the Elimination of Racial Discrimination, International Covenant on Economic Social and Cultural Rights, International Covenant on Civil and Political Rights, UN Convention Against Torture and UN Convention on the Rights of Persons with Disabilities. These

were included in order to encourage cross-sector working among Together's members when taking forward a children's rights agenda.

The report was previewed at a Parliamentary reception on the 16th November with the Minister for Childcare and Early Years in attendance along with representatives from many of Together's member organisations, Children's Parliament, and MSPs. The report was officially launched the following day. It attracted significant press coverage in the Herald Scotland in relation to the strip searching of children.

***Hold UK and Scottish Governments and other duty-bearers to account
on their implementation of the UNCRC.***

Scotland's Children's Rights Implementation Monitoring Group (SCRIMG)

Scotland's Children's Rights Implementation Monitoring Group is a three-way meeting including Together, the Scottish Government and the Children and Young People's Commissioner for Scotland. Together has been secretariat to SCRIMG throughout 2016-17, convening two meetings: one in June 2016 and one in November 2016. Meetings have included discussion on the UK examination by the UN Committee on the Rights of the Child; the July 2016 Concluding Observations; a review of UNCRC monitoring structures; an action plan for UNCRC implementation across Scotland; and the information sharing aspects of the Children and Young People (Scotland) Act 2014. Together's members are kept up-to-date and informed of discussions through highlighting the latest developments in its e-newsletter and publishing the agenda, minutes and a one-page summary of each meeting on Together's website.

#ChildRightsChamps

Together continued to promote the Child Rights Manifesto following the 2016 Scottish Parliament elections. The Manifesto reflects the voices of over 3,500 children and young people in Scotland and outlines the ways in which they expect decision-makers to act, in order for them to enjoy their rights as set out in the UNCRC. The manifesto does not include specific policy asks; rather, it outlines the key values that children expect MSPs to have when making decisions that affect them. Seven additional MSPs have been recruited and are willing to become #ChildRightsChamps. There are now 28 #ChildRightsChamps in the Scottish Parliament who have committed to promote children's rights. Together will continue to raise awareness and understanding of the UNCRC among the #ChildRightsChamps by encouraging them to attend the Cross Party Group on Children & Young People and highlight relevant developments relating to the UNCRC. The Child Rights Champs were invited to attend a drop-in session at Parliament with the Child Policy Officer Network on the 22nd September 2016.

Highlight successes and areas to improve UNCRC implementation on an international level

Universal Periodic Review

Together worked with partners across the UK to make a submission in preparation for the Universal Periodic Review (UPR) and Together's Director participated in several events around the UPR including a Ministry of Justice UPR roundtable to highlight areas of concern to be included in the UK's UPR report. She also presented at a Scottish Government UPR event in October 2016 on how civil society can use the UPR reporting process to push for change.

At a UK level, Together worked with sister organisations in England and Wales to submit a civil society report for the UPR and prepared an oral briefing which was delivered to the Human Rights Council in April in advance of the UK's May 2017 review. This included issues raised by Together's members such as the impact of Brexit on children, plans to repeal the Human Rights Act, Child Rights Impact Assessments (CRIA), children of prisoners, child poverty and violence against children.

Due to strong advocacy efforts from Together and partners across the UK, over a quarter of the UPR recommendations focused on children's rights. In partnership with the Human Rights Consortium Scotland, Together is now urging the Scottish Government to set out its commitment to improve the UK's children's rights record by responding positively to the UPR recommendations.

2.4. Be recognised by membership, decision-makers and the wider media as the informed voice that advocates for children's rights in Scotland.

Highlight new developments and resources available to support practitioners within geographic, thematic and sectorial areas

Much of Together's day-to-day work involves highlighting new developments and resources that can help members and decision-makers to embed a children's rights approach into their work. The annual membership survey revealed that 92% of respondents feel that Together has raised their awareness and understanding of children's rights and the UNCRC, either 'a lot' (67%) or 'a bit' (26%).

Website

Together's website provides a growing online resource library which contains a wide range of resources related to children's rights on a local, national and international level, provided by members and partners. This includes the latest research, training materials, news and best practice on children's rights. The membership survey revealed that 81% of respondents use the Together website at least once every month. Although this is a slight decrease from last year, the number of members accessing the website more than once a month has increased by 10%.

The number of weekly visitors to the website has remained static at an average of 196 unique visitors (2015-16: 192), with 310 separate sessions (2015-16: 300). The website is now over 6 years old and the technology used for its development is increasingly outdated. This means that the resource library does not function fully on tablets or mobiles. This is likely to affect readership in the future as more people move to mobile technology. Together is prioritising funding applications to ensure that the website can be brought up-to-date and navigation improved to ensure it remains an essential hub of information and resources on children's rights that can be drawn from widely across Scotland.

E-newsletter

The fortnightly e-newsletter is proving to be a continued success with members and supporters, and now has over 1,347 subscribers (2015-16: 1200). News, resources, information and events, all with a child rights focus, are submitted by Together's members on an increasing basis. The most well-read articles continue to be specific child-rights news articles and resources relating specifically to Scotland. The average open rate is well above industry average at 23% (industry average is 14%) and the average click rate is 8.6% (industry average is 2.5%). The 2017 e-newsletter survey revealed that 95% of respondents feel that the e-newsletter enables them to bring more of a

children's rights approach to their work (2015-16: 87%). 94% of membership survey respondents read the e-newsletter at least once every month. Feedback has indicated a range of applications for the e-newsletter including filtering information to colleagues and children and young people and supporting members to keep their work focussed on the rights of children. Comments of particular note include:

"The e-newsletter is very well put together and I distribute it round my list in Aberdeen regularly."

"It helps me maintain a child-centered perspective throughout my work and helps those who work in services and projects to look at them from a rights-based perspective."

"It enhances the work I already do and ensures connection with the wider sector."

"It help to remind me of our core values and keeps me updated on children's rights."

It is clear from this that the e-newsletter plays a major role in informing the children's sector on rights based approaches.

Social media

Together's Twitter feed has continued to gain popularity and now has 1,962 followers (2015-16: 1,100). Twitter is becoming an increasingly popular means through which Together is able to communicate with its membership with Tweet impressions increasing from 40.0k in March 2016 to 105k in March 2017. Together's Facebook page, set up in July 2016 now has 195 likes and the 'what we do video' has been viewed 1,400 times. The most popular post was the publication of the State of Children's Rights 2016 report which 'reached' a total of 3.3k individuals.

Blog

Together's blog has been gaining in popularity and is enabling members to share good practice and raise awareness of specific children's rights issues. In the past year, articles have included subjects as diverse as children, young people and the EU referendum and the use of mosquito devices on children. There have been 2,485 unique readers this year, a significant increase from last year (450 readers) and 2,485 unique visitors. This notable increase in readership can be attributed to the increase in publication of blog posts as well as an increase in the promotion of our blog via social media channels such as Twitter and Facebook. For example, each case study which was featured in Together's *State of Children's Rights report 2016* was published as a blog post. Several blog posts also accompanied each of the seminars in our UNCRC in Scotland SU11 seminar series as many of our speakers contributed a blog for our blogsite. This included several academics, MSYPs and the Minister for Childcare and Early Years.

2.5. Continue to be an effective organisation which supports staff and volunteers and ensures quality and value for money.

Together's Board of Trustees work to meet Companies House and OSCR requirements. Throughout the year, staff and the Together Board have continued to draft and revise organisational policies and procedures to ensure best practice in the day-to-day and overall governance of the charity are followed. At the September 2016 AGM, Laura Paton, a Lead Inspector for HM Inspectorate of Constabulary in Scotland and Terri Smith of the Scottish Youth Parliament were elected to the Board of Trustees. Gayle Adnyana, CEO of Baile Estate Agents and Mortgage Brokers, was appointed as an observer. Fiona Jones was re-elected as Chair and Susan Elsley (observer) as Vice-

Chair. John Ryan was elected to continue as Treasurer. The Board brings a range of skills and expertise, offering valuable strategic oversight to the organisation. Board meetings are held approximately once a quarter, and subgroups have been established when needed to help focus expertise on certain issues. There is an ongoing Finance sub-group led by the Treasurer which has met regularly throughout the year to oversee the production of the monthly management accounts and propose budgetary and spending decisions to the Board of Trustees. A Fundraising subgroup was also established this year to help develop Together's Fundraising strategy and progress fundraising efforts.

3. Structure, Governance and Management

Together (Scottish Alliance for Children's Rights) is a company limited by guarantee governed by its Memorandum and Articles (dated 17th August 1999, and last revised 23rd September 2013). It is registered as a charity with the Office of the Scottish Charity Regulator.

4. Appointment of Trustees

The Trustees are elected or re-elected by the members at the Annual General Meeting. The number of Trustees shall not exceed 10 persons. All Trustees are appointed for an initial 3-year term after which they can be re-elected for a further 3 years. The Trustees hold regular board meetings and monitor the financial situation of the Charity closely. None of the Trustees receive remuneration or other benefit from their work with the Charity.

5. Organisation

The Charity's affairs are managed by regular meetings of the Trustees of the Company. Throughout 2016-17, the day-to-day activities of Together were carried out by a full time Director and Policy & Communications Officer with a part-time Membership & Events Assistant (to November 2016) and part-time Policy & Communications Assistant (from October 2016). The staff team was also supported by two part-time interns and volunteers including an accountant and administrator. The Board of Trustees provided strategic direction and oversight to the charity.

6. Reserves Policy

It is the policy of the Trustees to ensure that the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be available to cover 3 months of the resources expended. If funds were to drop significantly below this level, the Trustees would consider replacement funding, or reconsider the charity's activities.

7. Risk Management

Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

8. Responsibilities of the Trustees

The Charity Trustees (who are Directors of the Scottish Alliance for Children's Rights for the purposes of company law) are responsible for preparing a trustees' Annual Report and 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 period that give a true and fair view of the state of affairs of the charitable company at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

9. Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware; and
- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

By order of the board of trustees



Fiona Jones, Chair
September 2017

10. Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission and is in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 44(1)(a) of the 2005 Act; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Companies Act 2006, section 44(1)(b) of the 2005 Act and Regulation 8 of the 2006 Accounts Regulations; and
 - which are consistent with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mairi McReynolds

Mairi McReynolds FCCA
September 2017

**Charity Statement of Financial Activities
(including income and expenditure account)
for year ending 31 March 2017**

| | Note | Unrestricted Funds | Restricted Funds | Total Funds 2017 | Total Funds 2016 |
|--|----------|-----------------------|---------------------|---------------------|---------------------|
| Income: | | | | | |
| Donations | 13 | 9,361 | 102,000 | 111,361 | 114,78 |
| Investments | 14 | 0 | 0 | 0 | |
| Other income | | 280 | 0 | 280 | 46 |
| Total income: | | 9,641 | 102,000 | 111,641 | 115,24 |
| Expenditure: | | | | | |
| Charitable activities | 15,17,18 | 0 | 107,323 | 107,323 | 105,10 |
| Governance costs | 16 | 0 | 142 | 142 | 35 |
| Total expenditure: | | 0 | 107,465 | 107,465 | 105,46 |
| Net income/(expenditure) and net movement in funds for the year | | 9,641 | -5,465 | 4,176 | 9,78 |
| Reconciliation of funds | | | | | |
| Total funds brought forward | | 24,038 | 9,434 | 33,472 | 23,68 |
| Total funds carried forward | | 33,679 | 3,969 | 37,648 | 33,47 |

Balance Sheet as at 31st March 2017

| | Note | 2017 | 2016 |
|---|------|---------------|---------------|
| Fixed Assets | | | |
| Tangible fixed assets | | <u>-</u> | <u>-</u> |
| Current Assets | | | |
| Debtors | 20 | - | 19,000 |
| Cash at bank and in hand | | <u>43,360</u> | <u>20,887</u> |
| | | 43,360 | 39,887 |
| Creditors: amounts falling due within one year | 21 | <u>5,714</u> | <u>6,415</u> |
| Net Current Assets | | <u>37,646</u> | <u>33,472</u> |
| Total Net Assets | | <u>37,646</u> | <u>33,472</u> |
| Funds | | | |
| Restricted funds | | 3,969 | 9,434 |
| Unrestricted funds | | <u>33,679</u> | <u>24,038</u> |
| Total Funds | | <u>37,648</u> | <u>33,472</u> |

Notes on the accounts

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16th July 2014, the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

3. Preparation of the accounts on an ongoing concern basis

The Trustees have prepared these financial statements on the assessment that Together (Scottish Alliance for Children's Rights) is an ongoing concern. There are no material uncertainties of which the trustees are aware that ought to be disclosed in relation to this assessment.

4. Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

5. Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of Together's (Scottish Alliance for Children's Rights) work.

6. Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise the costs of staff time involved in applying for grants from statutory and trust funding sources, as well as meeting the monitoring and reporting requirements in relation to funds secured.

- Expenditure on charitable activities includes the costs of all activities undertaken by Together (Scottish Alliance for Children's Rights) which promote the UN Convention on the Rights of Child and monitor its implementation across Scotland, including policy, membership and events and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

7. Support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include some finance, personnel (including volunteers) and payroll costs which support Together (Scottish Alliance for Children's Rights) overall activities. Support costs have been detailed in note 15.

8. Debtors

Debtors are recognised at the settlement amount due after any discount offered.

9. Cash in bank and in hand

Cash at bank and in hand includes petty cash and the cash balance of Together's deposit bank account.

10. Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will result in a transfer of funds to a third party, and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount allowing for any discounts due.

11. Pensions

Together (Scottish Alliance for Children's Rights) had a staging date of 1st February 2017 to meet the automatic enrolment requirements of the Pensions Act 2008. The Finance Sub Group, in agreement of the Board of Trustees, has opted to use NEST (National Employment Savings Trust) as its automatic enrolment pension provider. A defined contribution scheme with NEST has been in place from 1st February 2017 and is open to all staff. The NEST pension scheme will operate in line with Government legislation and employer contributions will match at least the minimum levels stipulated by the Government. During the employee's term of employment, Together (Scottish Alliance for Children's Rights) will contribute 6% of basic salary each month to the NEST pension or other qualifying pension scheme that the employee may have.

12. Legal status of the charity

Together (Scottish Alliance for Children's Rights) is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

13. Income from donations

The income from donations was £111,361 (2015-16: £114,784). Of this, £9,361 was unrestricted (2015-16: £7,090). Together is particularly grateful for the ongoing support of the Scottish Government's Rights & Wellbeing Team and the Children & Young People's Early Intervention Fund which provides core funding for its activities, as well as its growing number of supporters among trusts and foundations.

| Donations | 2016-17 | 2015-16 | |
|---|----------------|----------------|---|
| Membership donations | 9,361 | 7,090 | Unrestricted income |
| Scottish Government | 70,000 | 70,000 | Core funding from the Rights & Wellbeing Team |
| Children & Young People's Early Intervention Fund | 31,000 | 31,560 | Final year of a 3-year funding for the Policy & Communications Officer post |
| Flapjack Trust | 1,000 | - | Contribution towards reporting to UN Committee |
| Foundation Scotland | - | 2,000 | To fund State of Children's Rights seminars 2016 |
| Castansa Trust | - | 2,000 | To fund State of Children's Rights seminars 2016 |
| Adopt an Intern | - | 2,134 | To fund 3-month Development Internship |
| | 111,361 | 114,784 | |

Together (Scottish Alliance for Children’s Rights) benefits enormously from the ongoing commitment and enthusiastic support of its many volunteers working across finance, administration and policy. More detail of their work is given in our annual report. In accordance with accounting standards, the economic contribution of these volunteers is not measured in the accounts.

14. Investment income

No interest was paid to Together in this period arising from money held in interest bearing deposit accounts.

15. Analysis of expenditure on charitable activities

Expenditure on charitable activities was £107,323 (2015-16: £105,104). Of this, £nil was unrestricted (2015-16: £nil) and £107,323 was restricted (2014-15: 105,104).

| Expenditure | 2016-17 | 2015-16 | |
|-----------------------|----------------|----------------|--|
| Marketing & promotion | 7,449 | 696 | Includes website, e-newsletter & printing of reports |
| Office costs | 6,491 | 6,821 | Includes rent, repairs, telephone, stationery and PCs |
| Professional fees | 530 | 513 | Includes insurance |
| Travel | 1,941 | 4,504 | Includes all staff travel & subsistence |
| Events | 522 | 2,897 | Includes venue hire & refreshments |
| Staff costs | 87,995 | 86,280 | Includes salaries, employers NI and pension |
| Support costs | 2,395 | 3,393 | Includes payroll, recruitment, training & volunteer expenses |
| | 107,323 | 105,104 | |

16. Analysis of expenditure on governance

Expenditure on governance costs was £142 (2015-16: £357). This comprised of the following costs:

| Expenditure | 2016-17 | 2015-16 | |
|-------------------------|------------|------------|---|
| Board meetings | 0 | 13 | Refreshments |
| Trustee travel expenses | 142 | 344 | Travel to trustee and subgroup meetings |
| | 142 | 357 | |

No remuneration was paid to Trustees during the year. One Trustee received £142 in travel costs to enable her to attend Board meetings and the Finance Subgroup. Where possible, online conferencing and Skype has been used to keep Trustee expenses to a minimum.

17. Analysis of expenditure on staff

Expenditure on staffing was £87,995 (2014-15: £86,280). This comprised of the following costs:

| Expenditure | 2016-17 | 2015-16 |
|-----------------------------|----------------|----------------|
| Salaries | 78,656 | 76,783 |
| Employer National Insurance | 4,132 | 4,794 |
| Pension | 5,207 | 4,703 |
| | <u>87,995</u> | <u>86,280</u> |

No employees had emoluments in excess of £60,000 (2014-15: nil).

18. Staff numbers

The average monthly number of full-time equivalent employees (including paid interns) during the year was 2.9 (2015-16: 2.9).

19. Corporation Taxation

Together (Scottish Alliance for Children's Rights) is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

20. Debtors

| Debtor | 2016-17 | 2015-16 |
|---------------------|----------------|--|
| Scottish Government | 0 | 19,000 |
| | | Quarter 4 payment from Rights & Wellbeing Core Grant |
| | <u>0</u> | <u>19,000</u> |

21. Creditors: amounts falling due within one year

| Creditor | 2016-17 | 2015-16 |
|--------------------------|----------------|---------------------------|
| UNICEF ROCK event (2017) | 1,500 | 0 |
| | | To be held in Autumn 2017 |
| PAYE | 1,820 | 1,903 |
| Mastercard | 494 | 1,006 |
| Purchase ledger | 240 | 2,062 |
| Accruals | | 1,377 |
| NEST pension | 923 | |
| Friends Life pension | 737 | |
| | <u>5,714</u> | <u>6,348</u> |