


REGISTERED COMPANY NUMBER: SC046738 (Scotland)
REGISTERED CHARITY NUMBER: SC046738

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2024
for
Re-Employ


Parris and McNally Limited
6 Crofthead Road
Prestwick
Ayrshire
KA9 1HW

Re-Employ

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for the Year Ended 31 March 2024

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Report of the Trustees for the Year Ended 31 March 2024

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 2024. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The SCIO's key driver objectives are:

Long term sustainable employment for individuals who have been far removed from the labour market.

Local community inclusion opportunities for people with disabilities; creating projects which demonstrate the everyone is Re-EmployABLE.

In March 2021 the Trustees approved the commission of new accountants and the move to using accounting software (XERO) from the start of the financial year 2021.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Charity is a Scottish Charitable Incorporated Organisation (SCIO) registered on 22 July 2016.

Reserves policy

The aim of the Board is to ensure that Re-Employ becomes self-financing and in the longer term builds up reserves equivalent to three months' turnover. The desired target for reserves is 13,756 as at 31 March 2024 and the current balance in the company's bank account is 18,458. The company is pleased to confirm that the reserves policy has been met.

Organisational Management

The Re-Employ structure comprises a Board of 6 Trustees who set and approve policy, procedure and all related activities for the management team to take forward. The Board meets monthly with input from the management team as required.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC046738 (Scotland)

Registered Charity number


SC046738

Registered office

Crosshill Community Enterprise Centre
Main Street
Crosshill
Fife
KY5 8BJ

Trustees

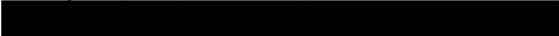




Company Secretary
Re-Employ

Report of the Trustees
for the Year Ended 31 March 2024

REFERENCE AND ADMINISTRATIVE DETAILS
Independent Examiner



Parris and McNally Limited
6 Crofthead Road
Prestwick
Ayrshire
KA9 1HW

Approved by order of the board of trustees on
..... and signed on its behalf by:



Independent Examiner's Report to the Trustees of
Re-Employ

I report on the accounts for the year ended 31 March 2024 set out on pages four to ten.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out 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 I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

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 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
 - to prepare accounts which accord with the accounting records and to comply with Regulation 8 of the 2006 Accounts Regulations

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.

[REDACTED]

[REDACTED]

Parris and McNally Limited
6 Crofthead Road
Prestwick
Ayrshire
KA9 1HW

Date:17/12/24.....

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Statement of Financial Activities
for the Year Ended 31 March 2024

	Notes	Unrestricted fund £	Restricted fund £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		<u>70,600</u>	<u>-</u>	<u>70,600</u>	<u>68,168</u>
EXPENDITURE ON					
Raising funds	2	51,502	-	51,502	100,442
Other		<u>21,962</u>	<u>-</u>	<u>21,962</u>	<u>24,299</u>
Total		<u>73,464</u>	<u>-</u>	<u>73,464</u>	<u>124,741</u>
NET INCOME/(EXPENDITURE)		(2,864)	-	(2,864)	(56,573)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>41,839</u>	<u>-</u>	<u>41,839</u>	<u>98,412</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>38,975</u></u>	<u><u>-</u></u>	<u><u>38,975</u></u>	<u><u>41,839</u></u>

The notes form part of these financial statements

Re-Employ

Balance Sheet
31 March 2024

		Unrestricted fund	Restricted fund	31.3.24 Total funds	31.3.23 Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	6	17,275	-	17,275	20,294
CURRENT ASSETS					
Stocks	7	250	-	250	200
Debtors	8	5,445	-	5,445	9,698
Cash at bank and in hand		<u>18,458</u>	-	<u>18,458</u>	<u>16,022</u>
		24,153	-	24,153	25,920
CREDITORS					
Amounts falling due within one year	9	(2,453)	-	(2,453)	(4,375)
NET CURRENT ASSETS		<u>21,700</u>	-	<u>21,700</u>	<u>21,545</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		38,975	-	38,975	41,839
NET ASSETS		<u>38,975</u>	-	<u>38,975</u>	<u>41,839</u>
FUNDS	10				
Unrestricted funds				<u>38,975</u>	<u>41,839</u>
TOTAL FUNDS				<u>38,975</u>	<u>41,839</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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
..... and were signed on its

The notes form part of these financial statements

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.

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.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

2. RAISING FUNDS

Raising donations and legacies

	31.3.24	31.3.23
	£	£
Support costs	<u>-</u>	<u>14,410</u>

3. NET INCOME/ (EXPENDITURE)

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

	31.3.24	31.3.23
	£	£
Depreciation - owned assets	<u>4,957</u>	<u>18,637</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	<u>68,168</u>	<u>-</u>	<u>68,168</u>
EXPENDITURE ON			
Raising funds	100,442	-	100,442
Other	<u>10,736</u>	<u>13,563</u>	<u>24,299</u>
Total	<u>111,178</u>	<u>13,563</u>	<u>124,741</u>
NET INCOME/ (EXPENDITURE)	(43,010)	(13,563)	(56,573)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>84,849</u>	<u>13,563</u>	<u>98,412</u>
TOTAL FUNDS CARRIED FORWARD	<u>41,839</u>	<u>-</u>	<u>41,839</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

6. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 April 2023	16,954	22,500	2,612	16,955	59,021
Additions	<u>-</u>	<u>-</u>	<u>993</u>	<u>945</u>	<u>1,938</u>
At 31 March 2024	<u>16,954</u>	<u>22,500</u>	<u>3,605</u>	<u>17,900</u>	<u>60,959</u>
DEPRECIATION					
At 1 April 2023	16,954	8,100	1,099	12,574	38,727
Charge for year	<u>-</u>	<u>2,880</u>	<u>1,138</u>	<u>939</u>	<u>4,957</u>
At 31 March 2024	<u>16,954</u>	<u>10,980</u>	<u>2,237</u>	<u>13,513</u>	<u>43,684</u>
NET BOOK VALUE					
At 31 March 2024	<u>-</u>	<u>11,520</u>	<u>1,368</u>	<u>4,387</u>	<u>17,275</u>
At 31 March 2023	<u>-</u>	<u>14,400</u>	<u>1,513</u>	<u>4,381</u>	<u>20,294</u>

7. STOCKS

	31.3.24	31.3.23
	£	£
Stocks	<u>250</u>	<u>200</u>

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade debtors	4,101	7,935
VAT	1,344	994
Prepayments	<u>-</u>	<u>769</u>
	<u>5,445</u>	<u>9,698</u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Trade creditors	2,236	165
Social security and other taxes	-	4,210
Other creditors	<u>217</u>	<u>-</u>
	<u>2,453</u>	<u>4,375</u>

10. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	41,839	(2,864)	38,975
TOTAL FUNDS	<u>41,839</u>	<u>(2,864)</u>	<u>38,975</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

10. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	70,600	(73,464)	(2,864)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>70,600</u>	<u>(73,464)</u>	<u>(2,864)</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	84,849	(43,010)	41,839
	<hr/>	<hr/>	<hr/>
Restricted funds			
General Fund	13,563	(13,563)	-
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>98,412</u>	<u>(56,573)</u>	<u>41,839</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	68,168	(111,178)	(43,010)
	<hr/>	<hr/>	<hr/>
Restricted funds			
General Fund	-	(13,563)	(13,563)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>68,168</u>	<u>(124,741)</u>	<u>(56,573)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	84,849	(45,874)	38,975
	<hr/>	<hr/>	<hr/>
Restricted funds			
General Fund	13,563	(13,563)	-
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>98,412</u>	<u>(59,437)</u>	<u>38,975</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

10. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	138,768	(184,642)	(45,874)
Restricted funds			
General Fund	-	(13,563)	(13,563)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>138,768</u>	<u>(198,205)</u>	<u>(59,437)</u>

11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

Re-EmployDetailed Statement of Financial Activities
for the Year Ended 31 March 2024

	31.3.24 £	31.3.23 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	8	-
Charitable Funds	<u>70,592</u>	<u>68,168</u>
	<u>70,600</u>	<u>68,168</u>
Total incoming resources	70,600	68,168
EXPENDITURE		
Other trading activities		
Purchases	5,808	(2,413)
Wages	45,021	84,897
Social security	-	1,887
Pensions	671	1,661
Interest payable	<u>2</u>	<u>-</u>
	51,502	86,032
Other		
Printing & Stationary	234	458
Rent	5,994	4,807
IT Software	361	218
Consultancy Fees	4,250	-
Subscriptions	-	180
Improvements to property	-	13,563
Plant and machinery	2,880	3,600
Fixtures and fittings	342	378
Computer equipment	<u>939</u>	<u>1,095</u>
	15,000	24,299
Support costs		
Management		
Telephone	754	752
Postage and stationery	123	443
Advertising	233	310
Sundries	1,179	9,834
Motor Expenses	<u>-</u>	<u>119</u>
	2,289	11,458
Finance		
Bank charges	-	124
Information technology		
Repairs and renewals	465	(2)
Human resources		
Staff Training	1,144	-
Other		
Insurance	1,226	865

This page does not form part of the statutory financial statements

Re-Employ

Detailed Statement of Financial Activities
for the Year Ended 31 March 2024

	31.3.24 £	31.3.23 £
Other		
Governance costs		
Accountancy and legal fees	<u>1,838</u>	<u>1,965</u>
Total resources expended	<u>73,464</u>	<u>124,741</u>
Net expenditure	<u>(2,864)</u>	<u>(56,573)</u>

This page does not form part of the statutory financial statements