

REGISTERED COMPANY NUMBER: SC398913 (Scotland)
REGISTERED CHARITY NUMBER: 041952

Report of the Trustees and
Financial Statements For The Year Ended 31 March 2024
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 2024

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The Welcoming Association (Registered number: SC398913)

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 charity's financial statements 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).

The Purpose of The Welcoming Association

The Welcoming exists to welcome, orientate and assist New Scots (asylum seekers, refugees and migrants) 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 distinct from those of the rest of the UK, and we must be an attractive destination for migrants who can come here under the prevailing UK immigration policy.

Our strategic aims are to:

- Enable New Scots to settle and contribute to their new country quickly.
- Engage established Scots of all ages in welcoming new arrivals.
- Ensure effective partnership by working with other organisations that share these aims.
- Influence policy and practice to advance the integration and inclusion of our New Scots.

OBJECTIVES AND ACTIVITIES

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

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 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 sustainably through home food growing, 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 participating in creative arts and health and wellbeing activities.

Local people will:

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

Our service users:

The Welcoming currently has 3,440 registered service users, with 20 to 40 new members joining weekly. Approximately one quarter of new service users attend our office in person for registration support. Reception staff also signpost and make referrals to other organisations as needed.

The top 10 nationalities within The Welcoming's membership are as follows:

1. Ukrainian: (21%)
2. Syrian: (7%)
3. Sudanese: (7%)
4. Hong Kong: (5%)
5. Afghan: (5%)
6. Spanish: (5%)
7. Chinese: (4%)
8. Turkish: (4%)

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- 9. Polish: (3%)
- 10. Iranian: (3%)

During the year, we provided the following activities to our service users:

- 11 year-round English language classes from our premises and other parts of the city
- Employability training and business guidance support
- One-to-one befriending
- Friendship groups
- Home energy advice
- Community Fridge
- Conversation Café
- Health and Wellbeing activities
- Information sessions and workshops facilitated by other service providers

More information on The Welcoming's activities can be found on our website: www.thewelcoming.org

HIGHLIGHTS OF THE YEAR

- 496 English classes (in-person and online) delivered
- 1,850 attendances at English classes
- 232 individuals accessed employability, training and business advice
- 25 one-to-one befriending matches
- 95 volunteers contributed 2,727 hours for the year
- 161 distinct households were reached with home energy advice
- 32 Energy advice related events held
- 83 home energy visits
- 146 advice appointments
- £30,918.58 secured for Welcoming service users to support with Home Energy costs
- 82 referrals for additional home energy support
- 229 households received food supplies
- 8,000 KG of food supplied
- 44 Conversation café sessions, 188 attendees
- 47 Women Conversation Space sessions, 88 attendees
- 41 Scotland for Newcomers trips, 147 attendees
- 9 Evening Art sessions, 74 attendees.
- 23 visits to the Botanic Gardens

ESOL (ENGLISH FOR SPEAKERS OF OTHER LANGUAGES) LANGUAGE CLASSES

Our ESOL (English for Speakers of Other Languages) Learning Programme is designed to empower New Scots by equipping them with essential English language skills needed for everyday life. Language development is a crucial part of the resettlement journey, as it opens doors to education and employment, fosters independence, and encourages social integration.

The programme offers 11 weekly drop-in classes, both online and in-person, catering to a wide range of skill levels from Complete Beginners to Upper Intermediate. These sessions are led by qualified and experienced volunteer English teachers, ensuring a supportive learning environment. Classes are held in three accessible locations across the city: The Welcoming's office, St. Martin's Community Resource Centre, and The University of Edinburgh.

Challenges:

- Managing volunteers and finding substitutes when they are sick or on holiday remains challenging.
- The drop-in nature of our classes sometimes leads to overcrowding, forcing us to turn people away when capacity is reached.
- Asylum seekers need help attending classes due to transport costs and language barriers. We introduced a Complete Beginner class near their temporary hotel accommodation to address this.

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Successes:

- Our English classes are consistently well-attended, with positive feedback from service users.
- We have built a robust and dedicated team of volunteer teachers. Four teaching pairs now co-deliver classes and often arrange cover among themselves, significantly reducing class cancellations.

EMPLOYABILITY, TRAINING ADVICE AND SUPPORT

Ours Enhance New Scots and INSPIRE employability and training programs equip New Scots with the cultural knowledge and employability skills necessary to progress confidently towards work readiness and employment. Our primary objective is to support our service users in navigating the local job market and enhancing their employability.

To achieve this, we offer targeted services and resources tailored to meet individual needs. These services include personalised 1-2-1 employability and training advice, ensuring each participant receives guidance addressing their unique circumstances and goals. We conduct workshops focused on crucial employability skills, covering topics such as self-employment, interview techniques and rights and responsibilities within the workplace. To keep our community informed and engaged, we also maintain an active WhatsApp social media group that regularly updates users on available training and job opportunities in the area.

During the year's second half, we re-introduced employability workshops, which our service users received well. Six workshops covered essential topics such as Rights and Responsibilities in the Workplace, Business Start-Up, Mental Health for Work, Cost of Living, Mentoring, and Volunteering Opportunities. These workshops reached 52 of our service users, providing them with critical knowledge and skills to enhance their employability.

- Our English classes are consistently well-attended, with positive feedback from service users.
- We have built a robust and dedicated team of volunteer teachers. Four teaching pairs now co-deliver classes and often arrange cover among themselves, significantly reducing class cancellations.

Successes:

The employability team's efforts have made a significant difference in the lives of service users by providing tailored employability advice.

- **Progress Toward the Job Market:** Service users who received customized employability advice experienced a positive shift in their journey towards the job market. They were empowered with the knowledge and resources necessary to overcome barriers and move closer to employment opportunities.
- **Increased Confidence:** Tailored advice not only provided practical tools but also boosted the confidence of service users. With newfound skills and a better understanding of the job market, they felt more self-assured in their job search and career development.

Getting Ready for Opportunities and Work [GROW] Employability Project

Our GROW project provides New Scots with a comprehensive six-week employment training programme where we equip participants with essential skills such as:

- Initiating job searches effectively
- Crafting professional job applications and CVs
- Practising and honing interview techniques
- Understanding workplace rights and responsibilities
- Overcoming interview-related anxiety
- Familiarising themselves with Scottish work culture
- Facilitating registration with professional bodies

As many of our service users arrive in Edinburgh experiencing trauma, depression, and a profound lack of confidence, this often leads to feeling disheartened about their prospects. Therefore, it is critical to engage in outreach efforts to provide encouragement, support, and guidance to help individuals establish positive routines and social connections.

The GROW course enhances their educational and job opportunities, fostering self-sufficiency and economic independence, ultimately aiding their successful adaptation and contribution to society.

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FRIENDSHIP PROGRAMME

Our befriending programme connects local volunteers with service users to provide New Scots with one-to-one support tailored to their needs and personal goals. Through this programme, service users and volunteers meet regularly for nine months, allowing them to practise English, share cultures, explore different parts of Edinburgh, and build supportive friendships.

One-to-one Befriending:

Our Befriending Programme connects local volunteers with service users to provide New Scots with one-to-one support tailored to their needs and personal goals. Through this programme, service users and volunteers meet regularly for nine months, allowing them to practise English, share cultures, explore different parts of Edinburgh, and build supportive friendships.

With an average capacity of 30 befriending matches per year, the programme prioritises the most isolated New Scots facing multiple integration barriers.

Challenges:

For the programme to be successful, each case must be considered individually. For this reason, the matching process, which includes service user registration, the recruitment and induction of volunteers, and the identification of suitable befriending matches, can take several months, and it is important to communicate this clearly to both volunteers and service users.

Language barriers can be a challenge. To overcome this, we try to utilise the volunteer's language skills as much as possible, we offer translation whenever possible, and we provide ongoing support to both befrienders and befriendees throughout the whole duration of the match.

Successes:

The one-to-one befriending programme successfully provides ongoing tailored support to the community's most vulnerable members. Participants have reported several benefits, including:

- Essential support with everyday tasks (e.g. understanding emails, arranging meetings with the school, accessing health services, etc.)
- Improved English skills
- Increased knowledge and understanding of the Scottish culture and customs
- Increased confidence to study, look for volunteering and job opportunities
- Accessing local services

Friendship Groups:

Our friendship groups offer opportunities for New Scots to meet new people, practise their English conversation skills, explore the city, try new activities, and build community together.

The programme includes the following groups:

- The Women's Conversation Space is a weekly multi-cultural group for women who want to meet people from different cultures, build friendships, practise English, and try new activities together.
- The Afghan Women's Group was a weekly group that we ran until 23rd June for women from Afghanistan to practise English, engage in cooking, sewing, and art, and visit various places in Edinburgh together.
- The Conversation Café is a weekly gathering for New Scots. Participants can spend time in a friendly atmosphere, get to know new people, practise English and learn about Scottish culture.
- Scotland for Newcomers is a weekly activity run on Saturdays. Our members visit different places in Edinburgh (nature spots, exhibitions, cultural events, etc.) together, allowing them to get to know Edinburgh and its life better, meet new people and practise English.
- Art evenings are monthly sessions for New Scots run by a member and a volunteer of The Welcoming. They allow New Scots to spend time together creatively and connect through art in a relaxing and calm atmosphere.
- Gardening Group at the Royal Botanic Gardens - a biweekly group for members of the Welcoming to spend time together growing their own vegetables and learning about growing food in Scotland. Spending time together outdoors and growing food helps members connect and improves their mental well-being.

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- One-off or short-term activities - as an addition to our regular groups we offer our members various one-off or short-term activities. Last year we ran: Fringe Days Out, Monthly Gallery Visits, Workshops at the National Library, Awareness Sessions (First Aid Training), Winter at the Botanic Gardens, one-off sessions at the Botanic Gardens, Hiking Group, Walking with Ramblers, Cycling Group, and a Dress Making Course.

HOME ENERGY

The project aims to provide essential home energy advice and support to New Scots households at risk of fuel poverty. A lack of understanding and knowledge of local energy and billing systems, as well as language and financial barriers, places newly arrived refugees, asylum seekers and migrants in a highly vulnerable position. Working in collaboration with local supporting agencies, such as Home Energy Scotland, the project enables participants to use energy more efficiently, thus saving money on their energy bills.

Challenges:

Participants faced challenges such as high energy prices, a need to understand the system, and barriers to support access. These factors caused some participants to accumulate significant fuel debt, which impacted their mental and physical health.

Successes:

We were able to provide home energy support to 161 distinct households. The appointment of Freelance Energy Advisors allowed us to offer one-to-one support in Farsi and Arabic, and a telephone interpreting service was used for speakers of other languages. The Edinburgh Energy Advisor's network continued to be a valuable source of information, supporting The Welcoming in keeping up to date with developments in the sector.

COMMUNITY FRIDGE

Our Community Fridge provides free food supplies to New Scots at risk of food poverty. It is open once a week, and food is supplied by Fareshare, Shrub Coop, donations from other organisations, and our Community Garden.

Challenges:

The Community Fridge can support a limited number of households every week, so registration is required to access this service. Managing the waiting list can be challenging at times.

Food supplies can sometimes be inconsistent, but we supplement by purchasing goods whenever needed.

Successes:

The Community Fridge provided regular essential food supplies to 229 households and offered volunteering opportunities to local and New Scots Communities members.

PARTNERSHIP AND COLLABORATIONS

The Welcoming Association, as a community organisation, strongly believes in the importance of collaboration. We are eager to collaborate with other third-sector, public, and private organisations to achieve our aims of supporting New Scots and refugees in Edinburgh.

Partnership and collaboration are vital to the success and sustainability of third-sector organisations. Working together amplifies impact, broadens reach, and strengthens resilience in a sector where resources are often limited. During the 2023/24 Financial Year, we worked and collaborated with many organisations:

- Access to Industry
- Basil Paterson College
- Befriending Network
- Bethany Christian Trust
- British Red Cross

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- Business Gateway
- Capital City Partnership
- CAPP (Child Action Poverty Group)
- CEC Adult Learning
- CEC Community Learning and Development (Refugee Resettlement Programme)
- CEC Refugee and Migration Team
- Centre for English Studies
- Challenges Group (Making Work Work)
- Changeworks
- Cinetopia
- Citizens Advice Bureau
- Community Help and Advice Initiative (CHAI)
- Crisis
- DWP Employer & Partnership team
- Edinburgh Airport
- Edinburgh City Mission
- Edinburgh City Mission (clothes and food bank vouchers)
- Edinburgh College
- Edinburgh Community Food
- Edinburgh Fringe Society
- Edinburgh Garden Partners
- Edinburgh International Festival
- Edinburgh Leisure
- Edinburgh Remakery
- ESOL Providers Partnership Forum (ESOL)
- Edinburgh Voluntary Organisations Edinburgh (EVOC)
- Fresh Start
- Generation UK
- Granton Goes Greener
- Health All Round
- Home Energy Scotland
- IHG Hotels and Resorts
- Into Work
- Mhor Outdoor
- Migrant Help
- Multicultural Family Base
- National Galleries of Scotland
- National Library of Scotland
- National Museum of Scotland
- New Scots Edinburgh Steering Group
- NHS Connect
- North Edinburgh Support Services (Nessie)
- Open Book
- Ramblers
- Royal Botanic Garden
- Saheliya
- Score Scotland
- Scottish Refugee Council
- Shakti Women's Aid
- Social Bite
- Social Care Direct
- SOHTIS (Survivors of Human Trafficking in Scotland)
- Talbot Rice Gallery
- Tent
- The Edinburgh Remakery
- The Fuel Bank
- The Scottish Refugee Council
- The Turing Trust
- Tiso

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- TLI (Europe)
- UoE Centre for Open Learning
- UoE Widening Participation dept. (ESOL)
- Volunteer Edinburgh
- Volunteering Matters-ProjectScotland
- WEA (Worker's Educational Association)
- Wee Pedal

WHAT DO OUR SERVICE USERS SAY?

Informal feedback on The Welcoming's support, delivered verbally or by email, is overwhelmingly positive. Here are some examples of recent feedback from service users and volunteers:

Olalla (Chile):

"After waiting a long time to receive a response from HMRC, they finally sent me a letter this month where they recalculated my tax figures and corrected the error. So, I no longer owe money! I wanted to share with you this good news and thank you again for your time and great help in solving this problem for me. I'm really happy about this."

Manuel (Spain):

"I wanted to thank you for your work, because it is really being very useful for people and I wish you all the luck in the world and I hope that you continue doing this fantastic work for the people who need it."

Khalid (Sudan, reception volunteer):

"I'd like to thank you and the team for giving me this opportunity to volunteer with The Welcoming. I can honestly say it's helped me boost my confidence in terms of interacting with others, improve my team working skills, and exposed me to how charities operate behind the scenes. More importantly, the work has felt fulfilling, and I truly enjoyed supporting the team and the members seeking support. Thus, I will forever be appreciative of The Welcoming, the team, and the volunteering opportunity."

Our Funders:

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

- Capital City Partnership
- Edinburgh Integrated Joint Board
- EVOG
- National Lottery Community Fund
- Robertson Trust
- Scottish Government
- Tudor Trust
- Awards For All
- City of Edinburgh Council
- Octopus
- Redress Scheme
- Scottish Refugee Council
- The JJ Charitable Trust

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Report of the Trustees
For The Year Ended 31 March 2024

FINANCIAL REVIEW

Financial review

Income for the year was £499,177 and expenditure was £425,964 resulting in surplus for the year of £73,213. A full breakdown of the income and expenditure is given in the Statement of Financial Activities.

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 2024 of £173,790 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 the following page.

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.

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Report of the Trustees
For The Year Ended 31 March 2024

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

041952

Registered office

Unit 1 20 Westfield Avenue
Edinburgh
EH11 2TT

Trustees

N Croft
G Gibson
Ms C Hirst
A W Khan (resigned 27.9.23)
Ms C Mance (resigned 25.7.24)
Ms S E Miller (resigned 25.7.24)
K F Watson
Ms R Whitney
Ms J Albert-Recht
Dr G Hill
Ms J R Williamson

Auditors

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

The Welcoming Association (Registered number: SC398913)

Report of the Trustees
For The Year Ended 31 March 2024

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.
14 November 2024

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

Signed by:

D7EDFC50E05D4D1.....
 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 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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 2024 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 the provisions available for small entities, in the circumstances set out in note 18 to the financial statements, 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.

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

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.

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.

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 charitable company through discussions with trustees 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 charitable 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
- 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 and OSCR

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. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees 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.

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.

Signed by:


4A471C029C1444B...

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

19 November 2024

Date:

The Welcoming Association**Statement of Financial Activities**
For The Year Ended 31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	16,383	-	16,383	24,178
Charitable activities					
Charitable activities	4	27,945	454,849	482,794	384,304
Total		<u>44,328</u>	<u>454,849</u>	<u>499,177</u>	<u>408,482</u>
EXPENDITURE ON					
Charitable activities					
Charitable activities	5	-	425,964	425,964	374,068
NET INCOME					
Transfers between funds	16	44,328 (98)	28,885 98	73,213 -	34,414 -
Net movement in funds		<u>44,230</u>	<u>28,983</u>	<u>73,213</u>	<u>34,414</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		129,559	147,034	276,593	242,179
TOTAL FUNDS CARRIED FORWARD		<u>173,789</u>	<u>176,017</u>	<u>349,806</u>	<u>276,593</u>

The notes form part of these financial statements

The Welcoming Association (Registered number: SC398913)**Statement of Financial Position**
31 March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	12	7,193	-	7,193	3,376
CURRENT ASSETS					
Debtors	13	1,234	63,517	64,751	109,649
Cash at bank and in hand		176,263	114,499	290,762	256,356
		<u>177,497</u>	<u>178,016</u>	<u>355,513</u>	<u>366,005</u>
CREDITORS					
Amounts falling due within one year	14	(10,900)	(2,000)	(12,900)	(92,788)
NET CURRENT ASSETS		<u>166,597</u>	<u>176,016</u>	<u>342,613</u>	<u>273,217</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>173,790</u>	<u>176,016</u>	<u>349,806</u>	<u>276,593</u>
NET ASSETS		<u>173,790</u>	<u>176,016</u>	<u>349,806</u>	<u>276,593</u>
FUNDS	16				
Unrestricted funds				173,790	129,559
Restricted funds				176,016	147,034
TOTAL FUNDS				<u>349,806</u>	<u>276,593</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 on14 November 2024... and were signed on its behalf by:

Signed by:

Graeme Gibson

.....D7E0FC50E05D4D1.....

G Gibson - Trustee

The Welcoming Association
Statement of Cash Flows
For The Year Ended 31 March 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	40,566	(16,294)
Net cash provided by/(used in) operating activities		<u>40,566</u>	<u>(16,294)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(6,160)	-
Net cash (used in)/provided by investing activities		<u>(6,160)</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		34,406	(16,294)
Cash and cash equivalents at the end of the reporting period		<u>256,356</u>	<u>272,650</u>
Cash and cash equivalents at the end of the reporting period		<u>290,762</u>	<u>256,356</u>

The notes form part of these financial statements

The Welcoming Association**Notes to the Statement of Cash Flows**
For The Year Ended 31 March 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES		
	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	73,213	34,414
Adjustments for:		
Depreciation charges	2,343	2,053
Decrease/(increase) in debtors	44,898	(80,707)
(Decrease)/increase in creditors	(79,888)	27,946
Net cash provided by/(used in) operations	40,566	(16,294)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	256,356	34,406	290,762
	256,356	34,406	290,762
Total	256,356	34,406	290,762

The Welcoming Association

Notes to the Financial Statements
For The Year Ended 31 March 2024

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 2024

1. ACCOUNTING POLICIES - continued

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. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experiences and other factors that are considered to be relevant. Actual results may differ from these estimates.

The directors are of the opinion that there are no matters of significant judgement and estimation which are material to the financial statements.

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	16,383	24,178

4. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	£	£
Grants	482,794	384,304

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Community purposes	482,794	384,304

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2024**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	<u>420,399</u>	<u>5,565</u>	<u>425,964</u>

6. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>5,565</u>

7. NET INCOME/(EXPENDITURE)

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

	2024 £	2023 £
Depreciation - owned assets	<u>2,343</u>	<u>2,053</u>

8. AUDITORS' REMUNERATION

	2024 £	2023 £
Fees payable to the charity's auditors for the audit of the charity's financial statements	<u>3,465</u>	<u>4,000</u>

9. 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.

10. STAFF COSTS

	2024 £	2023 £
Wages and salaries	257,665	233,406
Social security costs	15,736	13,520
Other pension costs	12,224	11,554
	<u>285,625</u>	<u>258,480</u>

The amount of employee benefits received by key management personnel was £49,377 (2023: £43,698). 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 Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2024**10. STAFF COSTS - continued**

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

Employees	2024 12	2023 12
	<u> </u>	<u> </u>

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

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	24,178	-	24,178
Charitable activities			
Charitable activities	5,798	378,506	384,304
Total	<u>29,976</u>	<u>378,506</u>	<u>408,482</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	13,345	360,723	374,068
NET INCOME	16,631	17,783	34,414
RECONCILIATION OF FUNDS			
Total funds brought forward	112,928	129,251	242,179
TOTAL FUNDS CARRIED FORWARD	<u>129,559</u>	<u>147,034</u>	<u>276,593</u>

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2024**12. TANGIBLE FIXED ASSETS**

	Office equipment £
COST	
At 1 April 2023	22,577
Additions	6,160
Disposals	(7,857)
	<u>20,880</u>
At 31 March 2024	<u>20,880</u>
DEPRECIATION	
At 1 April 2023	19,201
Charge for year	2,343
Eliminated on disposal	(7,857)
	<u>13,687</u>
At 31 March 2024	<u>13,687</u>
NET BOOK VALUE	
At 31 March 2024	<u><u>7,193</u></u>
At 31 March 2023	<u><u>3,376</u></u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	64,317	61,830
Prepayments and accrued income	434	47,819
	<u>64,751</u>	<u>109,649</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	3,785	-
Accruals and deferred income	9,115	92,788
	<u>12,900</u>	<u>92,788</u>

In the year ended 31 March 2023 the charity deferred funds of £8,471 and £68,403 from Foundation Scotland and Scottish Refugee Council, respectively. In the current year, the charity deferred funds of £2,000 from Inspire Project.

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2024**15. LEASING AGREEMENTS**

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

	2024	2023
	£	£
Within one year	<u>1,403</u>	<u>1,403</u>

16. MOVEMENT IN FUNDS

	At 1.4.23	Net movement in funds	Transfers between funds	At 31.3.24
	£	£	£	£
Unrestricted funds				
General fund	126,183	44,329	(6,258)	164,254
Fixed assets fund	3,376	-	6,160	9,536
	<u>129,559</u>	<u>44,329</u>	<u>(98)</u>	<u>173,790</u>
Restricted funds				
Tudor Trust	8,130	(7,704)	-	426
CEC Syrian Resettlement Programme	75,920	11,309	-	87,229
Health Inequalities Programme	3,911	7,503	-	11,414
Big Lottery	6,529	(9,794)	3,265	-
Henry Smith Charity	6,297	50	(3,265)	3,082
Scottish Refugee Council	46	750	-	796
Robertson Trust	1,245	5,000	-	6,245
Welbeing Fund	1,400	(1,401)	1	-
St Giles	5,410	(2,224)	-	3,186
3Ds Project - Scottish Government	129	142	-	271
Afghan Womens English Classes	3,261	(1,907)	-	1,354
Awards for all	1,150	(1,021)	-	129
Corre in Winter	1,462	(1,478)	16	-
Edinburgh University H&W Research Fund	7,000	-	-	7,000
Enhance NewScots	229	(260)	31	-
Inspire Project	10,628	16,108	-	26,736
Redress Fund	-	1,188	-	1,188
The WEA	2,400	-	-	2,400
GCAS	1,686	(1,693)	7	-
Swansea University	2,320	(80)	-	2,240
Enliven Fund	145	-	-	145
Octopus Fund	7,736	(7,779)	43	-
CCP Fund	-	14,258	-	14,258
Changeworks OVO	-	220	-	220
Community Fridge	-	4,465	-	4,465
Edinburgh Local Community Grant Scheme	-	2,929	-	2,929
NS3 Consultation	-	303	-	303
	<u>147,034</u>	<u>28,884</u>	<u>98</u>	<u>176,016</u>
TOTAL FUNDS	<u>276,593</u>	<u>73,213</u>	<u>-</u>	<u>349,806</u>

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2024**16. 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	44,328	1	44,329
Restricted funds			
Tudor Trust	-	(7,704)	(7,704)
CEC Syrian Resettlement Programme	71,166	(59,857)	11,309
Health Inequalities Programme	15,800	(8,297)	7,503
Big Lottery	49,004	(58,798)	(9,794)
Henry Smith Charity	-	50	50
Scottish Refugee Council	750	-	750
Robertson Trust	30,000	(25,000)	5,000
Welbeing Fund	-	(1,401)	(1,401)
St Giles	3,750	(5,974)	(2,224)
3Ds Project - Scottish Government	142	-	142
Afghan Womens English Classes	-	(1,907)	(1,907)
Awards for all	-	(1,021)	(1,021)
Corre in Winter	-	(1,478)	(1,478)
Enhance NewScots	60,000	(60,260)	(260)
Inspire Project	66,403	(50,295)	16,108
Redress Fund	22,973	(21,785)	1,188
GCAS	8,645	(10,338)	(1,693)
Swansea University	-	(80)	(80)
Foundation Scotland	8,471	(8,471)	-
Octopus Fund	-	(7,779)	(7,779)
CCP Fund	55,710	(41,452)	14,258
Changeworks OVO	220	-	220
Community Fridge	7,000	(2,535)	4,465
Edinburgh Local Community Grant Scheme	3,830	(901)	2,929
NS3 Consultation	985	(682)	303
Ukrainian Support Project	50,000	(50,000)	-
	<u>454,849</u>	<u>(425,965)</u>	<u>28,884</u>
TOTAL FUNDS	<u>499,177</u>	<u>(425,964)</u>	<u>73,213</u>

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2024**16. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	107,499	18,684	126,183
Fixed assets fund	5,429	(2,053)	3,376
	<hr/>	<hr/>	<hr/>
	112,928	16,631	129,559
Restricted funds			
Tudor Trust	10,899	(2,769)	8,130
CEC Syrian Resettlement Programme	49,750	26,170	75,920
Health Inequalities Programme	22,194	(18,283)	3,911
Big Lottery	13,236	(6,707)	6,529
Henry Smith Charity	22,729	(16,432)	6,297
Scottish Refugee Council	46	-	46
Robertson Trust	1,576	(331)	1,245
Welbeing Fund	1,400	-	1,400
St Giles	2,483	2,927	5,410
3Ds Project - Scottish Government	4,938	(4,809)	129
Afghan Womens English Classes	-	3,261	3,261
Awards for all	-	1,150	1,150
Corre in Winter	-	1,462	1,462
Edinburgh University H&W Research Fund	-	7,000	7,000
Enhance NewScots	-	229	229
Inspire Project	-	10,628	10,628
The WEA	-	2,400	2,400
GCAS	-	1,686	1,686
Swansea University	-	2,320	2,320
Enliven Fund	-	145	145
Octopus Fund	-	7,736	7,736
	<hr/>	<hr/>	<hr/>
	129,251	17,783	147,034
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	242,179	34,414	276,593

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2024**16. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	29,975	(11,291)	18,684
Fixed assets fund	-	(2,053)	(2,053)
	<hr/>	<hr/>	<hr/>
	29,975	(13,344)	16,631
Restricted funds			
Tudor Trust	50,000	(52,769)	(2,769)
CEC Syrian Resettlement Programme	70,975	(44,805)	26,170
Health Inequalities Programme	15,800	(34,083)	(18,283)
Big Lottery	44,582	(51,289)	(6,707)
Henry Smith Charity	20,250	(36,682)	(16,432)
Scottish Refugee Council	500	(500)	-
Robertson Trust	7,500	(7,831)	(331)
St Giles	3,100	(173)	2,927
3Ds Project - Scottish Government	8,912	(13,721)	(4,809)
Afghan Womens English Classes	4,193	(932)	3,261
Awards for all	9,978	(8,828)	1,150
Corre in Winter	2,438	(976)	1,462
Edinburgh University H&W Research Fund	7,900	(900)	7,000
Enhance NewScots	60,000	(59,771)	229
Inspire Project	34,203	(23,575)	10,628
JCS > 25	6,996	(6,996)	-
Redress Fund	8,471	(8,471)	-
The WEA	2,400	-	2,400
GCAS	5,965	(4,279)	1,686
Swansea University	2,320	-	2,320
Enliven Fund	2,500	(2,355)	145
Octopus Fund	9,524	(1,788)	7,736
	<hr/>	<hr/>	<hr/>
	378,507	(360,724)	17,783
TOTAL FUNDS	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	408,482	(374,068)	34,414

The Welcoming Association

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

16. 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.

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.

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

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

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.

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.

Robertson Trust - To support New Scots to access local services and engaging local mainstream organisations by providing examples of the living experiences of our users.

The Welcoming 3Ds Project funded by the Scottish Government - To provide IT equipment and teach digital skills to Arabic speakers, provide English classes and 1 to 1 support.

Capital City Partnership - To provide participants services in overcoming barriers such as finding work, interviews, rights, preparing CVs and more as part of the GROW project

Community Fridge - To provide support for developing food skills and general community hub and social garden areas

Graduate Career Advance Scotland - To provide funding to support an internship of a graduate to help out at the charity

Ukrainian Support Project - To provide services such as support for those displaced from Ukraine as well as offer opportunities and sustainable living

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

Transfers from restricted funds represent the cost of fixed assets purchased and contributions towards overhead costs.

The Welcoming Association

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

17. RELATED PARTY DISCLOSURES

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

18. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.