

Home Start Edinburgh West & South West

(A company limited by guarantee)

Trustees' Annual Report and Financial Statements

For the year ended 31st March 2017



**Support and friendship
for families**

Scottish Charity No SC030624

Company No SC331390

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The Trustees (who are also the Directors of the company for the purposes of company law) present their report together with the financial statements and the independent examiner's report for the year ending 31st March 2017.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name	Home-Start Edinburgh West and South West
Scottish Charity Number	SC030624
Company number, registered in Scotland	SC331390
Principal address and Registered Office	108A - 110A Gorgie Road Edinburgh EH11 2NP

Current Trustees

Ms Jessica Louise Wade	Appointed 09.10.2011
Mrs Mairi McReynolds	Appointed 02.10.2012
Mrs Morven Pinkerton	Appointed 13.03.2013
Dr Ellen Anderson Stewart	Appointed 07.10.2013
Ms Joana Ferrão	Appointed 26.02.2014
Mrs Morven Leiper	Appointed 01.06.2016
Ms Mercedes Gordon-Regis	Appointed 01.06.2016
Mr Alistair MacDermid	Appointed 15.03.2017
Ms June Strachan	Appointed 15.03.2017

Other trustees who served within the period

Dr Rebecca Alderdice	Retired 28.09.2016
Dr Kasey Lowe McCall-Smith	Retired 28.09.2016

Bankers Bank Of Scotland Edinburgh Tollcross

Independent Examiner Philip Duncan

STRUCTURE, GOVERNANCE & MANAGEMENT

Governing Document

Home-Start Edinburgh West and South West was originally established on 12th July 2000 as an unincorporated association governed by its constitution. The company was formed on 25th September 2007. The unincorporated association transferred its assets to the company on the 1st April 2011 and the charity is now governed by its Articles of Association and is registered with the Office of the Scottish Charity Regulator (OSCR) under charity number SC030624. Each member of the company is required to contribute an amount not exceeding £1 should the company be wound up while he/she is a member, or within one year after he/she ceases to be a member.

Members

The members of the company are defined within the Articles and must be approved by the Trustees.

Appointment of Trustees

The minimum number of trustees is four and the maximum number is twelve.

Organisational Structure

The trustees meet regularly and not less than four times per year to consider the business of the charity.

The Trustees are responsible for the strategic direction and policy of the charity and meet regularly to consider the risks that the charity is exposed to and act accordingly. The day to day responsibility for service provision of the charity is delegated to the senior co-ordinator who has responsibility for ensuring that the charity complies with the funding criteria and meets key performance indicators. The senior co-ordinator is also responsible for the supervision of staff and the recruitment, supervision and development of volunteers who deliver the service to families. Home-Start Edinburgh West & South West is affiliated to Home-Start UK and has signed an agreement with them to uphold their ethos and practice.

During 2016-2017 the staff team included a senior co-ordinator (25 hours), a volunteer co-ordinator (33 hours), an administrator (16 hours until 31st January 2017) and a family support work coordinator (33 hours).

Trustee induction and training

Trustees undergo induction training, in accordance with Home Start UK guidelines, which covers the role and responsibility of a Trustee, key policies and procedures, and introduces them to the work of the charity. Trustees may also attend training provided by the Volunteer Centre Edinburgh.

Protection of Vulnerable Groups Scotland 2007

The trustees of Home-Start Edinburgh West and South West take their responsibilities seriously regarding the above act and have robust procedures and policies in place. We carry out PVG scheme checks on all our trustees, staff and volunteers working regularly with children and vulnerable adults to ensure that we keep up to date with changes in legislation.

OBJECTIVES & ACTIVITIES

The objectives of Home-Start Edinburgh West & South West are

- to safeguard, protect and preserve the good health, both mental and physical of children and parents of children;
- to prevent cruelty to or maltreatment of children;
- to relieve sickness, poverty and need amongst children and parents of children;
- to promote the education of the public in better standards of child care; principally but not exclusively within the area of Edinburgh West and South West and its environs.

Home-Start uses trained and supervised volunteers and staff to support parents who are struggling to cope. Our families need support for many reasons including post-natal illness, disability, bereavement, the illness of a parent or child, or social isolation. Our core work involves supporting parents in their own home in order to help build a family's confidence and ability to cope. We also offer access to group support using the Peep charity Peep programme, an evidence based learning together opportunity for parents and their children and Baby Massage sessions with trained International Association of Infant Massage (IAIM) instructors. Increasingly we highlight important parenting topics including child safety, healthy eating, play and storytelling, using national materials and campaigns (eg Child Accident Trust Child Safety Week) through a schedule of events. We accept referrals from Health services, Social Care services, Education and others including self-referrals.

We help to increase the confidence and independence of families by:

- Visiting families in their own homes to offer support, friendship and practical assistance
- Reassuring parents that their childcare problems are not unusual or unique
- Encouraging parents' strengths and emotional well-being for the ultimate benefit of their children
- Trying to get the fun back into family life
- Providing information about and help to access community-based specialist services
- Offering opportunities to access group activities for parents and children

ACHIEVEMENTS & PERFORMANCE

- 53 new referrals received during the year
- 62 families visited at home
- 51 families matched for home visiting support

ACHIEVEMENTS & PERFORMANCE (continued)

- Group provision has grown significantly over the year with an additional 152 families' attending, recorded as follows:

Activity/Event	No families
Baby Massage	64
Baby peep	80
Fun to be One peep	31
Bookbug storyteller May 2016	14
Signalong 3 week taster	18
Christmas event	31
Canal trip	8
Peep Progression Pathway	4
Gorgie Farm visit	3
TOTAL	253

Families may attend more than one themed group and move from one age specific group to another. 17 home visited families attended a minimum of one event. At least 5% of the dads have attended activities.

- Three Volunteer Preparation courses ran during the year with 18 attendees resulting in 17 new volunteers.
- In total 31 volunteers supported the service by providing home based support (25), help with groups (12) and healthy eating advice (1)
- Volunteer additional training has included focus on Play, Healthy Eating and 'Supporting Children: Why Relationships Matter'
- We supported 3 volunteers to complete Peep Practitioner Training
- 5 volunteers were funded to attend International Association of Infant Massage (IAIM) training and received ongoing support to work towards accreditation as baby massage instructors
- Volunteers' contributions were recognised at an awards evening in June 2016
- Staff professional development sessions have included Bookbug, Peep, Baby Massage, Child Protection, HSUK Co-ordinator training, Live Life to the Full, Managing Volunteers
- One member of staff was awarded a City and Guilds qualification on completion of her Peep portfolio and one member successfully completed post training paperwork to become a certified infant massage instructor
- In November 2016 Home-Start EWSW were recognised by People as a Peep Delivery Centre
- Team Aspire made up of 7 staff from Lloyds banking group supported the service by holding a number of fundraising activities that achieved in excess of £3,500. Team members also assisted at an event held to highlight Child Accident Prevention Trust (CAPT) safety week June 2016. Fire Scotland and Police Scotland joined us for the activities, and 2 members of the Scottish Government Building Safer Communities team visited.
- Informative website and Facebook page maintained with increased interest recorded
- Trustees met quarterly and held additional subgroup meetings to consider matters pertaining to Governance, Human Resources, Finance and Fundraising
- Continued attendance at network events and meetings has resulted in ongoing partnership opportunities and increased service profile
- During the year the service continued to engage a professional fundraiser on a consultancy basis with positive results.

ACHIEVEMENTS & PERFORMANCE (continued)

Monitoring and evaluation of family support delivered by volunteers is achieved through review visits made by staff and family questionnaires. Feedback from families emphasised that they really valued the practical help and emotional and listening support from the volunteers. Statistics are recorded using the Monitoring and Evaluation System Home-Start (MESH) and reports are submitted to Home-Start UK and the City of Edinburgh Council Children and Families Commissioning Team. The PEEP programmes are evaluated using facilitated discussions and feedback sessions. Parents reported that they valued the experience and gained confidence in their parenting skills. They also recorded positive observations about the impact on their baby. The Family Support Worker post is monitored by the funders (The Robertson Trust and, until October 2016, Foundation Scotland on behalf of the Volant Trust).

FINANCIAL REVIEW

We would like to thank all those Trusts and individuals who contributed to our work during the financial year.

Reserves Policy

The Board believes it should hold a minimum of 3 months of expenditure around £25,000 in unrestricted reserves to meet its commitments to staff, landlord and other creditors, should the charity have to dissolve for any reason. The unrestricted reserves of the charity at the year-end were £33,951; this includes £10,000 of designated funds. The reserves policy is reviewed annually.

Designated Funds

Designated funds totalling £10,000 are unrestricted funds that have been assigned by the charity for specific purposes in the future. The current amount is to cover the costs relating to the office move which consist of dilapidations and IT infrastructure costs.

Risk Management

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems and procedures have been put in places to lessen these risks.

FUTURE PLANS

Following on from the areas of work outlined above, the following developments are anticipated for 2017/18:

We will continue to offer home based visiting support delivered by trained volunteers and staff but we want to improve access to the service and avoid duplicating delivery with our partner agencies. We are therefore committed to developing and testing a joint referral system with Home-Start Leith and North East Edinburgh and Home Link Family Support. The home visiting support will continue to be funded mainly by the grant from City of Edinburgh Council and The Robertson Trust has pledged some additional funding for the years 2017-2019.

The increase in demand for group support together with the expanded peep learning together programme materials and opportunities now open to us as a Peep Delivery Centre provide us with a service development opportunity.

FUTURE PLANS (continued)

As this work is delivered in partnership with colleagues in Early Years and Lifelong Learning and both teams are experiencing a period of transition, we decided to apply to the City of Edinburgh Council for a small grant to pilot a group worker term time post and this application successfully received 12 months funding. This will enable us to test new models of working in order to inform a future funding application.

In September 2017 our office lease will end. Our current premises are too large for our office needs but too small to deliver most of our group work. As we have grown, the long-term commercial lease has proved increasingly inflexible and has brought unpredictable maintenance costs, making budgeting difficult. The new premises will provide us with a more flexible and cost-effective base. We already do much of our volunteer recruitment, training and support out in the community and group work will continue to be delivered in convenient locations such as community centres and halls.

Investing in our services

The savings we make on rental costs will allow us to:

- Develop our service delivery in the full range of geographical locations we serve across Edinburgh West and South-West (including the costs of group work, volunteer recruitment training and support, and increased costs of staff and volunteer travel).
- Explore new opportunities to work in partnership with the voluntary and statutory sector.
- Improve our IT system to make remote working easier for our staff, who increasingly operate 'on the move' visiting families and volunteers, and delivering group work in a range of community locations.
- Invest in better communications (including our website, social media presence and physical communication aids such as a pop-up banner) to ensure that we continue to promote and celebrate our scheme's work in the communities we serve.

In the current climate of financial pressures, and growing need across the voluntary, statutory and community sector, we believe this move will contribute to our longer term sustainability and allow us to respond more quickly to future challenges as we continue our vital work supporting families in Edinburgh West and South-West.

Our most valuable asset is our volunteers and their skills benefit the community we work in. We will continue to diversify our volunteer opportunities to enable us to expand our services to meet identified local need.

Following the office move in September 2017 we will revisit our finances and seek new funding opportunities.

In summary we will:

- Continue to deliver our core home visiting service
- Develop access to family group activities
- Continue to expand our volunteer pool
- Maintain our contribution to wider partnering arrangements and networks
- Move to more cost effective accommodation and invest in IT and communications
- Consult with families and the agencies who support them to identify their needs
- Continue to access extra funding to increase the capacity of the scheme to meet the needs of families
- Continue to access/develop on-going training for staff and volunteers
- Seek new funding to maintain our staff team and mainstream pilot projects

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity at the end of the year and of the incoming and outgoing resources for the year then ended.

In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently.
- make judgements and estimates that are reasonable and prudent, and
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue its activities.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial accounts comply with the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities SORP (FRS102).

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report, which has been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies, was approved by the trustees on the 5th September 2017 and signed on their behalf by:-



Mairi McReynolds FCCA
Treasurer

INDEPENDENT EXAMINER'S REPORT

For the year ended 31st March 2017

Independent Examiner's Report to the trustees of Home-Start Edinburgh West and South West

I report on the accounts of the charity for the year ended 31st March 2017, which are set out on pages 11 to 19.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 ("the 2005 Act") and the Charities Accounts (Scotland) Regulations 2006 (as amended) ("the 2006 Regulation's") and the Charities SORP (FRS102). The trustees consider that the audit requirement of Regulation (10) (1) (a)-(c) of the 2006 Regulations does not apply. It is my responsibility to examine the accounts under section (44) (1) (c) of the 2005 Act and to state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination is carried out in accordance with the Regulation 11 of the 2006 Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

In connection with my examination no matter has come to my attention:-

1. which gives me reasonable cause to believe that in any material respect, the requirements:

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

have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Philip Duncan FCCA

Statement of Financial Activities
(including Income and Expenditure Account)
For the year ended 31st March 2017

	Note	Unrestricted Funds	Unrestricted Designated Funds	Total Unrestricted Funds	Restricted funds	Total 2017	Total 2016
Income and endowments from:							
Donations and legacies	3	9,802	-	9,802	46,237	56,039	32,670
Charitable activities	4	-	-	-	48,145	48,145	57,502
Total		9,802	-	9,802	94,382	104,184	90,172
Expenditure on:							
Raising funds	6	877	-	877	36	913	1,176
Charitable activities	7	2,761	-	2,761	96,470	99,231	91,110
Total		3,638	-	3,638	96,506	100,144	92,286
Net Income/(expenditure)		6,164	-	6,164	(2,124)	4,040	(2,114)
Transfer between funds	10	(10,000)	10,000	-	-	-	-
Net movement in funds		(3,836)	10,000	6,164	(2,124)	4,040	(2,114)
Reconciliation of funds							
Total Funds @ 1 st April 2016		27,787	-	27,787	7,046	34,833	36,947
Total Funds @ 31 st March 2017		23,951	10,000	33,951	4,922	38,873	34,833

The statement of financial activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006

The notes on pages 15 to 19 form an integral part of these accounts.

BALANCE SHEET
AS AT 31 MARCH 2017

	<u>Note</u>	<u>Unrestricted Funds</u>	<u>Restricted funds</u>	<u>Total 2017</u>	<u>Total 2016</u>
Current Assets					
Cash at bank and in hand		33,951	6,195	40,146	36,003
		<u>33,951</u>	<u>6,195</u>	<u>40,146</u>	<u>36,003</u>
Current Liabilities					
Creditors(falling due within one year)	8	-	1,273	1,273	1,170
Net Current Assets		<u>33,951</u>	<u>4,922</u>	<u>38,873</u>	<u>34,833</u>
Net assets		<u>33,951</u>	<u>4,922</u>	<u>38,873</u>	<u>34,833</u>
Funds of the Charity					
	10				
Unrestricted Funds		23,951		23,951	27,787
Designated funds		10,000		10,000	-
Restricted Funds			4,922	4,922	7,046
		<u>33,951</u>	<u>4,922</u>	<u>38,873</u>	<u>34,833</u>

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2017

	Note	2017 Total	2016 Total
Cash flows from operating activities:			
Net Cash provided by (used in) operating activities	A	4,143	(1,154)
Change in cash and cash equivalents in the reporting period		4,143	(1,154)
Cash and cash equivalents at 1 st April 2016	B	36,003	37,157
Cash and cash equivalents at 31 st March 2017	B	40,146	36,003
Notes to the cashflow statement			
A Reconciliation of net income(expenditure) to net cash flow from operating activities			
Net income/(expenditure) for the reporting period		4,040	(2,114)
Adjustments for:			
Increase/(decrease) in creditors		103	960
Net Cash provided by (used in) operating activities		4,143	(1,154)
B Analysis of cash and cash equivalents			
Cash in hand		40,146	36,003
Total cash and cash equivalents		40,146	36,003

The trustees (who are also the directors of the company for the purposes of company law) confirm that for the year ended 31st March 2017:-

- The company was entitled to exemption from audit under section 477 of the Companies Act 2006; and
- Members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the ACT. However, in accordance with section 44 of the Charities and Trustees Investment (Scotland) Act 2005, the accounts have been examined by an independent examiner whose report is on page 9

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

The notes on pages 14 to 18 form an integral part of these accounts

These accounts, which have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies and the Charities SORP (FRS102), were approved by the Trustees on the 5th September 2017 and signed on their behalf by:-



Mairi McReynolds FCCA

Treasurer

Notes to the Financial Statements
For the year ended 31st March 2017

1. Basis of Preparation

1.1. Basis of accounting

The financial statements have been prepared on the basis of historic cost in accordance with:-

(a) The Charities and Trustee Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006 (as amended).

(b) Accounting and Reporting by Charities – Statement of Recommended Practice (FRS 102)

(c) The Companies Act 2006

The charity has no fixed assets of investments that require to be reported at market value.

2 Accounting Policies

2.1 Fund Accounting

(a) Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objects of the charity.

(b) Restricted funds may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for specific purposes. The purposes of the restricted funds are shown in Note 10.

2.2 Income and endowments

(a) Income and endowments are recognised and included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources; the trustees are virtually certain they will receive the resources; and the monetary value can be measured with sufficient reliability.

(b) Bank interest is recognised when it is credited to the account.

2.3 Expenditures and Liabilities

(a) Expenditure is accounted for and included in the Statement of Financial Activities on an accruals basis.

(b) Liabilities are recognised as soon as there is a legal or constructive obligation to pay out resources.

Notes to the Financial Statements
For the year ended 31st March 2017

2.4 **Assets**

Tangible fixed assets are capitalised if they can be used for more than one year and cost more than £1000. Depreciation is calculated using the following rates:-

Computer and Office Equipment 33.3% per annum straight line.

Fixtures and Fittings 20.0% per annum straight line.

2.5 **Taxation**

The charity is not liable to income or capital gains tax on its charitable activities. Irrecoverable VAT is included in the asset cost or expense to which it relates.

Note		Unrestricted Funds	Restricted Funds	Total 2017	Total 2016
3	Donations and legacies				
	Robertson Trust	-	10,000	10,000	10,000
	Christina Mary Hendry	-	12,500	12,500	-
	United Way	-	1,000	1,000	-
	Volant Trust	-	7,000	7,000	5,000
	VAF	-	9,087	9,087	9,150
	One City Trust	-	6,650	6,650	-
	Jane McLaren	-	-	-	40
	Donations	9,802	-	9,802	8,480
		9,802	46,237	56,039	32,670
4	Charitable Activities				
	City of Edinburgh Council	-	48,145	48,145	50,680
	Big Lottery	-	-	-	6,822
		-	48,145	48,145	57,502

Notes to the Financial Statements
For the year ended 31st March 2017

5 Trustee and Employee Information

- a) No remuneration was paid to the Trustees during the year.
No expenses were paid to any trustees during the year.

	2017	2016
b) Employee costs during the year were:		
Salaries	63,556	59,698
Employers Nat Ins	1,360	1992
Employers Pension Contribution	2,951	1357
Total	<u>67,867</u>	<u>63,047</u>

No employee received remuneration above £60,000 (2016:Nil)

Average Number of full time equivalent employees in the year **2.8**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from the charity within an externally administered fund. The employer's pension contributions represent payments payable by the charity to the fund.

	Unrestricted Funds	Restricted Funds	Total 2017	Total 2016
6 Raising funds				
Fundraising Consultant	697	-	697	960
Just Giving	180	36	216	216
	<u>877</u>	<u>36</u>	<u>913</u>	<u>1,176</u>

Notes to the Financial Statements
For the year ended 31st March 2017

	Unrestricted Funds	Restricted Funds	Total 2017	Total 2016
7 Charitable Activities				
Staff Costs (See Note 5)	1,059	66,808	67,867	63,047
Staff Travel and Training	485	1,792	2,277	1,174
Home Start UK	221	450	671	1,398
Volunteer Expenses and Training	9	1,924	1,933	4,533
Family Events & Hospitality	178	4,939	5,117	507
Advertising and Recruitment	18	412	430	853
Membership and Subscriptions	444	450	894	48
Telephone and Broadband	24	809	833	824
Office Supplies and Expenses	181	2,018	2,199	3,019
Heat Light & Water	39	1,657	1,696	1,450
Insurance	-	685	685	1,130
Rent	-	13,020	13,020	12,500
Maintenance & Repairs	28	873	901	-
Professional Fees	75	35	110	59
Payroll Preparation	-	598	598	568
	2,761	96,470	99,231	91,110
8 Creditors				
PAYE & NI Contributions	-	1,273	1,273	1,170
	-	1,273	1,273	1,170

9 Operating Lease

The Trustees of the former unincorporated charity entered into a non-cancellable operation lease in respect of their premises at 108A - 110A Gorgie Road Edinburgh EH11 2NP for a period of 120 months on 1st April 2007. The amounts payable under the agreement are:-

	2017	2016
Within 12 months	8,500	12,500
After 12 months	-	8,500

Notes to the Financial Statements
For the year ended 31st March 2017

10 Movement between Funds	Fund balances brought forward			Net Transfer of funds	Balance 31/03/17
	Income	Expenditure			
Unrestricted Funds	27,787	9,802	3,638	(10,000)	23,951
Designated funds	-	-	-	10,000	10,000
Total Unrestricted Funds	27,787	9,802	3,638	-	33,951
Restricted Funds					
City of Edinburgh Council	-	48,145	48,145	-	-
Robertson Trust	1,692	10,000	10,022	-	1,670
Christina Mary Hendry	-	12,500	12,500	-	-
United Way	-	1,000	1,000	-	-
Volant Trust	850	5,000	5,850	-	-
Women's Fund Scotland	-	2,000	965	-	1,035
VAF	-	9,087	9,087	-	-
Big Lottery	4,504	-	4,504	-	-
One City Trust	-	6,650	4,433	-	2,217
Total Restricted Funds	7,046	94,382	96,506	-	4,922
Total Funds	34,833	104,184	100,144	-	38,873

Purposes of Restricted Funds

City Of Edinburgh Council	Core operational costs to recruit, train and match volunteers with families and group activities
Robertson Trust	Family Support Worker
Christina Mary Hendry	Additional Co-ordinator hours
United Way	Group expansion and development
Volant Trust	Family Support Worker
Women's Fund Scotland	Peep Progression Pathway delivery costs
VAF	Volunteer development and diversification
Big Lottery	Courses aimed at upskilling parents, carers and volunteers
One City Trust	Development of Family Support

