

Charity number: SC020754
Company number: SC200094

Community Volunteers Enabling You Ltd
Report of the Trustees and Financial Statements
For the year ended 31 March 2023

**Community Volunteers Enabling You Ltd
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Community Volunteers Enabling You Ltd
Chairperson's Review
For the year ended 31 March 2023

2022-23 was another highly successful year for COVEY, despite a very challenging funding environment and the emerging cost of living crisis.

We continue to see the impact of the cost of living crisis on our communities, with a decrease in confidence, self-esteem and increasing anxieties surrounding health, mental wellbeing and isolation for some families. COVEY's interventions have included regular support sessions on family relationships; peer group activities; outings in the community to improve social connections; budgeting sessions focused on income maximisation, debt reduction and energy saving advice; and support to attend relevant appointments for the adults and children within the family unit.

Our befriending and mentoring services across Lanarkshire have continued to help young people affected by issues including disability, parental substance use, domestic violence, mental health issues, child protection risks, social isolation, poverty and family breakdown.

Volunteers remain pivotal to our delivery model and we were supported by 112 volunteers who contributed 3,246 volunteering hours. Volunteers help in group activities, provide 1-1 befriending and mentoring and contribute to the Governance of the charity through Board membership.

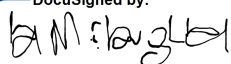
As a Board we said goodbye to our trustee Patrick Murphy and welcomed Bruce Marks, who has become our Treasurer. The Board has plans to attract additional trustees with particular experience in HR, communications, monitoring and evaluation and organisational development/change management.

Last September, our long-standing CEO, Rhoda Reid, stepped down from her role leading COVEY. Rhoda had guided the organisation through a sustained period of development and growth and through the more recent challenges of the COVID pandemic. To lead the organisation on an interim basis and support the Board with the recruitment of a new CEO, Meg Wright joined us via the ACOSVO interim executive service. In January, we welcomed Lee Johnstone as the CEO, Lee has significant leadership experience combined with expertise in income generation, partnership development and finance.

With new leadership in place, we have begun reviewing and adapting our operational delivery models, combined with strengthening our infrastructure, to position COVEY for further sustainable growth in the coming years.

Plans for the year ahead include developing new income streams and being responsive to opportunities to deliver our befriending, mentoring and family support services in other local authority areas where need for our support arises. We will also develop our communications, marketing and impact evaluation processes to improve our stakeholder relationships; evidence our impact; widen our fundraising opportunities; and build our community of volunteers. A COVEY Ambassadors' programme is also being developed to further strengthen the voice and engagement of those with lived experience at the heart of COVEY.

COVEY has not only adapted well to the challenges of the past year, but it also looks forward to the future with confidence and with a team of staff, volunteers and trustees all committed to improving the lives of children, young people and their families.

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Ian McLaughlan
Chair

Date: 28 September 2023

Community Volunteers Enabling You Ltd
Report of the Trustees
For the year ended 31 March 2023

The Trustees, who are also Directors for the purposes of company law, have pleasure in presenting their report and the financial statements for the charitable company for the year ended 31 March 2023. 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 the Republic of Ireland (FRS 102) (effective 1 January 2015).

VISION AND MISSION

The vision of Community Volunteers Enabling You (COVEY) is for children, young people and families to live happy and fulfilled lives. Our mission is to support children, young people and families to become more resilient, safe and better equipped to reach their full potential. We do this through providing 1-1 and group-based befriending, mentoring and family support across North and South Lanarkshire. Our consistent relationship-based support, which is centred on the individual's needs, interests and hopes, improves health and wellbeing, social connections, confidence and increases their engagement with education, training, volunteering or employment.

KEY ACTIVITIES

Participants Supported in 22/23

Our staff and volunteers supported a total of 344 participants (273 young people and 71 parents/carers), improving their outcomes in confidence, wellbeing, social isolation, self-esteem and interests and skills. Our services reached all parts of Lanarkshire including the most remote and rural communities where we provide befriending, mentoring, intensive 1-1 and peer support groups. Impact is measured in the difference we can make in the lives of others.

“COVEY supports me through life changes – they supported me to go back to school.”

[young person]

“I was a burned-out shell and I now have a whole new lease of life. I have never felt so alive.”

[parent/carer]

We supported 29 less participants than in 21/22 due to providing support and interventions for longer than originally anticipated with existing participants which limited capacity to accept new referrals. Reasons for this include:

- Gaps in local services for participants when transitioning or exiting from the programme. For example, some services have extremely tight criteria, which if not fully met result in no referral being accepted. Furthermore, due to limitations of funding for local charities this has meant they are not accepting or taking any new referrals at this time.
- Long waiting times for specialised services including Child and Adult Mental Health (CAMHS), which has a waiting list of up to three years.
- Even after the lockdown and overall pandemic ended, it has taken a significant amount of time, dedication and commitment working with our professional partners, to help many of our families who have experienced significant and complex issues, including trauma during this time. Due to presenting child and adult protection risks and concerns time has been spent being alongside the whole family unit emotionally and linking with appropriate professionals and services. This has required between 5-16 hours per week in individual support, depending on the severity and intensity of the issues identified.

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Many of our families reported that pre, during and post COVID pandemic, COVEY was the only consistent and reliable service for them and their children. Families explained that most services decreased support to once per month online, or closed them from the service, due to not having enough staff to support all of their previous service users.

Befriending and Mentoring

Our befriending and mentoring services across Lanarkshire, have helped young people affected by issues including disability, parental substance use, domestic violence, mental health issues, child protection risks, social isolation, poverty and family breakdown. Referrals have come predominantly from Social Work and Education.

Case Study – Peter (name changed)

Peter is a young carer for both parents, he has been matched 1-1 and has grown in confidence. He is very good playing the keyboard and has created music on his phone, sharing with his befriender and peers in group-based activities. He has stepped into a peer mentoring role within his COVEY group and is looking out for other young people, helping them transition and integrate into the group. Our 1-1 and group work provides him with respite from his caring responsibilities and he states with the support from his family and also support from COVEY, both have helped him to have more positive relationships within the family.

South Lanarkshire Befriending

As part of our befriending services contract with South Lanarkshire Council, in 2022-23 we were targeted to work with a cumulative figure of 103 young people and an average caseload figure of 74. We exceeded these targets - working with a total of 106 young people (an increase of 3) and an average caseload of 77 (an increase of 3) across the financial year. Young people were supported across Clydesdale, Hamilton/Blantyre, East Kilbride and Cambuslang/Rutherglen.

Furthermore, we also engaged with a total of 26 and an average of 20 care experienced young people in Kinship Care, living across South Lanarkshire, supported through groups in Hamilton and East Kilbride, funded through the Scottish Attainment Fund (SAC). Weekly groups operate with a Group Facilitator and Volunteer Group Befrienders. A Coordinator provides oversight, management and links regularly with both the referrers and the families. A variety of activities are arranged for the groups, taking into consideration the needs and voices of the young people. These included a mix of community-based activities and outings. Through evaluations with young people and families young people were able to identify the following about themselves:

- 44% of young people identified themselves as having reduced social isolation.
- 50% of young people had increased confidence.
- 56% of young people had increased skills and interests.
- 50% of young people had improved self-esteem.
- 38% of young people had improved wellbeing.

Testimonials from those involved in our befriending services across South Lanarkshire are detailed below:

“Before COVEY I was very lonely, I never wanted to leave my house to go anywhere which made the loneliness even worse. Now I look forward to every Tuesday and feel better about going to school.”

Young Person

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COVEY appears to be the one positive thing in her life right now, she always speaks very highly of her group and appears to have grown in confidence during her attendance.”

Social Worker

“It's great that my son has the opportunity to meet up with his friends in a safe environment and take part in activities independently from the family.”

Parent/Carer of Young Person with Additional Support Needs

“My COVEY group makes me feel proud to be a part of something great in my spare time. I look forward to seeing and catching up with everyone every week.”

Volunteer Befriender

Additional Needs Gaining Experience in Life Skills (ANGELS)

Our ANGELS groups are for young people across Lanarkshire with additional support needs (ASN) including autism, global developmental delay and Down's syndrome. Our staff support volunteers, including young adults from local High Schools, to train, engage and co-facilitate group work.

The ANGELS participants, supported by these volunteers and the staff, make new friends, develop social skills, participate in activities and trips, discover new interests, share their passions, gain leadership skills through developing and designing their programmes and more positively engage within their local communities. Confidence grows, wellbeing increases, and resilience strengthens.

In 2022/23 61 young people with additional support needs received weekly group-based befriending support over 40 weeks, including tailored, needs-led mentoring support within a group setting. ANGELS groups are a recognised resource in Lanarkshire, for young people with a range of additional needs. Through our assessment processes involving young people and their families, we identified ANGELS is the only social opportunity where young people experience a fully person-centred approach, peer support and benefit from young volunteers who are close to them in age and provide positive role models. Referrers include schools and social work services and they have indicated there is an ongoing need for this service.

Providing young people with the opportunity to develop skills and interact socially, reduces isolation and widens their horizons. It introduces them to other peers who also face challenges in their lives and allows them to share ideas on how to move forward, for example receiving support to attend college or a supported work placement. Young people can build resilience and coping strategies in the group, which can help them engage in appointments, groups or other formal/informal settings within their local community.

Case Study – Calvin

Calvin is an autistic young person who joined the COVEY Additional Needs Gaining Experience in Life Skills (ANGELS) group, when he had just lost his mum to suicide. He had moved in with his aunt who was going to care for him. Due to Calvin's additional support needs, he found it difficult to form friendships and was very isolated. Calvin's aunt had two daughters, who were a lot older than him and she was struggling to find the right support for Calvin.

When Calvin first joined the group he was quiet, withdrawn and anxious. He often did not want to take part in activities and just sat and talked with a befriender. Over time Calvin began to engage in the group and speak to other young people. He slowly built up his confidence and began to smile. Due to feeling safe and included, Calvin eventually became a popular, prominent member of the group and supported new, younger people

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who joined ANGELS. Calvin's aunt said she really appreciated the support she received, as she felt overwhelmed in the beginning, but is no longer as worried about Calvin's future.

North Lanarkshire Befriending

COVEY were commissioned by North Lanarkshire Council in August 2021 to provide befriending services to young people, through providing frequent weekly contact through 1-1 volunteering matches and groups. COVEY also supports the parents/carers of many of these young people, by providing emotional support, mentoring and informal advocacy. During this time, 46 young people have been supported, with around 1 in 3 having additional support needs and 1 in 5 being care-experienced.

We continue to regularly meet with and provide telephone and email updates to Social Work Services for all young people currently supported. We also connect regularly with Social Work Services to report any child/adult protection risks or concerns including self-harm, substance use, parental verbal and emotional abuse, which can result with children/young people presenting with risky/harmful behaviour to self and others. Furthermore, issues can present in relation to wellbeing, including deterioration in hygiene, significant poverty and debt issues, where families at times have no monies to purchase food.

Testimonials from those involved in our befriending services across North Lanarkshire are detailed below:

"I always do fun stuff with my befriender. I got to go to the theme park and try the rides which is something I've always wanted to do."

Young Person

"My daughter is always excited for her befriending. She talks to me about her plans with the befriender all week and on the day of the outing she is always ready as soon as she gets in from school."

Parent/Carer

"My son's befriender has been amazing for him. My son lacked motivation in and outside of school and now is actively asking me to apply for extra activities, such as the Duke of Edinburgh within his school."

Parent/Carer

Intandem

Intandem is Scotland's national mentoring programme for children and young people who are looked after and accommodated at home, at risk of going into care, or in kinship care. There are 12 delivery partners across 19 local authority areas. COVEY is the delivery partner for South Lanarkshire. It has been running since 2016, having been developed jointly by Scottish Government and Inspiring Scotland and is funded by the Scottish Government - and The Robertson Trust (since 2022) - and managed by Inspiring Scotland.

11 children and young people were supported in 2022/23. Main reasons for referral include, social isolation, non-attendance at school and child protection risks. At the start of the year, a young person expressed an interest in attending a befriending group. We facilitated an opportunity for the young person to attend a group designed by care experienced young leaders for other care experienced young people. The young person was initially very quiet in the group setting, but began to really enjoy spending more time with peers. Due to low self-esteem and confidence, the young person reported that attending a group is something which would never have been possible before their Intandem support.

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A Celebration Day for young people across all Intandem partners was held at Edinburgh Zoo on 4th March. Two young people from COVEY were able to attend and the day was a great success. One of the young people who attended has now been removed from home and is in a foster placement, so for her to have had a brilliant day and make a new friend is something positive she will be able to remember.

Paid for Support/Self-Directed Support

In 2021/22 we piloted delivery of a staff-led 1-1 befriending and mentoring support model on a personalised basis through participants' Self-Directed Support (SDS) budgets. The pilot demonstrated some significant successes – participants benefitted through personal growth, increased wellbeing and independence skills, whilst carers got respite, support and signposting. However, the service was unsustainable financially due to high delivery costs and the limited budgets available. COVEY therefore took the decision to end delivery of the service on 31st March 2023. Staff were involved in supporting all young people into various individual and person centred programmes with other agencies. Furthermore, all young people were presented with a personalised memories book celebrating their Journey with COVEY - this was facilitated by staff directly to young people.

Family Support

A befriending intervention may not provide the lasting change for some young people in more complex situations. Therefore, by providing an integrative family approach, through mentoring the parent/carer 1-1 or in a group setting and providing more intensive interventions during, or to prevent, crisis then we can evidence a deeper and more lasting impact where families can flourish. This enables us to focus on delivering a care plan, which works in sync, to achieve goals set by both the parent and the young person.

573 individual support sessions have been delivered to participants by staff, through 1-1 telephone support calls, 1-1 sessions, peer support groups and supported appointments to specialised services. Where complexities were identified in the families, we increased support sessions to a combination of 1-1 and peer support groups, to maintain engagement and reduce participant isolation. We have supported participants with a broad range of complex needs; mental health, physical disability, substance use, bereavement, family breakdown, kinship placements, poverty, domestic, emotional and sexual abuse.

We continue to see the impact of the cost of living crisis on our communities, with a decrease in confidence, self-esteem and increasing anxieties surrounding health, mental wellbeing and isolation for some families. COVEY worked flexibly with the families and provided a consistent, realistic support network, through providing emotional support, alongside linking with food and clothing banks and local Money Matters and CAB services.

We worked with participants in a holistic and person-centred way to support them to identify needs and how they would like their needs to be met. Participants continue to be open in regard to the difficulties they can face on a daily basis, in respect to their ongoing and presenting physical and mental health issues, alongside issues which may present within the wider family. Staff understand at times, due to specific issues, participants may not feel able to meet face to face, attend groups, or to engage in meetings with other services. Staff continue to provide alternate sources of support, via telephone support, informal advocacy and re-scheduling of meeting with other services, to best support the participants.

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We have facilitated peer support groups and held coffee mornings, walking groups, lunches, and various activities such as quizzes, diamond art, bath bomb making, bowling, spa days, reiki, scratch art, cinema outing, mindfulness, which have taken place in local restaurants and community venues.

Through our observations, we identify connections between participants and propose further peer matches where appropriate. This approach enabled participants to have meaningful conversations and work towards building new relationships outwith their connection with staff. Four of these peer matches continue to regularly meet for coffee outings and walks outwith COVEY support. These relationships continue to contribute to improving participant's wellbeing, reduce their isolation and improve self-esteem.

For our work with the young people, COVEY always connects with Education. Schools have shared the main issue they face is getting the young person into school and engaged within school, after at times significant periods of non-attendance which can be up to several years. We have supported young people to return to school and provide 1-1 support in the school setting where required.

Mechanisms to help improve educational outcomes have included a partial person specific timetable and time out from class if the young person feels overwhelmed. We have worked in partnership with the school to agree school pickups/drop offs and delivered in-school 1-1 support sessions from staff when necessary. This has seen an increase in attainment, more positive engagement with other peers and peer friendships being built. Four young people have now returned to school on a regular basis and are all open to different ways of completing school work through guidance and encouragement from COVEY staff.

We tailored our way of working to support individual needs of young people; for some this was providing support within the school setting to build confidence, increase resilience and improve attainment. This also guaranteed a safe and secure environment when meeting our young people, as most often the home setting was too chaotic to deliver 1-1's interventions. For others we delivered joint support outings, with the parent/carer and young person.

For one particular family, the issues surrounding the breakdown of relationship were causing distress to everyone in the home and the best approach was for COVEY to intervene and be the professional mediator, to help them hear each other's points of view, find common ground and find a way to move forward. This resulted in a healthy strong relationship for these individuals and as a result 1-1 support has reduced, as they are more able to work together through their challenges without support.

We will continue to adapt support to the needs of parent/carers and young people. Joint sibling and family support outings will continue to be provided where appropriate. This approach has proved to improve relationships, help young people identify similar interests and find common ground by respecting each other's points of view. Feedback from parents has highlighted, by having supported and joint visits, they have been more actively listening, more understanding and their relationships are positively improving.

Parent/carer feedback has provided evidence that peer support is fundamental and one of the things they most look forward to each month. Participants attending groups have reported a significant improvement in self-esteem and self-care. Participants want to engage, to learn new things and to meet new people. Some report this is the only time they have a reason to get out of the home. We will continue to empower participants to lead and share their skills within our peer groups.

Case Study – Diane (name changed)

Diane, who has been supported, alongside her child by the Family Support team, has now begun a small community business of refurbishing toys, goods and furniture. By having the opportunity to share her skills

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within the peer groups, she gained confidence to then attend a community course to learn restoration. Furthermore, Diane is also managing to get her children involved in this process, as they help her to remodel, fix and renew goods to re-sell within the community.

Case Study

One young person supported has re-engaged with education, for the first time since lockdown. This young person has been facing various issues with her sexuality, mental health and disclosed historical abuse from a family member. She has been supported to attend The Moira Anderson Foundation to receive 1-1 holistic support, including counselling, to support her with these issues. This is something the young person wished to do for over a year, but didn't feel confident or ready to do. Since attending these sessions she spoke about her future and her need for an education, to allow her to progress into a college course suited to her future aspirations. The young person was supported to attend a meeting within school and has now been provided with a timetable, suited to her needs to allow her to achieve her future goals.

Case Study – Paula (name changed)

In 2020 Paula became a Kinship Carer for her 10 year old nephew James, who has additional support needs and struggles to regulate his emotions. Paula became extremely isolated. Sharing a bedroom meant neither could get much needed personal space. On referral, COVEY sourced a befriender for James and supported Paula to attend a meeting with Housing to address the overcrowding situation. Paula is awaiting a financial assessment and now feels ready to deal with her finances. Having received one to one mentoring and group support, Paula tells us: "I have been made to feel so welcome. Chatting to other carers has reminded me I am not alone and that it's hard being a carer. I can now see that I am doing a good job."

Testimonials from parent/carers are detailed below:

"I have loved my support, but I am now excited to be trained as a mentor and to become a supporter for adults, this is something I only ever imagined would happen, now it is happening, I am excited to learn, to grow and to meet new parent/carers on this journey I am on."

"Endings are never easy, but this one strangely is. Although the support was only for me, it helped my children as I was supported to attend appointments, meetings and to have someone to advocate for me to have the best possible chance to move out of my difficult circumstances, which I have. I feel my future is much brighter."

"COVEY has enabled me to build trusting relationships in the parent peer support groups and remove me from the four walls of my home I have been trapped in since receiving my daughter's diagnosis of ASN."

Social Innovation Partnership

Supported by The Hunter Foundation and the Scottish Government through the Social Innovation Partnership, we have developed our whole family approach in addressing childhood poverty and poor school engagement. Known as the Parent Partnership Project, we have been working with parents/carers providing emotional support through mentoring and access to financial advice from Airdrie Citizen's Advice Bureaux to tackle poverty within the family, alongside other stressors including significant debt, threat of eviction, deteriorating mental and physical health and social isolation. We have also offered specialist support and interventions to young people within the family, along with providing individual mentoring and befriending to

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improve their school attendance and attainment. This unique model connects a member of COVEY staff within the Care Team of the school, and through this relationship, our staff are able to reach out to families and build strong and trusting relationships. This approach allows us to understand their deeper challenges and complexities beyond their presenting issues. Ultimately, we're reaching families who are 'under the radar,' i.e. hidden from mainstream services and who have not received any support for the significant issues they are currently experiencing.

In 2022/23, 48 people were supported (21 parent/carers and 27 young people).

- 10 families had financial gains of £24,885 with total debt written off of £3,958. Families were also provided with budgeting sessions which included income maximisation, budgeting and priority debts. We focused heavily on effective budgeting to ensure participants were able to meet their expenditure; this included discussions on rising energy costs and energy advice sessions which included CO2 information, money saving tips and energy efficiency.
- 62% of parent/carers accessed positive destinations with 23% moving into employment
- 37% of young people accessed positive destinations with 30% of those securing further education placements (1 University and 2 College placements), 30% returned to Education through person specific timetables, 10% secured an apprenticeship and 20% attended employability courses.

Staff in high schools who have made referrals to COVEY, have indicated there is no comparable service where they can refer a whole family and see the significant impact of the support on the lives of the families and attainment of the young people.

Head of Year Education - *"The service provided is second to none. I feel the project has been undersold in the terms of what you say you can do to what you actually do."*

Pupil Support Teacher - *"We see COVEY as valuable 'eyes and ears in the home' which helps us to get a fuller picture of what is going on for families."*

Teacher - *"We need this service in this school - you have been able to reach out to families we have been unable to contact the whole academic year"*

Parent – *"I can't believe the continued support I have received from COVEY in the past year. You have helped me in so many ways especially building confidence around my decision making. This has helped me become a better parent, sister and daughter."*

Alignment with National Government Priorities and Policies

As well as being responsive to locally identified needs of children, young people and families, COVEY's work is also aligned with national priorities and policies, such as the Poverty agenda, Child Protection, and Getting it Right for Every Child (GIRFEC). We are committed to a rights-based, person-centred approach and are committed to embedding the principles of the United Nations Convention on the Rights of the Child (UNCRC) and of The Promise in our daily practice and programmes. In the year 2022-23, with help from external evaluators, ANIMATE, we completed our research into 'Keeping COVEY's Promise' which enabled us to benchmark our progress in relation to The Promise principles and implementation plan. We identified that we needed to strengthen our Promise partnerships across Lanarkshire, whilst also strengthening participant voice and engagement in the co-design of current and future COVEY services. A successful application to The Promise Partnership's A Good Childhood fund (facilitated by the Corra Foundation), enabled us to recruit an Engagement and Participation Lead, who commenced in August 2022. Her work has been focused on supporting staff to further embrace and embed The Promise in their working lives, on enabling volunteers'

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voice through participation events, and on strengthening our understanding of our work with care-experienced families. Facilitation of the Absent Skills and Knowledge (ASK) group, which is an Inclusion as Prevention (IAP) test of change, has led to powerful testimony from the participants and young leaders and local Authority partners are now interested in exploring opportunities to capture and embed this learning further. A new COVEY Ambassadors' programme has also been envisioned which will further strengthen voice and vision of those with lived experience at the heart of COVEY. COVEY's team continues to work closely with third sector and statutory partners to strengthen the scaffolding around our young people, parent/carers and families, including modelling and evidencing our whole family support approach.

Volunteers and Students

During the year we were supported by 112 volunteers who contributed 3,246 volunteering hours. Volunteers help in group activities, provide 1-1 befriending and mentoring and contribute to the Governance through Board membership.

The delivery of our befriending services relies on a strong cohort of volunteers, who are matched with individuals and groups, supported by staff, who ensure the safety and quality of delivery. The Pandemic and subsequent challenges resulted in a reduction of volunteers joining COVEY. The situation is now significantly improved as we can, once again, recruit, train, support and retain our COVEY volunteers. Although volunteer numbers are encouraging, more time is needed to return volunteering numbers to pre-pandemic norms.

Throughout their time in COVEY, volunteers are supported by their Coordinator through each stage of their COVEY journey. Monthly check in calls and/or meetings take place with them, outwith their group or 1:1 match, to allow them the opportunity to share their experiences, to highlight any concerns and to receive ongoing support and development. Annual reviews and refresher training, allows for reflection, learning and growth. Our volunteers also continue to complete Record of Contact forms after each outing. This form records any feedback regarding the outing, discusses any outcomes which have been achieved and highlights any issues or concerns.

One area of positive growth and development over the last year, has been in student placements. Students are required to undertake placements for a set period of time, however COVEY requests a commitment of up to one year, to ensure consistent support and relationships are built. These students bring skills, energy and passion to our team, as well as increasing our capacity. In return, COVEY supports the wider community, social work, health and social care and youth work sectors, through the development of skilled practice professionals. COVEY has relationships with a variety of Further and Higher Education establishments, and we have the capacity to take on six student placements per year. Students have the opportunity to get involved in a variety of groups and 1-1 projects, including working with children, young people, parent/carers and families.

In March, COVEY facilitated an evening for our volunteers to say thank you for their continued commitment, to gather feedback and to provide them with an opportunity to connect together as peers. This night was a great success and verbal feedback on the night was very positive with lots of interesting ideas such as COVEY creating a directory of outings for 1-1 volunteer matches, opportunities for compatible 1-1 befrienders and young people to have joint activities, volunteers facebook/whatsapp group to share outings ideas and more staff/volunteer get togethers.

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FINANCIAL REVIEW

The results for the year and financial position of the charity are as shown in the annexed financial statements.

Income

In the year 2022/23, income increased to £1,273,749 (prior year £1,070,272) which represents a 19% increase in income. Our financial position is forecast to stabilise in the next financial year as we consolidate and adapt our operational delivery models, combined with strengthening our infrastructure, to position COVEY for further sustainable growth in the coming years. We remain grateful to South Lanarkshire Council for the provision of our office space in Hamilton and Lanark. A notional amount of £18,500 has been included in the accounts to reflect this in-kind benefit. We rent additional office accommodation in the Hamilton area for staff use.

Sources of income for the year have been from a mix of statutory funders, trust funds and generated income from our Paid for Support Service. Key partnership successes during the year include:

- The Social Innovation Partnership (Scottish Government and The Hunter Foundation) increased its investment by 83% to £266,539, helping COVEY improve its management and operational infrastructure and further develop our whole family approach in addressing childhood poverty and poor school engagement.
- The Henry Smith Charity pledged to donate £117,100 over three years towards our Family Support service, helping us provide 1-1 mentoring and group support for vulnerable parents/carers experiencing a range of complex needs, impacted by the COVID-19 pandemic. £38,000 was received in 22/23.
- The William Grant Foundation, the charitable arm of William Grant & Sons, donated £71,717 (£48,896 in unrestricted funds and £22,821 allocated towards our group befriending project for young people with additional support needs).
- The Robertson Trust pledged to donate £96,000 over three years towards our core costs. £32,000 was received in 22/23, along with a £4,800 cost of living grant increment.
- £110,877 was allocated to our COVEY Family Support service through our Year 2 grant from The National Lottery Community Fund (Improving Lives).
- Our partnership with Intandem - Scotland's national mentoring programme for children and young people who are looked after at home or in kinship care – remains a key and longstanding relationship as it enters its 7th year. £44,893 was received from Inspiring Scotland in 22/23.

Expenditure

Our expenditure was £1,296,202 (prior year £980,036 which has resulted in a deficit of £22,453). The Board and Staff team continue to prudently manage our resources whilst using all the available funds for the purposes for which they have been given.

Generally, the level of costs has reflected the increased activity and service. The expenditure associated with the programme costs, providing outings and group activities for the young people and parent/carers was £192,604 (prior year £108,077). This reflects a full return to pre-pandemic activity levels.

Staffing costs remain the largest portion of our overall spending. We had a 22% increase in staffing costs this year as we appointed additional personnel to assist in the areas of outreach work and mentoring, group facilitation and coordination. Interim appointments were made at CEO and Financial Controller level prior to the permanent appointments of CEO (on 9th January) and Financial Controller (on 13th March).

Community Volunteers Enabling You Ltd
Report of the Trustees (Continued)
For the year ended 31 March 2023

Reserves

In this financial year total reserves have decreased to £238,936 (£261,389 in 21/22). Total unrestricted reserves have risen slightly to £177,981 (£167,148 in 21/22). This represents just under two months of operating costs which is below our policy of holding three months free reserves. We are focused on increasing our unrestricted reserves to help us continue and sustain services, particularly where there may be delays in receiving grants or contractual income which impact cashflow.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Community Volunteers Enabling You (COVEY) is a company limited by guarantee (as defined by the Companies Act 2006), and a registered charity governed by its Memorandum and Articles of Association.

Organisational Structure

The Board of Directors meet every two months to administer the charity. The Board of Directors is made up of people who bring specific and appropriate knowledge and expertise to the organisation and are familiar with the work of the organisation. The CEO attends each Board meeting and a member of the leadership team also attends on a rota basis to directly contribute to the decision making process.

Recruitment and Appointment of New Directors

The Directors of the charitable company are its Trustees for the purpose of charitable law and throughout this report are collectively referred to as the Directors. Directors are appointed in accordance with COVEY Memorandum and Articles of Association. They must be members of COVEY and can be appointed at any time during the year and stand for election at the Annual General Meeting.

To facilitate effective operations the Chief Executive has delegated authority, approved by the Trustees, for operational matters. The Chief Executive, Lee Johnstone, appointed by the Board, is therefore responsible for the day-to-day management of the charity and reports directly to the Board. In the absence of the Chief Executive, the responsibilities of this role would fall to Deputy Chief Executive & Operations Leader, Debbie Gavan.

Induction and Training of New Directors

New Directors receive an introduction pack detailing their specific roles and responsibilities. Members of the staff team are involved in the induction training for new Directors giving them an overview of the operational side of the business. Ongoing development opportunities are given to enable the Board to be effective in its role. The Board may delegate powers to any sub-group consisting of one or more Directors as necessary.

Pay policy for Senior Staff and Trustee Expenses

COVEY employed 8 senior staff in the year, whose remuneration totalled £167,131. Included within senior staff is the outgoing CEO and the interim Finance Director.

No Directors of the charitable company receive any form of remuneration for their time. Directors are eligible to claim travelling expenses for attending meetings.

Community Volunteers Enabling You Ltd
Report of the Trustees (Continued)
For the year ended 31 March 2023

Principal risks and uncertainties

The Trustees are aware of their role in anticipating and mitigating risk. The Finance, Risk and Audit Committee (FRA) work closely with the CEO and Leadership team, regularly viewing the risk register. There is regular discussion of the major risks to the charity at Leadership Team and Board meetings, and policies and procedures to mitigate those risks are reviewed as necessary.

The Trustees consider that the main financial risk facing the charity remains the pressure on statutory partners, leading to reductions in the charity's local and national government funding. The Trustees and Leadership Team will continue to demonstrate the charity's impact and seek to build in annual inflationary uplifts into contracts where possible to avoid the widening of funding deficits.

Safeguarding

As a charity working with beneficiaries and volunteers, the Board is aware of the responsibility to have a heightened focus on possible abuses of power that might lead to bullying, harassment, or sexual misconduct. The Directors create a safe environment for staff, beneficiaries and volunteers through our values, and also a comprehensive suite of appropriate policies, procedures and practices exist to make sure that everyone is kept safe. This enables anyone to report concerns, whilst making sure that those concerns are dealt with appropriately and in a sensitive manner. These policies are added to and updated when necessary; being read by staff annually and reviewed bi-annually.

All staff who work with vulnerable people, volunteers and Board members are members of the Protection of Vulnerable Groups scheme. Child and Adult Protection training and review of policies and practice occurs each year.

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of charity	Community Volunteers Enabling You Ltd
Charity registration number	SC020754
Company registration number	SC200094
Principal address	Regent House 9 High Patrick Street Hamilton ML3 7JA

**Community Volunteers Enabling You Ltd
Report of the Trustees (Continued)
For the year ended 31 March 2023**

The Trustees and Directors serving during the year and since the year end were as follows:

D Bonner		
E Carmichael		
R Giddins		
B Marks	appointed	22 February 2023
I McLaughlan		
P Murphy	resigned	24 January 2023
G Roberts		
J Ryan		
G Watson	appointed	5 May 2023

Bankers

Royal Bank of Scotland PLC
7 Duke Street
Hamilton
ML3 7DU

Independent auditor

Robb Ferguson
Regent Court
70 West Regent Street
Glasgow
G2 2QZ

Approved by the Board of Trustees and signed on its behalf by

DocuSigned by:

.....signed on 28 September 2023
.....F1DD7CF0E2B6486.....

I McLaughlan
Chair

Community Volunteers Enabling You Ltd
Independent Auditor's Report to the Trustees
For the year ended 31 March 2023

Opinion

We have audited the financial statements of Community Volunteers Enabling You Ltd (the 'charitable company') for the year ended 31 March 2023 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 2023 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK.

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.

Community Volunteers Enabling You Ltd
Independent Auditor's Report to the Trustees
For the year ended 31 March 2023

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.

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.

Community Volunteers Enabling You Ltd
Independent Auditor's Report to the Trustees
For the year ended 31 March 2023

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our wider knowledge and experience;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the The Charities Accounts (Scotland) Regulations 2006 and FRS 102 SORP.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations

Audit response to risks of irregularities identified

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates set out were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;

- Enquiring of management as to actual and potential litigation and claims; and
- Requesting correspondence with HMRC, OSCR and the charity's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

**Community Volunteers Enabling You Ltd
Independent Auditor's Report to the Trustees
For the year ended 31 March 2023**

Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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. This description forms part of our Report of the Independent Auditors.

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.

DocuSigned by:

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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

28 september 2023

Date:

Community Volunteers Enabling You Ltd
Statement of Financial Activities (including Income and Expenditure Account)
For the year ended 31 March 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 £	2022 £
Income and endowments from:					
Donations and grants	2	105,387	1,090,761	1,196,148	1,020,098
Other Income	3	77,601	-	77,601	50,174
		<u>182,988</u>	<u>1,090,761</u>	<u>1,273,749</u>	<u>1,070,272</u>
Expenditure on:					
Charitable Activities	4	(176,904)	(1,119,298)	(1,296,202)	(980,036)
		<u>(176,904)</u>	<u>(1,119,298)</u>	<u>(1,296,202)</u>	<u>(980,036)</u>
Transfer between funds		4,749	(4,749)	-	-
Net Income/expenditure:		<u>10,833</u>	<u>(33,286)</u>	<u>(22,453)</u>	<u>90,236</u>
Reconciliation of Funds:					
Total funds brought forward		167,148	94,241	261,389	171,153
Total funds carried forward		<u>177,981</u>	<u>60,955</u>	<u>238,936</u>	<u>261,389</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 22 to 29 form part of these financial statements.

Community Volunteers Enabling You Ltd
Statement of Financial Position
For the year ended 31 March 2023

	Notes	2023 £	2022 £
Fixed Assets			
Tangible Assets	7	3,702	7,296
Current assets			
Debtors	8	31,996	161,300
Cash at bank and in hand		362,524	294,550
		<u>394,520</u>	<u>455,850</u>
Creditors: amounts falling due within one year	9	159,286	201,757
Net current assets		<u>235,234</u>	<u>254,093</u>
Total assets less current liabilities		238,936	261,389
Net assets		<u>238,936</u>	<u>261,389</u>
Funds of the charity			
Restricted income funds	10	60,955	94,241
Unrestricted income funds	10	177,981	167,148
Total Funds		<u>238,936</u>	<u>261,389</u>

The Directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions to companies subject to the small companies regime.

The Financial Statements were approved and authorised for issue by the Board and signed on its behalf by:

DocuSigned by:



signed on 28 September 2023

J Ryan
Trustee

The notes on pages 22 to 29 form part of these financial statements

Community Volunteers Enabling You Ltd
Statement of Cash Flows
For the year ended 31 March 2023

	2023	2022
	£	£
Operating activities		
Surplus/(Deficit) for the financial year	(22,453)	90,236
Adjustments for:		
Depreciation	3,594	3,594
Decrease /(Increase) in debtors	129,304	(69,539)
(Decrease) / Increase in creditors	(42,471)	80,988
	<u>67,974</u>	<u>105,279</u>
Cash received/(used) in operating activities	<u>67,974</u>	<u>105,279</u>
Cash used to purchase capital equipment	<u>-</u>	<u>-</u>
Net cash		
Cash received/(used) in operating activities	<u>67,974</u>	<u>105,279</u>
Net cash received/(used)	67,974	105,279
Cash and cash equivalents at 1 April	<u>294,550</u>	<u>189,271</u>
Cash and cash equivalents at 31 March	<u>362,524</u>	<u>294,550</u>
Cash and cash equivalents comprise:		
Cash at bank	<u>362,524</u>	<u>294,550</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements
For the year ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Companies Act 2006.

Community Volunteers Enabling You Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributable to particular headings, they have been allocated to activities on a basis consistent with the use of resources. The charity is not registered for VAT and therefore all expenditure is shown gross, or irrecoverable of VAT.

Tangible Fixed Assets

Depreciation has been provided to write of the cost of the assets over the anticipated economic life of 3 years.

Fund Accounting

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

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

Pensions

The charity contributes to a defined contribution pension scheme which is open to all employees. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme, in the period to which they relate.

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2023

2. Income from donations and grants

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Donations received	1,191	-	1,191	9,180
Grants received	85,696	1,090,761	1,176,457	992,418
Donated services	18,500	-	18,500	18,500
	105,387	1,090,761	1,196,148	1,020,098

Analysis of Grants Received

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Scottish Government	-	89,904	89,904	87,670
Local Authorities	-	363,443	363,443	314,903
The National Lottery (Improving Lives)	-	110,877	110,877	99,952
The National Lottery (Young Start)	-	16,216	16,216	27,449
Social Innovation Partnership	-	266,539	266,539	145,356
Inspiring Scotland (Intandem)	-	44,893	44,893	41,798
William Grant Foundation	48,896	22,821	71,717	101,065
The Henry Smith Charity	-	38,000	38,000	33,524
The Robertson Trust	36,800	-	36,800	-
Corra	-	31,369	31,369	50,000
Shared Care Scotland	-	26,203	26,203	3,440
SSE Sustainable Development Fund	-	25,798	25,798	35,735
Other Grants	-	54,698	54,698	51,526
	85,696	1,090,761	1,176,457	992,418

3. Other Income

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Covid Job Retention Scheme Grants	-	-	-	424
Income from Paid-for Support	77,601	-	77,601	49,750
	77,601	-	77,601	50,174

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2023

4. Expenditure

	Unrestricted funds	Restricted funds	2023	2022
	£	£	£	£
Cost of generating voluntary income	-	66,169	66,169	54,197
Charitable activities (Note 5)	176,904	1,053,129	1,230,033	925,839
	176,904	1,119,298	1,296,202	980,036

5. Analysis of charitable activities

	2023	2022
	£	£
Staff Costs	852,842	698,543
Staff Training	15,103	10,537
Information and Promotion	14,171	10,070
Outing Travel and Expenses	188,850	106,738
Equipment Expensed	3,844	6,751
Volunteer Costs	3,754	1,340
Staff Travel	14,740	10,907
General Running Costs	134,220	78,753
Auditors Remuneration	2,509	2,200
	1,230,033	925,839

6. Staff costs and emoluments

	2023	2022
	£	£
Salaries and Wages	829,535	692,466
Social Security Costs	63,933	40,960
Pension Costs	25,542	19,314
	919,011	752,740

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2023

6. Staff costs and emoluments (continued)

Average number of employees	2023	2022
Senior Staff	6	5
Operational	45	42
	<u>51</u>	<u>47</u>

COVEY employed 8 senior staff in the year, whose remuneration totalled £167,131. Included within the senior staff is the outgoing CEO and the interim Finance Director.

In the year, there were no employees whose emoluments exceeded £60,000. (2022: none)

During the year one operational staff member was made redundant and a payment of £1,844 in relation to this is included as an expense in the staff costs for 2023.

One trustee was reimbursed for expenses relating specifically to their board role during the year. This amounted to £487 of travel expenses and £219 of meeting expenses.

7. Tangible fixed assets

	Furniture and Fittings £	IT Equipment £	Total £
Cost or valuation			
At 1 April 2022	15,840	10,890	26,730
Additions	-	-	-
At 31 March 2023	<u>15,840</u>	<u>10,890</u>	<u>26,730</u>
Depreciation			
At 1 April 2022	15,840	3,594	19,434
Depreciation charge	-	3,594	3,594
At 31 March 2023	<u>15,840</u>	<u>7,188</u>	<u>23,028</u>
Net book values			
At 31 March 2023	<u>-</u>	<u>3,702</u>	<u>3,702</u>
At 31 March 2022	<u>-</u>	<u>7,296</u>	<u>7,296</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2023

8. Debtors

Amounts due within one year:

	2023	2022
	£	£
Trade Debtors	10,408	91,840
Prepayments and accrued income	21,588	69,460
	<u>31,996</u>	<u>161,300</u>

9. Creditors: amounts falling due within one year

	2023	2022
	£	£
Other creditors	23,704	27,159
Accruals	11,136	3,349
Deferred Income	124,446	171,249
	<u>159,286</u>	<u>201,757</u>

Creditors: Amounts falling due within one year includes an adjustment for Deferred Income, relating to sums received before the year end, restricted to activities to take place in subsequent years, as follows:

	2023	2022
	£	£
General Unrestricted	51,000	32,000
Befriending and Mentoring (1 -1 and Groups)	73,446	139,249
	<u>124,446</u>	<u>171,249</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2023

10. Movement in funds

<i>Unrestricted Funds</i>	Balance as at 01.04.22	Incoming Resources	Outgoing Resources	Transfers	Balance as at 31.03.23
	£	£	£	£	£
General	167,148	182,988	(176,904)	4,749	177,981
	167,148	182,988	(176,904)	4,749	177,981

<i>Unrestricted Funds - previous year</i>	Balance as at 01.04.21	Incoming Resources	Outgoing Resources	Transfers	Balance as at 31.03.22
	£	£	£	£	£
General	111,924	156,093	(100,869)	-	167,148
	111,924	156,093	(100,869)	-	167,148

<i>Restricted Funds</i>	Balance as at 01.04.22	Incoming Resources	Outgoing Resources	Transfers	Balance as at 31.03.23
	£	£	£	£	£
Befriending and Mentoring (1 - 1 and Groups)	94,241	584,871	(613,408)	(4,749)	60,955
Family Support	-	505,890	(505,890)	-	-
	94,241	1,090,761	(1,119,298)	(4,749)	60,955

<i>Restricted Funds - previous year</i>	Balance as at 01.04.21	Incoming Resources	Outgoing Resources	Transfers	Balance as at 31.03.22
	£	£	£	£	£
Befriending and Mentoring (1 - 1 and Groups)	59,229	537,677	(502,665)	-	94,241
Family Support	-	376,502	(376,502)	-	-
	59,229	914,179	(879,167)	-	94,241

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2023

11. Analysis of net assets between funds

	Tangible fixed assets £	Net current assets/(liabilities) £	Net assets £
Unrestricted	<u>3,702</u>	<u>174,279</u>	<u>177,981</u>
Restricted	<u>-</u>	<u>60,955</u>	<u>60,955</u>

Analysis of net assets between funds - previous year

	Tangible fixed assets £	Net current assets/(liabilities) £	Net assets £
Unrestricted	<u>7,296</u>	<u>159,852</u>	<u>167,148</u>
Restricted	<u>-</u>	<u>94,241</u>	<u>94,241</u>

Community Volunteers Enabling You Ltd
Notes to the Financial Statements (continued)
For the year ended 31 March 2023

12. Comparative Statement of Financial Activities for year ended 31 March 2022

	Unrestricted Funds £	Restricted Funds £	2022 £
Income and endowments from:			
Donations and grants	105,919	914,179	1,020,098
Other Income	50,174	0	50,174
	<u>156,093</u>	<u>914,179</u>	<u>1,070,272</u>
Expenditure on:			
Charitable Activities	(100,869)	(879,167)	(980,036)
	<u>(100,869)</u>	<u>(879,167)</u>	<u>(980,036)</u>
Transfer between funds	-	-	-
Net Income/expenditure:	<u>55,224</u>	<u>35,012</u>	<u>90,236</u>
Reconciliation of Funds:			
Total funds brought forward	111,924	59,229	171,153
Total funds carried forward	<u>167,148</u>	<u>94,241</u>	<u>261,389</u>

13. Related Party Disclosure

During the year ended 31 March 2023, there were no related party transactions to report.