



**Together**  
**(Scottish Alliance for Children's Rights)**

**Report and Financial Statements**  
**for the Year Ended 31<sup>st</sup> March 2019**

Registered charity number: SC029403

Registered company number: SC199725

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

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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:** Susan Elsley

**Treasurer:** John Ryan

**Vice Chair:** Maria Galli

**Board Members:** Rozanne Chorlton  
Mary Glasgow  
Louise Hill  
Helen McKeever  
Laura Paton  
Lucinda Rivers  
Chelsea Stinson

**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**

I am pleased to present this report for Together's work in 2018/19. We have had an extraordinarily busy year, so this report has to begin by thanking our small, dedicated staff team. The volume of activities is a testament to their hard work and expertise. The Board of Together is immensely grateful to the team for their enthusiasm and commitment.

Together has continued to value the importance of working closely with our members and with the Scottish Government, the Scottish Parliament, the office of the Children and Young People's Commissioner Scotland, the Scottish Human Rights Commission and many other organisations and bodies. We have shared our experience and learned from others across the UK, in Europe and internationally. Our programme has been broad and varied but always underpinned by our vision that all children and young people growing up in Scotland must have their rights respected, protected and fulfilled.

We have worked intensely on a number of core issues. The proposal to incorporate the UNCRC into Scots Law has been a priority. We have warmly welcomed the First Minister's and the Scottish Government's commitment to legislation to incorporate the UNCRC. In order to support this ground-breaking proposal, we worked with the Children and Young People's Commissioner Scotland to establish an Expert Advisory Group to develop a draft bill which outlines a gold standard model of incorporation. Alongside this, we have worked closely with our members and the Scottish Government on incorporation in order to explore and demystify what incorporation will mean for children and young people's rights in Scotland.

As a membership organisation, our challenge is always to make sure that we are taking forward the specific rights issues that our members highlight as well as being proactive in our work with the Scottish Government, the Scottish Parliament and national bodies. This year we revised and updated our Strategic Plan. We took into account the views of our members and other stakeholders. We looked ahead to the major policy themes that are likely to or may emerge over the next five years. We took account of international developments around children's human rights.

From these considerations we have identified our priorities. We will work on the following: that the law in Scotland is fully compliant with the UNCRC and other international standards; law and policy in Scotland is fully implemented in line with these international standards; children and young people's voices are listened to, respected and influence the world around them; Scotland is recognised internationally as a pioneer and innovator in children and young people's human rights; and finally, our impact and reach continues to grow and we develop as a sustainably funded organisation.

These are big challenges. Together is committed to taking these forward with enthusiasm and rigour. We are grateful to the Scottish Government for its continued support. At the same time, our current levels of resourcing restricts our capacity to grow as the demands on our organisation expand. We are addressing this by exploring other funding opportunities so that we can meet the needs of our members and our stakeholders through the delivery of our programme.

Finally, as Chair of the Board of Together, I would like to express my personal thanks to the other nine enthusiastic and committed trustees. The generosity of their support to Together is much appreciated.

**Dr Susan Elsley, Chair, September 2019**

## **Report of the Trustees 2018-19**

The Trustees are pleased to present their annual Directors Report, together with the Financial Statements of the charity for the year ending 31 March 2019. 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 the human 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 experience their rights according to the UNCRC and other human rights conventions. Throughout 2018-19, 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.

Throughout 2018-19, Together's staff team and Board worked on the development of a new strategic plan for 2019-2024.

Together relies on grants and membership payments to cover our operating costs. Throughout 2018-19, Together was able to take forward its strategic aims with funding from the Scottish Government Rights and Participation team and Brexit Stakeholder Engagement Fund, the Children and Young People Early Intervention Fund and other donations from its membership. Funding from the Scottish Government Rights and Participation team enabled Together to continue employing a full time Director, Legal Research Officer (part-time until July), two part-time Assistant Policy Officers on a temporary basis from September and one part-time Events Intern for the month of October. The Children and Young People Early Intervention Fund enabled Together to continue employing a full time Policy Officer (until August) and partly fund a Legal Research Officer (from July). Funding from the Scottish Government's Brexit Stakeholder Engagement Fund allowed this position to be made full time from July. Together, in partnership with the Scottish Youth Parliament and Children's Parliament secured funding from Scottish Government to participate in the UN Committee on the Rights of the Child (UN Committee) Day of General Discussion on Children as Human Rights Defenders in September 2018 and in Eurochild's annual conference in Croatia in October 2018. Additional funding for the Eurochild conference was provided by Fife Council.

## 2. Review of Activities

During 2018-19, 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, 25 new members joined Together, including NGOs, public bodies and professionals working with and for children and young people.

At the end of March 2019, Together had 408 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 our briefings, ROCK conference, and social media 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 e-newsletter, online resource library, social media, presenting at meetings and hosting events.

Our annual membership survey 2018 revealed that 98% of respondents believe that Together fulfils its aim of providing relevant and useful information on children's rights and the UNCRC either very well (67%) or well (31%). 69% felt that Together had helped them increase their understanding of children's rights and the UNCRC 'a lot' and 72% felt that receiving the fortnightly e-newsletter 'definitely' helped increase their knowledge of children's rights and the UNCRC.

#### Events

**Brexit & Children's Rights event:** In June 2018, Together hosted an event on Brexit and Children's Rights in partnership with JustRight Scotland and the Centre for Research on Relationships and Families (CRFR). The event was part of JustRight's JRS Spark seminar series exploring the impact of Brexit in Scotland. Together's Director spoke at the event which was chaired by a Member of the Scottish Youth Parliament.

**Member Conference on "Children's Human Rights in Scotland":** In October 2018, with funding from Scottish Government, Together hosted a conference for its members on the Scottish Government's proposals for a Child Rights Action Plan. This conference involved hearing from Scottish Government representatives as well as experts from Wales and Ireland who shared learning from their own experiences of progressing children's rights. Together members had the opportunity to critique the proposals and express their expectations for what an effective Child Rights Action Plan would look like. These views formed the basis of Together's subsequent response to the Scottish Government.

**Rights of the Child UK (ROCK) Annual Conference:** Together assisted in the organisation of the ROCK Annual Conference which took place in Cardiff in December 2018. This conference brought together speakers and delegates from across the UK to discuss recent developments in children's rights and assess opportunities to further domestic implementation of the UNCRC.

## 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 2018-19, Together's work has been informed and influenced by its membership.

Together worked closely with members (Scottish Youth Parliament, Children's Parliament and Who Cares? Scotland) to plan, organise and participate in the UN Committee on the Rights of the Child's Day of General Discussion on Children as Human Rights Defenders in September. Together also worked closely with the Scottish Youth Parliament and Children's Parliament in the planning and organisation of Scotland's contribution to the Eurochild Conference in Croatia in October.

Extensive membership consultation took place between December-March to plan Together's *State of Children's Rights* report 2018. Together collaborated with 28 members to produce case studies covering themes brought to our attention by Members of the Scottish Youth Parliament (Rights Review Event, April 2018) and Members of the Children's Parliament (What Kind of Scotland report 2017). Due to staff and budget constraints, the report was published as a series of daily blogs throughout May 2019. This campaign set out why it was the #RightTime for Scotland to incorporate the UNCRC.

Together has been working closely with its members around proposals to incorporate the UNCRC into Scots law. An Incorporation Strategy Group was formed towards the end of March 2019 (first meeting in April 2019).

#### Inputting into consultations

To provide added-value to the expertise of the membership, Together provides a specific children's rights insight to parliamentary and governmental consultations, in addition to calls for input from UN bodies. Together circulates these responses widely with the membership. Together aims to publish 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. Drawing from the UNCRC, the UN Committee's General Comments and Concluding Observations and evidence from our membership, Together published eight responses to government and parliamentary consultations in 2018-19:

- Consultation on Scottish Government's 'Progressing Children's Rights in Scotland – An Action Plan 2018-2021' (Scottish Government)
- Consultation on the Age of Criminal Responsibility (Scotland) Bill (Scottish Parliament, EHRC)
- Consultation on Family and Civil Law and Brexit (Scottish Government)
- Call for evidence at Stage 2 of the Age of Criminal Responsibility (Scotland) Bill (Scottish Parliament, EHRC)
- Consultation on Children (Equal Protection from Assault) Scotland Bill (Scottish Parliament, EHRC)
- Consultation on Hate Crime Legislation (Scottish Government)
- Call for evidence on Scotland's progress towards the UN Sustainable Development Goals (SDGs) (Scottish Government)
- Consultation on the Scottish Psychological Trauma and Adversity Training Plan (Scottish Government and NHS Education Scotland).

The 2018 Membership Survey revealed that 79% of respondents access these briefings at least once a month. In total 89% of respondents stated that these briefings are either very useful or useful in informing their own consultation responses.

Together also submitted three responses to UN bodies, following consultation with Together's member organisations:

- Submission to the UN Special Rapporteur on extreme poverty and human rights
- Joint submission to the UN Committee draft revised General Comment 10 on Child and Youth Justice
- Submission to the UN Committee against Torture for consideration in advance of the UK's review in May 2019.

Together supported members to become involved in the UN Special Rapporteur's visit to Scotland in November, including attending a meeting with the Rapporteur at which Together's Director gave oral evidence.

Together coordinated the joint submission to the UN Committee on the draft revised General Comment 10 on Child and Youth Justice. This resulted in a submission with three Together members: Centre for Youth and Criminal Justice (CYCJ), CELCIS and Who Cares? Scotland.

Together's submission to the UN Committee against Torture followed a call for evidence issued to members. The final report was endorsed by (and based on submissions from) six Together member organisations: Aberlour, Centre for Youth and Criminal Justice (CYCJ), Scottish Women's Aid, Who Cares? Scotland, Barnardo's Scotland and the Human Rights Consortium Scotland (HRCS).

## Brexit

Following 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. Together has continued to take steps to ensure that children's rights are considered in discussions about Brexit at both a civil society and government level.

In partnership with Children in Scotland, Together co-facilitated the Children and Young People's Panel on Europe. The Panel was established in July and consisted of 18 members aged 8-19, all who had been too young to vote in the 2016 referendum. Working with Together, Children in Scotland and a range of visiting experts, members of the Panel identified their priority issues in relation to Brexit and made recommendations to the Scottish Government, UK Government and EU decision-makers. Together's Legal Research Officer wrote the literature review for the project, gave a child-friendly presentation introducing Panel members to the Brexit process, and produced child-friendly resources for use during the Panel's monthly meetings and external meetings (e.g. with the First Minister's Standing Council on Europe). Together is currently in the process of applying for continuation funding for the project.

Together's Legal Research Officer and Director have been involved in drafting joint briefings with CRAE (Children's Rights Alliance for England) on the effect of abandoning the EU Charter of Fundamental Rights after Brexit. Together's Director presented at a roundtable event in the House of Lords to inform members of the impact of losing the protections of the Charter on children. Members of the House of Lords and wider civil society organisations drew from this work to influence the passage of the EU (Withdrawal) Bill through the UK Parliament, which received Royal Assent in June.



*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 2018-19, Together staff have made presentations at events and workshops and contributed to a number of roundtables and advisory groups to promote and monitor the implementation of the UNCRC.

Scottish Government and public authorities

Together's Director continued to sit on the GIRFEC Practice Development Panel, having been invited to join by Deputy First Minister John Swinney MSP. Together's Director liaised with members to advise the Development Panel on how best approach a rights-based approach to the work.

Together's Legal Research Officer sits on Scottish Government's Strategic Approach to Participation Research Group, ensuring that good practice standards for children and young people's participation are considered throughout the Group's work.

Together's Legal Research Officer met with the Cabinet Secretary for Government Business and Constitutional Relations to discuss the Children and Young People's Panel on Europe, alongside representatives from Children in Scotland.

Scottish Parliament

Together's Director gave oral evidence to the Scottish Parliament's Equalities and Human Rights Committee on the Age of Criminal Responsibility (Scotland) Bill. This reiterated Together's position that the minimum age should be raised to 14 as an absolute minimum. She also gave oral evidence to the Committee to inform the inquiry into Human Rights and the Scottish Parliament.

Together's Director presented to the Cross-Party Group on Children and Young People about raising the minimum age of criminal responsibility and highlighted that discussions around raising the minimum age have been taking place for over a decade and that rights-based reform is long overdue.

Work with members

Together has been working closely with members around UNCRC incorporation. Following the September 2018 commitment by Scottish Government to incorporate the UNCRC into Scots law by 2021, Together co-convened an independent Incorporation Advisory Group alongside the Children and Young People's Commissioner Scotland. This Group, consisting of experts on children's human rights and incorporation, produced a draft Children's Rights (Scotland) Bill setting out the "gold standard" model for incorporation. This Bill was published in November. Together also led a meeting for members in November setting out the work of the Independent Advisory Group. Towards the end of March, Together convened an Incorporation Strategy Group, consisting of Together members to share information and coordinate campaigning efforts (first meeting April 2019).

Together's Director attends the Children's Sector Strategic Forum which gives an opportunity for the sector to discuss pressing children's rights issues with Leslie Evans, Permanent Secretary to the Scottish Government. As a result, Together has been leading on informing the development of child rights-based developments within Scottish Government, including the development of the Action Plan for Children's Rights and the commitment to incorporate the UNCRC into Scots law.

Together has worked closely with the Scottish Youth Parliament this year on various projects, including providing support for their campaign 'Right Here, Right Now'. Together's Director presented at a SYP sitting to inform youth workers of how they can promote children's rights.

In March, the Scottish Cabinet held its third annual meeting with children and young people from Children's Parliament and the Scottish Youth Parliament to discuss issues that affect them. 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. The Scottish Government has since published the agreed actions from this year's meeting, as well as progress that has been made in the areas that were highlighted by children and young people in last year's meeting.

Together took part in the Scottish Parliament's Human Rights Day takeover in December alongside members Children's Parliament, Scottish Youth Parliament and Who Cares? Scotland. This provided an opportunity to highlight the need for a timescale for UNCRC incorporation to follow on from the Programme for Government commitment.

Together's Director and Legal Research Officer worked closely with Children in Scotland to co-facilitate the Children and Young People's Panel on Europe. Together provided considerable research support, drafting the initial literature review and child-friendly resources for use at Panel meetings.

Together's Director presented at a range of member events, including: the YouthLink Scotland Conference, Families Outside's National Conference, a Play Scotland seminar, a Children 1<sup>st</sup> senior management meeting, C-Change health and social care launch, Children in Scotland's Strategic Forum, the Rights of the Child UK annual conference, Intandem's annual training day, Scotland's Children's Reporter's Administration (SCRA) annual conference and at a Save the Children training day.

Together's Legal Research Officer regularly contributed to Children in Scotland's Voices Forum, meetings on the strip searching of children and young people, Human Rights Consortium Roundtables and the Child Policy Officers Network. She also presented at the National Youthwork Conference alongside representatives from the Scottish Youth Parliament, to highlight learning from the annual cabinet meeting with children and young people.

#### Work with wider partners

Together's Director sits on the Development Working Group for Scotland's National Action Plan for Human Rights (SNAP), taking a lead in ensuring their children and young people are involved in the next iteration of the plan.

Together's Director joined the Rights Working Group of the Care Review to support the group in ensuring its work is underpinned by international standards for care experienced children and young people, and that these standards are permeated across the other working groups.

Together's Director gave a lecture to students on the MSC in Childhood Studies programme at Edinburgh University regarding the UNCRC in Scotland and co-led the Human Rights Law Clinic course for students on the LLM in Human Rights Law at Edinburgh University. Students explored various international examples of impact assessments and drew learning to analyse the effectiveness of CRWIA in Scotland, preparing a presentation for Scottish Government officials.

Together's Director attends the Strategic Litigation Group in order to discuss potential priorities in the children's rights sector.

Together's Director sat as a member of the Reference Group to the First Minister's Advisory Group on Leadership in Human Rights, chaired by Professor Alan Miller, where she worked to highlight the progress that has been made in the implementation of the UNCRC in Scotland and set out steps that could be taken by the Scottish Government to provide stronger legal protections for children's human rights.

Together's Legal Research Officer attends the UK Brexit and Children Coalition which is comprised of several children's organisations from across the UK. The aim of the UK Coalition is to work in partnership to ensure the rights of children and young people are highlighted throughout the Brexit process.

Together's Legal Research Officer attended meetings of the National Advisory Council on Women and Girls' Circle Group to ensure girls' rights are prioritised in the work of the Council.

#### International events

Together's Director and Legal Research Officer attended the Eurochild General Assembly in April 2018 to learn from international partner organisations. Together's Director also attended Child Rights Connect's General Assembly in April 2018.

Together's Director participated in the planning and organisation of the UN Committee on the Rights of the Child's Day of General Discussion (DGD) in September 2018. This was held on the theme of "Children as Human Rights Defenders". Together coordinated with members (Scottish Youth Parliament, Children's Parliament and Who Cares? Scotland) to take forward Scotland's work around the DGD and to link this with other activities happening at both a UK and international level. Together sat on the DGD Taskforce which was responsible for coordinating the day, and our involvement led to representation from children and young people in Scotland in the organisation of the DGD. Together also organised the first 'DGD Hub' which took place in the Scottish Parliament with children and young people who discussed the role of Human Rights Defenders and also linked up with groups at the Welsh Senedd to share experiences.

Together's Director and Legal Research Officer participated in the planning and organisation of Scotland's contribution to the Eurochild Conference in Croatia in October 2018. Together's Legal Research Officer was part of a delegation of staff, children and young people from Children's Parliament and the Scottish Youth Parliament travelling to the conference to lead a workshop on the topic "Rights-based decision making by governments – how children and young people can make it happen!".

Together's Policy Officer and Legal Research Officer attended the World Congress on Justice for Children 2018, to share learning from Scotland and learn from good practice in other nations.

### 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

Extensive membership consultation took place in December 2018-March 2019 to plan Together's *State of Children's Rights* report 2018. We collaborated with 28 members to produce case studies covering themes brought to our attention by Members of the Scottish Youth Parliament (Rights Review Event, April 2018) and Members of the Children's Parliament (What Kind of Scotland report 2017). Due to staff and budget constraints, the report was published as a series of daily blogs throughout May 2019. This campaign set out why it was the #RightTime for Scotland to incorporate the UNCRC into law.

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

##### Scottish Government Children's Rights Action Plan

Together continued to advocate for an action plan to be produced by Scottish Government setting out how the 2016 UNCRC Concluding Observations will be taken forward.

To support this work, Together organised a conference for its members in October 2018 on the Scottish Government's proposals for a Child Rights Action Plan. This conference involved hearing from representatives of the Scottish Government as well as experts from Wales and Ireland who shared learning from their own experiences of progressing children's rights. Together members had the opportunity to critique the current proposals and express their expectations for what an effective Child Rights Action Plan would look like. These views formed the basis of our subsequent response to the Scottish Government. The Scottish Government published 'Progressing the human rights of children in Scotland: 2018-2021 action plan' in December 2018.

##### Incorporation of the UNCRC

Together has been working closely with members around UNCRC incorporation. Following the September 2018 commitment by Scottish Government to incorporate the UNCRC into Scots law by 2021, Together co-convened an independent Incorporation Advisory Group alongside the Children and Young People's Commissioner Scotland. This Group, consisting of experts on children's human rights and incorporation, produced a draft Children's Rights (Scotland) Bill setting out the "gold standard" model for incorporation. This Bill was published in November 2018. Together also led a meeting for member in November 2018 setting out the work of the Independent Advisory Group. Towards the end of March 2019, Together convened an Incorporation Strategy Group, consisting of Together members to share information and coordinate campaigning efforts (first meeting April 2019).

#### Rights of the Child UK Coalition (ROCK)

Together's Director continued to Chair the ROCK coalition to push for the incorporation of the UNCRC across the UK. Together assisted in the organisation of the 2018 ROCK Conference in Cardiff. This conference brought together speakers and delegates from across the UK to discuss recent developments in children's rights and assess opportunities to further domestic incorporation of the UNCRC.

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

##### UN Committee's Day of General Discussion

Together worked with members and international partners on the 2018 Day of General Discussion (DGD) on Children as Human Rights Defenders. Together's Director sat on the Taskforce responsible for coordinating the day. She worked with the Commissioner for Children and Young People to involve the Children's Parliament and the Scottish Youth Parliament in the day itself and in related activities around Human Rights Defenders in Scotland. By encouraging Scottish Government involvement in the DGD, Together hoped to ensure that Scottish Government's commitments around children's rights would be informed and influenced by international discussion.

##### Eurochild Annual Conference

Together's Director and Legal Research Officer participated in the planning and organisation of Scotland's contribution to the Eurochild Conference in Croatia in October 2018.

Together's Legal Research Officer was part of a delegation of staff, children and young people from Children's Parliament and the Scottish Youth Parliament travelling to the conference to lead a workshop on the topic "Rights-based decision making by governments – how children and young people can make it happen!". This highlighted learning from the 2017 and 2018 cabinet meetings with children and young people and gathered learning around similar structures from international partners attending.

#### **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 86% of respondents feel that Together has raised their awareness and understanding of children's rights and the UNCRC, either 'a lot' (69%) or 'a bit' (17%).

##### 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.

Funding from Scottish Government's Rights and Participation Team in 2017-18 enabled Together to undertake vital redevelopment of its website. The new website was launched in September 2018.

The 2018 membership survey revealed that 79% of respondents use the Together website at least once every month. Since the relaunch of the website in September 2018, there has been a significant increase in the number of visits and users - as at Q4, the average number of weekly visitors is 693 (up from 174/week in 2017-18).

#### E-newsletter

The e-newsletter is proving to be a continued success with members and supporters. At the end of March 2019, it had 1526 subscribers (up from 1,411 in March 2018).

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 20.6% during Q4 (industry average is 14%) and the average click rate during Q4 was 6.3% (industry average is 2.5%). The 2018 e-newsletter survey revealed that 86% of respondents feel that the e-newsletter enables them to bring more of a children's rights approach to their work. 78% 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 focused on the rights of children.

#### Social media

Together's Twitter feed has continued to gain popularity and at the end of March 2019 has 3534 followers (2855 in March 2018). Twitter is becoming an increasingly popular means through which Together is able to communicate with its membership with Tweet impressions increasing from 130k in March 2018 to 179k in March 2019. Together's Facebook page now has 395 likes (284 in March 2018). Together's Instagram has 274 followers (114 in March 2018).

#### Blog

Together's blog has maintained a steady readership and enables members to share good practice and raise awareness of specific children's rights issues. In the past year, articles have included subjects such as child poverty and Sweden's plans to incorporate the UNCRC. Towards the end of 2018-19, research and planning were underway for a #RightTime blog series, with daily posts written with members to highlight why now is the #RightTime to incorporate.

### **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 2018 AGM, five new trustees were elected: Rozanne Chorlton, Louise Hill, Maria Galli, Mary Glasgow and Helen Sykes. The first three had previously been observers on Together's Board. Three trustees stood down: Fiona Jones, Suki Wan and Chloe Riddell. The result was a Board of 10 trustees, with a decision to end observer status. Susan Elsley was elected as Chair, Maria Galli as Vice-Chair and John Ryan was elected to continue 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 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. An Executive subgroup of office-bearers has also been created to streamline Board decision-making.

There have been several changes to the Together staff team:

- In July 2018, Maria Doyle was made a full time Legal Research Officer, having previously been part-time.
- In August 2018, Joanna Shepherd left her role as Policy Officer.
- In September 2018, Suki Wan joined as a part-time Assistant Policy Officer.
- In September 2018, Katie Reid joined as a temporary part-time Assistant Policy Officer on secondment from Children's Parliament. Her contract ended in December 2018
- In October 2018, John Walker joined as a part-time events intern for one month

Together also benefited from the work of Camila Bonifai, who joined Together as a work-based placement student from the University of Edinburgh over the summer 2018.

### **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 17<sup>th</sup> August 1999, and last revised 23<sup>rd</sup> 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 2018-19, the day-to-day activities of Together were carried out by a full time Director, full time Policy Officer (to August 2018), Legal Research Officer (part-time until July 2018, thereafter full time), two temporary part-time Assistant Policy Officers (from September 2018, and from September-December 2018 respectively)

The staff team was also supported by two part-time interns and volunteers including an accountant, administrator and e-newsletter volunteer.

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. Trustees have been discussing the development of a more detailed Risk Register for Together which will be published in 2019-20.

## **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

A handwritten signature in cursive script, reading "Susan Elsley". The signature is written in dark ink and is positioned to the left of the printed name.

Susan Elsley, Chair  
September 2019

## 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 Charities

have 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 FCCA

September 2019

**Charity Statement of Financial Activities  
(including income and expenditure account)  
for year ending 31 March 2019**

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2019	Total Funds 2018
<b>Income:</b>					
Donations	13	8,585	118,788	127,373	139,120
Investments	14	0	0	0	0
Other income		0	0	0	0
<b>Total income:</b>		<b>8,585</b>	<b>118,788</b>	<b>127,373</b>	<b>139,120</b>
<b>Expenditure:</b>					
Charitable activities	15,17,18	2,082	119,063	121,145	127,441
Governance costs	16	0	1,108	1,108	145
<b>Total expenditure:</b>		<b>2,082</b>	<b>120,171</b>	<b>122,253</b>	<b>127,586</b>
<b>Net income/(expenditure) and net movement in funds for the year</b>					
		6,503	(1,383)	3,737	11,534
<b>Reconciliation of funds</b>					
Total funds brought forward		47,799	1,383	49,182	37,648
<b>Total funds carried forward</b>		<b>54,302</b>	<b>-</b>	<b>54,302</b>	<b>49,182</b>

**Balance Sheet as at 31st March 2019**

	Note	2019	2018
<b>Fixed Assets</b>			
Tangible fixed assets		<u>0</u>	<u>0</u>
		0	0
<b>Current Assets</b>			
Debtors	20	0	0
Cash at bank and in hand		<u>56,456</u>	<u>52,756</u>
		56,456	52,756
<b>Creditors: amounts falling due within one year</b>	21	<u>2,154</u>	<u>3,574</u>
<b>Net Current Assets</b>		<u>54,302</u>	<u>49,182</u>
<b>Total Net Assets</b>		<u>54,302</u>	<u>49,182</u>
<b>Funds</b>			
Restricted funds		-	1,383
Unrestricted funds		<u>54,302</u>	<u>47,799</u>
<b>Total Funds</b>		<u>54,302</u>	<u>49,182</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 16<sup>th</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> February 2017 and is open to all staff. The NEST pension scheme operates 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 £127,373 (2018-19: £139,120). Of this, £8,585 was unrestricted (2018-19: £9,361). 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.

Donations	2018-19	2017-18	
Membership donations	8,585	14,120	Unrestricted income
Scottish Government Core	70,000	70,000	Core funding from the Rights & Wellbeing Team
Scottish Government Website/IT Infrastructure		22,500	Project funding to redevelop website and upgrade IT infrastructure
Children & Young People's Early Intervention Fund	31,000	31,000	Project funding for the Policy & Communications Officer and the Business Support Officer posts
Brexit Project	6,825		CYP Panel on Europe in partnership with Children In Scotland (funded by the Scottish Government)
Conference & Grants	10,963	1,500	DGD on Children as Human Rights Defenders in partnership with Children's Parliament and SYP (funded by the Scottish Government)
	127,373	139,120	

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 £121,145 (2017-18: £127,441). Of this, £3,465 was unrestricted (2017-18: £nil) and £117,680 was restricted (2017-18: £127,441).

Expenditure	2018-19	2017-18	
<b>Marketing &amp; promotion</b>	2,175	19,070	Includes website and printing of reports
<b>Office costs</b>	9,565	9,735	Includes rent, IT upgrade, telephone, stationery and postage
<b>Professional fees</b>	557	542	Includes insurance
<b>Travel</b>	4,597	3,032	Includes all staff travel and subsistence
<b>Events</b>	9,500	1,813	Includes ROCK conference and CHRD events
<b>Staff costs</b>	91,937	89,721	Includes salaries, employer's NI and pension
<b>Support costs</b>	2,814	3,528	Includes payroll, recruitment, training, bank charges, subscriptions and volunteer expenses
	121,145	127,441	

#### 16. Analysis of expenditure on governance

Expenditure on governance costs was £1,108 (2016-17: £145). This comprised of the following costs:

Expenditure	2018-19	2017-18	
Board meetings	219	14	Subsistence
Trustee travel expenses	889	131	Travel to trustee and subgroup meetings
	1,108	145	

No remuneration was paid to Trustees during the year. 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 £91,937 (2017-18: £89,721). This comprised of the following costs:

	2018-19	2017-18
Salaries	83,068	81,066
Employer National Insurance	4,425	4,527
Pension	4,444	4,128
	91,937	89,721

No employees had emoluments in excess of £60,000 (2017-18: nil).

## 18. Staff numbers

The average monthly number of full-time equivalent employees (including paid interns) during the year was 2.85 (2017-18: 2.6).

## 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	2018-19	2017-18
Scottish Government	-	-

## 21. Creditors: amounts falling due within one year

Creditor	2018-19	2017-18
UNICEF ROCK event	-	-
PAYE	1,949	1,863
Mastercard	848	1,082
Purchase ledger	-	157
Accruals (Aviva)	(1,929)	-
NEST pension	806	473
Trade Creditors	480	-
	2,154	3,575