

REGISTERED COMPANY NUMBER: SC398913 (Scotland)  
REGISTERED CHARITY NUMBER: SC041952

**Report of the Trustees and**  
**Financial Statements For The Year Ended 31 March 2021**  
**for**  
**The Welcoming Association**

Robb Ferguson  
Chartered Accountants & Statutory Auditors  
Regent Court  
70 West Regent Street  
Glasgow  
G2 2QZ

**The Welcoming Association**

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**For The Year Ended 31 March 2021**

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**The Welcoming Association**  
**Report of the Trustees**  
**For The Year Ended 31 March 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Our vision is of a diverse and inclusive Scotland, where everyone feels welcome and can achieve their potential.

**OBJECTIVES AND ACTIVITIES**

**Objectives**

The charity's objectives as stated in the Articles of Association are:

- 1) The advancement of education
- 2) The advancement of citizenship or community development; and
- 3) The promotion of religious or racial harmony

We believe that through the above three main objectives, our participants will:

- Develop their English language skills, removing language as a barrier to employment, education or integration in Scotland
- Build their social and support networks by making connections and forming friendships with local people and other New Scots
- Learn to live more sustainably through home food growing, home energy saving, recycling, and environmental education
- Gain insight into their new home through experiencing Scotland's music, food, history and culture
- Improve their quality of life in Edinburgh by taking part in creative arts and health and wellbeing activities

Local people will:

- Have opportunities to welcome New Scots to Edinburgh through a range of meaningful and well-supported volunteering positions
- Experience and understand the social, economic and cultural value that migrants and refugees bring to Scotland

**The Welcoming Association**  
**Report of the Trustees**  
**For The Year Ended 31 March 2021**

**OBJECTIVES AND ACTIVITIES**

**Significant activities**

During the year, The Welcoming provided the following activities and welcomed more than 800 service users from over 60 countries, including Syria, Sudan, Palestine, China, Iran, Poland and Venezuela.

- English language classes
- Employment and business guidance
- Digital skills for Arabic speakers
- One-to-one befriending
- Friendship groups
- Home energy and recycling
- Home food growing
- Syrian Resettlement Programme
- Welcoming Choir

**Highlights**

- 144 drop-in English classes
- 63 New Scots English classes (for Arabic Speakers)
- 236 individuals accessed employability and business guidance support
- 228 individuals supported through the befriending programme
- 1,920 hours of one-to-one befriending conversations by phone or Zoom
- 77 volunteers and 2,042 hours of volunteering
- 60 households received home energy advice
- 98 tonnes of CO2e saved
- 23 households participated in home food growing (harvesting 241kg of produce)
- 22 sessions of the Living Well Lunch Club
- 13 Syrian families provided with refurbished computers

**English Language Classes**

Our English language provision remains the core of our programme, reflecting the significance of language to integration and settlement and is the first entry point for most of our new participants before they begin to engage in other social and cultural activities.

English language is the major barrier to New Scots gaining employment that matches their skills and qualifications. In order to overcome this barrier, we provide classes throughout the week at all stages from complete beginners to advanced levels.

All classes are taught by qualified and experienced ESOL teachers, with the majority being volunteers.

This year we organised several English courses: Communication Skills for Work, Current Affairs and Reading Comprehension, English Language for Wellbeing, and English Language for Climate Change.

**Employment and Business Guidance**

This programme focuses on aspects of employability that are particularly challenging for New Scots - job applications, interview skills, and confidence building.

The work is delivered through one-to-one tailored support.

More than 75% of people who accessed the employability service this year achieved a positive destination (i.e. employment, volunteering, training or education).

**Digital Skills for Arabic speakers**

The digital skills classes for Arabic speakers help service users develop their proficiency with computers and other information technologies.

**One-to-One Befriending**

The friendship programme connects local volunteers with service users to provide opportunities to practice and improve their English, get to know Edinburgh and the local community and meet new people. Introductory meetings are hosted by The Welcoming's Befriending team with support from a volunteer interpreter if required.

During the meeting the participant's individual needs and priorities are shared and the ways in which volunteer befrienders can offer support are agreed.

**The Welcoming Association**  
**Report of the Trustees**  
**For The Year Ended 31 March 2021**

**OBJECTIVES AND ACTIVITIES**

Before Covid-19, support included accompanying service users on buses, going to local shops and facilities, attending groups and activities together, such as libraries sports centre, toddler groups, helping with English language and offering homework support for parents and their children. During the pandemic, support has included going for walks, exploring nature, helping with understanding Covid regulations, talking and providing a listening ear.

One-to-one befriending was adapted remotely this year to take place over 1,920 hours of phone calls, videocalls and messaging.

**Friendship Groups**

The Weekly Cultural Exchange for Women is a relaxed social space for women in Edinburgh to share stories, culture, craft and friendship, and provides integrating opportunities for New Scots women to practice English language.

The Women's Friendship Group is a multi-cultural women's group which openly welcomes Arabic-speaking New Scots to Edinburgh, to share friendship, practice English and build community.

The Weekly "Wee Blether" online group is an informal and friendly conversation group for New Scots to Edinburgh to practice English and discuss a range of interesting topics.

**Home Energy and Recycling**

The home energy and recycling programme aims to help our participants understand home energy systems, suppliers and tariffs and to understand local recycling practices.

The objective is to enable people to save money, avoid fuel poverty and increase energy efficiency within their homes.

Participants receive household visits where initially an energy audit is carried out to establish what areas of the home are best to target to try and reduce the overall energy usage. Other support includes contact with energy suppliers to either switch, give meter readings register an account in the family's name or apply for the Warm Home Discount.

**Home Food Growing**

The project provides participants with an opportunity to raise their awareness about home food growing opportunities. This year, 23 households participated in home food growing and harvested 241 kg of usable produce.

**Syrian Resettlement Programme**

We offer a flexible and relevant programme of English language tuition and cultural integration activities to support the community arriving in Edinburgh through the UK Government's Syrian Resettlement Programme.

The cross-generational learning of our Parent and Child English classes have had a particularly positive effect for all the families involved. Fathers especially, who are traditionally teachers for their children, have benefited enormously from this by acknowledging that their children are far more 'elastic' when it comes to language learning and allowing and enjoying how they are able to help them with pronunciation and word order.

We also supported 13 Syrian families to receive refurbished laptops. This helped to address the digital poverty experienced by our service users.

**The Welcoming Choir**

The choir is a great example of how The Welcoming can offer opportunities for creative learning outside of traditional classes. Our music teacher has devised methods for the choir to learn songs which are easy and fun for non-English speakers to learn.

**Volunteering Scheme**

Volunteers are vital to our work, helping us to welcome New Scots in all kinds of ways. The 77 volunteers who supported us this year have offered an incredible 2,042 hours of volunteering. Key contributors include ESOL teaching, and befriending. Volunteers assist across all activities of The Welcoming, in the office and as part of community events.

They bring a wide range of skills, experiences and perspectives to our work and play a key role in delivering The Welcoming's activities. Involving volunteers helps to ensure that The Welcoming is a diverse and flexible organisation that can respond effectively to the needs and interests of participants.

**Collaborative and Partnership Working**

Collaborative working is at the heart of The Welcoming. We helped New Scots connect with services and opportunities across Edinburgh and have strengthened our partnerships with many organisations:

- Scottish Government
- Scottish Refugee Council
- NHS Lothian

**The Welcoming Association**  
**Report of the Trustees**  
**For The Year Ended 31 March 2021**

**OBJECTIVES AND ACTIVITIES**

- City of Edinburgh Council
- Audacious Women Festival
- Broomhouse Centre
- Business Gateway
- Citizens Advice Edinburgh
- Community Renewal
- Department of Work and Pensions
- Eden Project Communities
- Edinburgh City Council Refugee Support team
- Edinburgh Fringe Society
- Edinburgh Printmakers
- Edinburgh and Lothians Regional Equality Council
- Grassroots Remedies
- Health All Round
- Health in Mind
- LinkNet Mentoring
- Multicultural Family Base
- New Scots Steering Group
- NHS Midwives
- Open Book
- People Know How
- Pilton Community Health Project
- Sacro
- Saheliya
- Score Scotland
- Shakti Women's Aid
- SHRUB (Zero Waste Hub)
- Skills Development Scotland
- South Bridge Resource Centre
- The Mindfulness Association
- Volunteer Centre Edinburgh

More information on the organisation's activities can be found on our website: [www.thewelcoming.org](http://www.thewelcoming.org)

**The Impact of Covid-19**

The Welcoming is an organisation that works with people who often live in areas of multiple deprivation and require significant financial, social and cultural support.

The disruption caused by the Covid-19 crisis has been difficult for many of the people we try to help. Restrictions on face-to-face interaction have been particularly challenging but The Welcoming has worked hard to ensure participants continue to receive support through our services.

Staff have adapted well to working remotely with the following services offered online during the financial year:

- English language classes
- Employment and business guidance
- Digital skills for Arabic speakers
- One-to-one befriending
- Friendship groups
- Home energy and recycling
- Home food growing
- Welcoming Choir

Our existing funders have been very understanding and supportive during this time and have provided us with additional funding to cope with the crisis. With financial help from the Scottish Government, we provided small hardship allowances for those most in need. With this support we have expanded our virtual befriending service, provided advice to help ease some of the anxiety, and provided financial support to households particularly exposed by the crisis.

**Our Funders**

The Welcoming Association would like to extend its appreciation to our funders for their unwavering and continued support over the years:

- Big Bike Revival

**The Welcoming Association**  
**Report of the Trustees**  
**For The Year Ended 31 March 2021**

**OBJECTIVES AND ACTIVITIES**

- Climate Challenge Fund
- Community Job Scotland
- Corra Foundation
- Edinburgh Integrated Joint Board
- Henry Smith Charitable Trust
- Paul Hamlyn Foundation
- The City of Edinburgh Council
- The National Lottery Community Fund
- The Scottish Government's Equality Fund
- Tudors Trust
- University of Edinburgh

**FINANCIAL REVIEW**

**Financial review**

Income for the year was £484,430 and expenditure was £440,335 resulting in surplus for the year of £44,095. A full breakdown of the income and expenditure is given in the Statement of Financial Activities on page 23.

The Welcoming Board has concluded that the organisation should have unrestricted reserves of approximately three months' running costs (approximately £90,000) to provide for periods when there is a shortfall of funding and further funding is being sought. Unrestricted reserves as at 31st March 2021 of £99,891 are above this target figure. The directors' recognise the importance of sufficient reserves and have prioritised funding diversification and sustainability as part of the longer-term strategic plan.

The Welcoming employees are predominantly employed on fixed term contracts subject to the availability of funding.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Structure**

The Welcoming Association, also known as 'The Welcoming' is a company limited by guarantee, with the liability of members limited to £1 each. The company is governed by the terms of its Articles of Association and is a registered Scottish Charity.

Members of The Welcoming Board are elected from the membership of The Welcoming at the Annual General Meeting or appointed at any time by the Board. At each Annual General Meeting, Board members who have served for a continuous three-year period retire from office but may be eligible for re-election or re-appointment for a further period of three years, subject to a maximum six years in total.

New Board members receive an induction pack with background information about The Welcoming and OSCR Guidance and Good Practice for Charity Trustees. They also attend an orientation meeting at The Welcoming and are encouraged to join The Welcoming's activities and events in order to meet participants and become familiar with the work of the organisation.

The Board meets every two months and is responsible for the overall strategic management and development of the organisation. Day to day management of the charity is delegated to the Director, Tesfu Gessesse.

The names of those who served as members of the Welcoming Board during the year are shown on page 6.

**Governance and Management**

The Welcoming Association places great importance in having accountable, transparent and responsible governance that ensures the activities of the Association are in line with its vision and values.

The Welcoming Board focuses its work on providing oversight over financial performance, risk management and organisational performance and impact. The Board also provides recommendations for the strategic and operational direction of The Welcoming.

The Board of Directors is responsible for providing overall strategic direction but the 13 members of our multicultural and diverse workforce, led by a capable senior management team, and supported by a wide range of volunteers, are responsible for implementing the delivery of the strategic plan.

**The Welcoming Association**  
**Report of the Trustees**  
**For The Year Ended 31 March 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**The Purpose of The Welcoming Association**

The Welcoming exists to welcome, orientate and assist migrants and refugees in Edinburgh so that they can build positive lives, have choices, contribute to their new communities and feel at home in Scotland.

Inward migration is crucial to Scotland's future prosperity. Scotland has demographic and geographical needs that are distinct from the rest of the UK, and it is essential that we are an attractive destination for migrants able to come here under prevailing UK immigration policy.

Our strategic aims are to:

- Encourage people from across the world to actively choose Scotland as their home
- Enable New Scots to quickly settle and contribute to their new country
- Engage established Scots of all ages in the process of welcoming new arrivals
- Ensure effective partnership working with other organisations sharing these aims
- Influence policy and practice to advance the integration and inclusion of our New Scots

The Welcoming provides opportunities to build confidence, socialise and develop English language skills which are essential for creating the ability to integrate, develop and share interests. The Welcoming further supports New Scots to utilise and develop their skills, find employment and access local services. The Welcoming offers numerous opportunities for friendship, creativity, health and wellbeing.

The Welcoming nurtures a diverse and inclusive society where all feel welcome and empowered to achieve their full potential, The Welcoming builds community by connecting locals and New Scots through social and cultural exchanges and in collaboration with numerous partners.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

SC398913 (Scotland)

**Registered Charity number**

SC041952

**Registered office**

Unit 1 20 Westfield Avenue  
Edinburgh  
EH11 2TT

**Trustees**

A Afaz (appointed 23.3.21)  
N Croft  
G Gibson  
Ms C Hirst (appointed 23.3.21)  
A W Khan  
Ms C Mance  
Ms S E Miller  
Ms M T Talensby (appointed 23.3.21)  
A Thin (appointed 23.3.21)  
K F Watson

**Company Secretary**

A W Khan

**Auditors**

Robb Ferguson  
Chartered Accountants & Statutory Auditors  
Regent Court  
70 West Regent Street  
Glasgow  
G2 2QZ



**The Welcoming Association**  
**Report of the Trustees**  
**For The Year Ended 31 March 2021**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

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

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

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

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

In so far as the trustees are aware:

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

**AUDITORS**

The auditors, Robb Ferguson, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 7 October 2021 and signed on its behalf by:

G Gibson - Trustee

**Report of the Independent Auditors to the Members of  
The Welcoming Association**

**Opinion**

We have audited the financial statements of The Welcoming Association (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard. Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors, including "APB Ethical Standard - Provisions available for Small Entities (Revised)", and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Report of the Independent Auditors to the Members of  
The Welcoming Association**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Report of the Independent Auditors to the Members of**  
**The Welcoming Association**

**Use of our report**

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

Janice Alexander (Senior Statutory Auditor)  
for and on behalf of Robb Ferguson  
Chartered Accountants & Statutory Auditors  
Regent Court  
70 West Regent Street  
Glasgow  
G2 2QZ

7 October 2021

**The Welcoming Association**

**Statement of Financial Activities**  
**For The Year Ended 31 March 2021**

|                                    | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | <b>2021<br/>Total<br/>funds<br/>£</b> | 2020<br>Total<br>funds<br>£ |
|------------------------------------|-------|----------------------------|--------------------------|---------------------------------------|-----------------------------|
| <b>INCOME AND ENDOWMENTS FROM</b>  |       |                            |                          |                                       |                             |
| Donations and legacies             |       | 2,970                      | 1,428                    | 4,398                                 | 12,400                      |
| <b>Charitable activities</b>       |       |                            |                          |                                       |                             |
| Charitable activities              |       | 20,545                     | 459,487                  | 480,032                               | 347,900                     |
| <b>Total</b>                       |       | <u>23,515</u>              | <u>460,915</u>           | <u>484,430</u>                        | <u>360,300</u>              |
| <b>EXPENDITURE ON</b>              |       |                            |                          |                                       |                             |
| <b>Charitable activities</b>       |       |                            |                          |                                       |                             |
| Charitable activities              |       | 25,085                     | 415,250                  | 440,335                               | 363,500                     |
| <b>NET INCOME/(EXPENDITURE)</b>    |       | <u>(1,570)</u>             | <u>45,665</u>            | <u>44,095</u>                         | <u>(3,200)</u>              |
| Transfers between funds            | 11    | <u>9,011</u>               | <u>(9,011)</u>           | <u>-</u>                              | <u>-</u>                    |
| Net movement in funds              |       | 7,441                      | 36,654                   | 44,095                                | (3,200)                     |
| <b>RECONCILIATION OF FUNDS</b>     |       |                            |                          |                                       |                             |
| Total funds brought forward        |       | 92,450                     | 73,163                   | 165,613                               | 168,813                     |
| <b>TOTAL FUNDS CARRIED FORWARD</b> |       | <u><u>99,891</u></u>       | <u><u>109,817</u></u>    | <u><u>209,708</u></u>                 | <u><u>165,613</u></u>       |

The notes form part of these financial statements

**The Welcoming Association**

**Statement of Financial Position**  
**31 March 2021**

|  | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 2021<br>Total<br>funds<br>£ | 2020<br>Total<br>funds<br>£ |
|--|-------|----------------------------|--------------------------|-----------------------------|-----------------------------|
| <b>FIXED ASSETS</b>                              |       |                            |                          |                             |                             |
| Tangible assets                                  | 7     | 6,874                      | -                        | 6,874                       | 6,153                       |
| <b>CURRENT ASSETS</b>                            |       |                            |                          |                             |                             |
| Debtors  | 8     | -                          | 59,284                   | 59,284                      | 78,557                      |
| Cash at bank                                     |       | 96,574                     | 62,399                   | 158,973                     | 83,194                      |
|  |       | <u>96,574</u>              | <u>121,683</u>           | <u>218,257</u>              | <u>161,751</u>              |
| <b>CREDITORS</b>                                 |       |                            |                          |                             |                             |
| Amounts falling due within one year              | 9     | (3,556)                    | (11,867)                 | (15,423)                    | (2,291)                     |
| <b>NET CURRENT ASSETS</b>                        |       | <u>93,018</u>              | <u>109,816</u>           | <u>202,834</u>              | <u>159,460</u>              |
| <b>TOTAL ASSETS LESS CURRENT<br/>LIABILITIES</b> |       | <u>99,892</u>              | <u>109,816</u>           | <u>209,708</u>              | <u>165,613</u>              |
| <b>NET ASSETS</b>                                |       | <u>99,892</u>              | <u>109,816</u>           | <u>209,708</u>              | <u>165,613</u>              |
| <b>FUNDS</b>                                     | 11    |                            |                          |                             |                             |
| Unrestricted funds                               |       |                            |                          | 99,892                      | 92,450                      |
| Restricted funds                                 |       |                            |                          | 109,816                     | 73,163                      |
| <b>TOTAL FUNDS</b>                               |       |                            |                          | <u>209,708</u>              | <u>165,613</u>              |

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

The financial statements were approved by the Board of Trustees and authorised for issue on 7 October 2021 and were signed on its behalf by:

G Gibson - Trustee

## The Welcoming Association

### Notes to the Financial Statements For The Year Ended 31 March 2021

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### **Going concern**

In accordance with their responsibilities as directors, the directors have considered the appropriateness of the going concern basis for the preparation of the financial statements.

In common with other charitable organisations, the challenge is to secure and maintain adequate unrestricted reserves to enable the charitable company to continue its activities in the event of a decrease in funding, and the directors recognise this uncertainty due to the ongoing high demand for funding support across the third sector.

Current and future financial information is regularly monitored at Board level, based on projections, funding in place, and the organisation's previous track record of securing funding and delivery on projects. In addition, if funding were to decrease, the directors are confident that there are adequate unrestricted reserves and sufficient flexibility built in to the cost base to ensure that this would not be to the detriment of the continuity of the charitable company.

Accordingly, the directors have assessed the charitable company's ability to continue as a going concern and have reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

##### **Income**

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

##### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### **Tangible fixed assets**

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

Office equipment - 20% straight line

##### **Taxation**

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

##### **Fund accounting**

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

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

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

##### **Pensions**

The charity operates a defined contribution pension scheme. Contributions are charges to the income and expenditure account as they become payable in accordance with the rules of the scheme.

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**1. ACCOUNTING POLICIES - continued**

**Accounting estimates**

The directors do not consider there are any areas of the financial statement where significant judgements are being carried out.

**Debtors**

Debtors are recognised at the settlement amount due.

**Creditors**

Creditors and provisions are recognised, at settlement amount, where the charity has a present obligation resulting from a past event, which is likely to result in the transfer of funds to a third party, and the amount due can be measured or estimated reliably.

**Pensions**

The charity operates a defined contribution pension scheme. Contributions are charges to the income and expenditure account as they become payable in accordance with the rules of the scheme.

**2. NET INCOME/(EXPENDITURE)**

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

|                             | <b>2021</b>  | 2020  |
|-----------------------------|--------------|-------|
|                             | £            | £     |
| Depreciation - owned assets | <b>2,924</b> | 3,281 |

**3. AUDITORS' REMUNERATION**

|  | <b>2021</b>  | 2020 |
|--|--------------|------|
|  | £            | £    |
| Fees payable to the charity's auditors for the audit of the charity's financial statements | <b>3,420</b> | -    |

**4. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.



**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**5. STAFF COSTS**

|                       | 2021    | 2020    |
|-----------------------|---------|---------|
|                       | £       | £       |
| Wages and salaries    | 288,946 | 253,256 |
| Social security costs | 19,159  | 16,740  |
| Other pension costs   | 12,804  | 6,433   |
|                       | 320,909 | 276,429 |
|                       | 320,909 | 276,429 |

The amount of employee benefits received by key management personnel was £41,250 (2020: £38,625). During the year The Welcoming was supported by volunteers in a variety of roles including teachers, befrienders, group facilitators and helpers, home energy advisors, events assistants and creative artists.

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

|           | 2021 | 2020 |
|-----------|------|------|
| Employees | 13   | 13   |
|           | 13   | 13   |

No employees received emoluments in excess of £60,000.

**6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

|                                    | Unrestricted funds | Restricted funds | Total funds |
|------------------------------------|--------------------|------------------|-------------|
|                                    | £                  | £                | £           |
| <b>INCOME AND ENDOWMENTS FROM</b>  |                    |                  |             |
| Donations and legacies             | 12,400             | -                | 12,400      |
| <b>Charitable activities</b>       |                    |                  |             |
| Charitable activities              | 5,200              | 342,700          | 347,900     |
|                                    | 17,600             | 342,700          | 360,300     |
| <b>Total</b>                       | 17,600             | 342,700          | 360,300     |
| <b>EXPENDITURE ON</b>              |                    |                  |             |
| <b>Charitable activities</b>       |                    |                  |             |
| Charitable activities              | 16,355             | 347,145          | 363,500     |
|                                    | 1,245              | (4,445)          | (3,200)     |
| <b>NET INCOME/(EXPENDITURE)</b>    | 1,245              | (4,445)          | (3,200)     |
| <b>Transfers between funds</b>     | 5,215              | (5,215)          | -           |
|                                    | 6,460              | (9,660)          | (3,200)     |
| <b>Net movement in funds</b>       | 6,460              | (9,660)          | (3,200)     |
| <b>RECONCILIATION OF FUNDS</b>     |                    |                  |             |
| <b>Total funds brought forward</b> | 85,990             | 82,823           | 168,813     |
|                                    | 92,450             | 73,163           | 165,613     |
| <b>TOTAL FUNDS CARRIED FORWARD</b> | 92,450             | 73,163           | 165,613     |

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**7. TANGIBLE FIXED ASSETS**

Office  
equipment  
£

**COST**

At 1 April 2020

17,663

Additions

3,645

At 31 March 2021

21,308

**DEPRECIATION**

At 1 April 2020

11,510

Charge for year

2,924

At 31 March 2021

14,434

**NET BOOK VALUE**

At 31 March 2021

6,874

At 31 March 2020

6,153

**8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

**2021**

2020

£

£

Prepayments and accrued income

59,284

78,557

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

**2021**

2020

£

£

Trade creditors

-

2,291

Accruals and deferred income

15,423

-

15,423

2,291

**10. LEASING AGREEMENTS**

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

**2021**

2020

£

£

Within one year

1,403

12,625

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**11. MOVEMENT IN FUNDS**

|                                   | At 1.4.20<br>£ | Net<br>movement<br>in funds<br>£ | Transfers<br>between<br>funds<br>£ | At<br>31.3.21<br>£ |
|-----------------------------------|----------------|----------------------------------|------------------------------------|--------------------|
| <b>Unrestricted funds</b>         |                |                                  |                                    |                    |
| General fund                      | 86,297         | 1,355                            | 5,366                              | 93,018             |
| Fixed assets fund                 | 6,153          | (2,924)                          | 3,645                              | 6,874              |
|                                   | <u>92,450</u>  | <u>(1,569)</u>                   | <u>9,011</u>                       | <u>99,892</u>      |
| <b>Restricted funds</b>           |                |                                  |                                    |                    |
| Tudor Trust                       | 6,723          | 9,292                            | -                                  | 16,015             |
| CEC Syrian Resettlement Programme | 2,035          | 7,556                            | -                                  | 9,591              |
| Health Inequalities Programme     | 3,972          | 9,334                            | -                                  | 13,306             |
| Big Lottery                       | 16,848         | 12,106                           | -                                  | 28,954             |
| Big Bike Revival                  | 800            | (674)                            | (126)                              | -                  |
| Corra Foundation                  | 1,362          | -                                | (1,362)                            | -                  |
| Edinburgh Lothian Greenspace      | 68             | -                                | (68)                               | -                  |
| Edinburgh Airport Community       | 744            | -                                | (744)                              | -                  |
| English UK Limited                | 1,480          | -                                | (1,480)                            | -                  |
| Henry Smith Charity               | 35,307         | (12,439)                         | -                                  | 22,868             |
| Scottish Refugee Council          | -              | 46                               | -                                  | 46                 |
| Welcoming Choir                   | 3,824          | (2,825)                          | (999)                              | -                  |
| Equality Fund                     | -              | 3,077                            | -                                  | 3,077              |
| Community Jobs Scotland           | -              | (2,616)                          | 2,616                              | -                  |
| Climate Challenge Fund            | -              | 8,512                            | -                                  | 8,512              |
| Covid-19 Emergency Fund           | -              | 11,777                           | (11,777)                           | -                  |
| Immediate Priorities Fund         | -              | (1,997)                          | 1,997                              | -                  |
| Roberton Trust                    | -              | (2,932)                          | 2,932                              | -                  |
| SRC Covid Response Fund           | -              | 2,230                            | -                                  | 2,230              |
| Welbeing Fund                     | -              | 4,417                            | -                                  | 4,417              |
| St Giles                          | -              | 800                              | -                                  | 800                |
|                                   | <u>73,163</u>  | <u>45,664</u>                    | <u>(9,011)</u>                     | <u>109,816</u>     |
| <b>TOTAL FUNDS</b>                | <u>165,613</u> | <u>44,095</u>                    | <u>-</u>                           | <u>209,708</u>     |

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**11. MOVEMENT IN FUNDS - continued**

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

|                                   | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement<br>in funds<br>£ |
|-----------------------------------|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b>         |                            |                            |                           |
| General fund                      | 23,515                     | (22,160)                   | 1,355                     |
| Fixed assets fund                 | -                          | (2,924)                    | (2,924)                   |
|                                   | <u>23,515</u>              | <u>(25,084)</u>            | <u>(1,569)</u>            |
| <b>Restricted funds</b>           |                            |                            |                           |
| Tudor Trust                       | 55,333                     | (46,041)                   | 9,292                     |
| CEC Syrian Resettlement Programme | 30,600                     | (23,044)                   | 7,556                     |
| Health Inequalities Programme     | 15,169                     | (5,835)                    | 9,334                     |
| Big Lottery                       | 60,611                     | (48,505)                   | 12,106                    |
| Big Bike Revival                  | -                          | (674)                      | (674)                     |
| Henry Smith Charity               | 19,350                     | (31,789)                   | (12,439)                  |
| Scottish Refugee Council          | 606                        | (560)                      | 46                        |
| Welcoming Choir                   | -                          | (2,825)                    | (2,825)                   |
| Equality Fund                     | 60,204                     | (57,127)                   | 3,077                     |
| Community Jobs Scotland           | 4,395                      | (7,011)                    | (2,616)                   |
| CCAF                              | 3,100                      | (3,100)                    | -                         |
| Climate Challenge Fund            | 93,941                     | (85,429)                   | 8,512                     |
| Covid-19 Emergency Fund           | 38,500                     | (26,723)                   | 11,777                    |
| Immediate Priorities Fund         | 36,156                     | (38,153)                   | (1,997)                   |
| Robertson Trust                   | 7,500                      | (10,432)                   | (2,932)                   |
| SRC Covid Response Fund           | 4,812                      | (2,582)                    | 2,230                     |
| Welbeing Fund                     | 29,210                     | (24,793)                   | 4,417                     |
| St Giles                          | 1,428                      | (628)                      | 800                       |
|                                   | <u>460,915</u>             | <u>(415,251)</u>           | <u>45,664</u>             |
| <b>TOTAL FUNDS</b>                | <u>484,430</u>             | <u>(440,335)</u>           | <u>44,095</u>             |

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**11. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

|                                   | At 1.4.19<br>£        | Net<br>movement<br>in funds<br>£ | Transfers<br>between<br>funds<br>£ | At<br>31.3.20<br>£    |
|-----------------------------------|-----------------------|----------------------------------|------------------------------------|-----------------------|
| <b>Unrestricted funds</b>         |                       |                                  |                                    |                       |
| General fund                      | 79,222                | 4,526                            | 2,549                              | 86,297                |
| Fixed assets fund                 | 6,768                 | (3,281)                          | 2,666                              | 6,153                 |
|                                   | <u>85,990</u>         | <u>1,245</u>                     | <u>5,215</u>                       | <u>92,450</u>         |
| <b>Restricted funds</b>           |                       |                                  |                                    |                       |
| Tudor Trust                       | 2,853                 | 3,870                            | -                                  | 6,723                 |
| CEC Syrian Resettlement Programme | 11,837                | (8,878)                          | (924)                              | 2,035                 |
| Health Inequalities Programme     | 2,260                 | 2,905                            | (1,193)                            | 3,972                 |
| Big Lottery                       | 17,622                | 583                              | (1,357)                            | 16,848                |
| Big Bike Revival                  | -                     | 800                              | -                                  | 800                   |
| Corra Foundation                  | 4,350                 | (2,988)                          | -                                  | 1,362                 |
| Edinburgh Lothian Greenspace      | 500                   | (432)                            | -                                  | 68                    |
| Edinburgh Airport Community       | 948                   | (204)                            | -                                  | 744                   |
| English UK Limited                | -                     | 1,480                            | -                                  | 1,480                 |
| Henry Smith Charity               | -                     | 35,307                           | -                                  | 35,307                |
| Welcoming Choir                   | -                     | 3,824                            | -                                  | 3,824                 |
| Equality Fund                     | 2,157                 | (3,392)                          | 1,235                              | -                     |
| Gordon Fraser Trust               | 557                   | (557)                            | -                                  | -                     |
| Paul Hamlyn Foundation            | 37,244                | (35,587)                         | (1,657)                            | -                     |
| Skyscanner Community Fund         | 836                   | (836)                            | -                                  | -                     |
| University of Edinburgh           | 1,659                 | (1,659)                          | -                                  | -                     |
| Black History month               | -                     | (230)                            | 230                                | -                     |
| Climate Challenge Fund            | -                     | 1,549                            | (1,549)                            | -                     |
|                                   | <u>82,823</u>         | <u>(4,445)</u>                   | <u>(5,215)</u>                     | <u>73,163</u>         |
| <b>TOTAL FUNDS</b>                | <u><u>168,813</u></u> | <u><u>(3,200)</u></u>            | <u><u>-</u></u>                    | <u><u>165,613</u></u> |

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**11. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

|                                   | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement<br>in funds<br>£ |
|-----------------------------------|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b>         |                            |                            |                           |
| General fund                      | 17,600                     | (13,074)                   | 4,526                     |
| Fixed assets fund                 | -                          | (3,281)                    | (3,281)                   |
|                                   | <hr/>                      | <hr/>                      | <hr/>                     |
|                                   | 17,600                     | (16,355)                   | 1,245                     |
| <b>Restricted funds</b>           |                            |                            |                           |
| Tudor Trust                       | 33,334                     | (29,464)                   | 3,870                     |
| CEC Syrian Resettlement Programme | 61,200                     | (70,078)                   | (8,878)                   |
| Health Inequalities Programme     | 15,461                     | (12,556)                   | 2,905                     |
| Big Lottery                       | 39,348                     | (38,765)                   | 583                       |
| Big Bike Revival                  | 800                        | -                          | 800                       |
| Corra Foundation                  | -                          | (2,988)                    | (2,988)                   |
| Edinburgh Lothian Greenspace      | -                          | (432)                      | (432)                     |
| Edinburgh Airport Community       | -                          | (204)                      | (204)                     |
| English UK Limited                | 2,000                      | (520)                      | 1,480                     |
| Henry Smith Charity               | 37,000                     | (1,693)                    | 35,307                    |
| Welcoming Choir                   | 3,950                      | (126)                      | 3,824                     |
| Equality Fund                     | 60,000                     | (63,392)                   | (3,392)                   |
| Gordon Fraser Trust               | -                          | (557)                      | (557)                     |
| Paul Hamlyn Foundation            | -                          | (35,587)                   | (35,587)                  |
| Skyscanner Community Fund         | -                          | (836)                      | (836)                     |
| University of Edinburgh           | -                          | (1,659)                    | (1,659)                   |
| Community Jobs Scotland           | 7,555                      | (7,555)                    | -                         |
| Scottish Refugee Council          | 410                        | (410)                      | -                         |
| Black History month               | 710                        | (940)                      | (230)                     |
| Climate Challenge Fund            | 80,932                     | (79,383)                   | 1,549                     |
|                                   | <hr/>                      | <hr/>                      | <hr/>                     |
|                                   | 342,700                    | (347,145)                  | (4,445)                   |
|                                   | <hr/>                      | <hr/>                      | <hr/>                     |
| <b>TOTAL FUNDS</b>                | <u>360,300</u>             | <u>(363,500)</u>           | <u>(3,200)</u>            |

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**11. MOVEMENT IN FUNDS - continued**

**Notes to the funds:**

**The Fixed Assets fund** - this corresponds to the net book value of the tangible fixed assets. Depreciation and the cost of disposals is charged to the fund and the cost of fixed assets purchased is transferred into the fund.

**Tudor Trust** - funding towards the costs of the Director and Deputy Director.

**CEC Syrian Resettlement Programme** - funding from the City of Edinburgh Council to run and develop the Life Skills for Living and Working in Scotland programme and to develop and deliver a programme of cultural integration activities for the newly arrived Syrian refugee communities.

**Health Inequalities Programme** - previously City of Edinburgh Council Health Inequalities Programme - now Edinburgh Integration Joint Board funding which covers the salary and costs of a part-time Health and Wellbeing Coordinator.

**Big Lottery** - Welcoming Friendship befriending programme to support the social integration of migrants and refugees in Edinburgh.

**Big Bike Revival** - grant to fund cycling activities.

**Corra Foundation** - funding from the Welcoming Women's cafés.

**Edinburgh Lothian Greenspace** - funding for costs involved in the Gardening project.

**Edinburgh Airport Community** - grant to support the development of the Welcoming Food Growing project including purchasing equipment and starter kits.

**English UK Limited** - To support and promote the provision of ESOL classes and activities to members of The Welcoming Association.

**Henry Smith Charity** - Welcoming Friendship befriending programme to support the social integration of migrants and refugees in Edinburgh.

**Welcoming Choir** - University of Edinburgh grant for a sessional worker to lead the Welcoming's choir.

**Equality Fund** - Scottish Government Grant from the Promoting Equality and Cohesion Fund to help newly arrived migrants and refugees in Edinburgh.

**Scottish Refugee Council** - funding for costs associated with Refugee Festival.

**Climate Challenge Fund** - grant awarded as part of their 'Welcoming a Greener Future' project for community Engagement and Integration, Home Energy Saving and Renewal programmes.

**SRC Covid Response Fund** - To tackle isolation and technological poverty caused by the pandemic by providing ESOL home learning materials.

**Wellbeing Fund** - To deliver online health and wellbeing support and activities to members of The Welcoming Association during the pandemic.

**St Giles** - Financial support provided to enable The Welcoming to have a Hardship Fund open to those members in greatest need of household items and clothing.

Transfers into restricted funds represent general funds used to further activity.

Transfers from restricted funds represent the cost of fixed assets purchased, contributions towards overhead costs and prior year restatement of unrestricted funding.

**The Welcoming Association**

**Notes to the Financial Statements - continued**  
**For The Year Ended 31 March 2021**

**12. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2021.



**The Welcoming Association**

**Detailed Statement of Financial Activities**  
**For The Year Ended 31 March 2021**

|                                       | 2021<br>£      | 2020<br>£      |
|---------------------------------------|----------------|----------------|
| <b>INCOME AND ENDOWMENTS</b>          |                |                |
| <b>Donations and legacies</b>         |                |                |
| Donations                             | 4,398          | 12,400         |
| <b>Charitable activities</b>          |                |                |
| Grants                                | 480,032        | 347,900        |
| <b>Total incoming resources</b>       | <b>484,430</b> | <b>360,300</b> |
| <b>EXPENDITURE</b>                    |                |                |
| <b>Charitable activities</b>          |                |                |
| Wages                                 | 288,946        | 253,256        |
| Social security                       | 19,159         | 16,740         |
| Pensions                              | 12,804         | 6,433          |
| Sundries                              | 108            | 7,349          |
| Training cost and tutor fees          | 23,257         | 28,565         |
| Materials and consumables             | 883            | 629            |
| Catering and hospitality costs        | 393            | 4,815          |
| Printing and publicity costs          | 5,661          | 113            |
| Events                                | -              | 1,583          |
| Office costs                          | 2,843          | 10,492         |
| Equipment costs                       | 1,090          | 744            |
| Premises costs                        | 24,624         | 23,332         |
| Travel costs                          | 167            | 2,015          |
| Volunteer expenses                    | 52             | 270            |
| Insurance and subscriptions           | 2,095          | 1,813          |
| Accounts and examination              | 918            | 2,070          |
| Project costs                         | 50,991         | -              |
| Depreciation of tangible fixed assets | 2,924          | 3,281          |
|                                       | <b>436,915</b> | <b>363,500</b> |
| <b>Support costs</b>                  |                |                |
| <b>Governance costs</b>               |                |                |
| Auditors' remuneration                | 3,420          | -              |
| Total resources expended              | <b>440,335</b> | <b>363,500</b> |
| <b>Net income/(expenditure)</b>       | <b>44,095</b>  | <b>(3,200)</b> |

This page does not form part of the statutory financial statements