

REGISTERED COMPANY NUMBER: SC313740 (Scotland)
REGISTERED CHARITY NUMBER: SC037882

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 MARCH 2019
FOR**

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

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FOR THE YEAR ENDED 31 MARCH 2019**

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**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

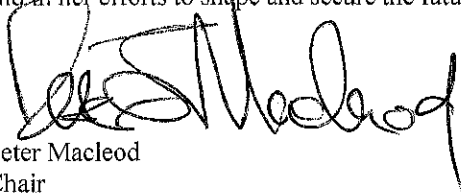
**MESSAGE FROM CHAIR
FOR THE YEAR ENDED 31 MARCH 2019**

These accounts reflect Iriss' ability to continue to deliver engaging work for the Scottish social services sector while also working to change in order to meet the future requirements for funding.

We are grateful to all our partners across the sector whose collaboration and support strengthen our work and reach. We are also indebted to the Scottish Government for their financial support in 2018-19.

2018-19 was a productive year for Iriss. I would like to take this opportunity to thank the staff members on behalf of the Board for their efforts and dedication. I am also grateful to the members of the Board for their time, expertise and stewardship. This year the trustees have worked tirelessly to direct Iriss towards a secure future.

Finally, I would like to thank Rikke Iversholt, who has shown great commitment in the day-to-day management of Iriss and in her efforts to shape and secure the future of the organisation.



Peter Macleod
Chair

Date: 14 November 2019

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**MESSAGE FROM DIRECTOR
FOR THE YEAR ENDED 31 MARCH 2019**

I am delighted to present the accounts for the year ended 31 March 2019. It has been a busy and productive year for the Iriss team. We worked with a wide variety of partners throughout Scotland, and I would like to thank each of the many people and organisations across the sector with whom we have connected in the past year. Our online resources have been used like never before, and I am equally grateful to each and everyone who has engaged with us online.

Iriss' grant from the Scottish Government for 2018-19 remained the same as the previous year. All grant-funded work was delivered successfully to budget. We also secured a number of additional projects that helped diversify our income and get the team involved with supplementary creative work in the sector. The deficit shown in the statement of financial activities reflects the need to draw on the charity's reserves to cover expenditure relating to the ongoing change process in light of the Scottish Government reviewing the outcomes it seeks from the grant funding currently provided to Iriss. Our governance costs also reflect this focus.

Throughout the aforementioned review process we have worked closely with the Office of the Chief Social Work Adviser, and I would like to thank them for their continued engagement and collaboration with us to seek the best possible outcomes for the organisation and the social services sector in Scotland.

I am grateful to the Board for its sustained commitment to me and my colleagues and for working tirelessly to secure a positive future for Iriss.

Lastly, I would like to express my gratitude to my colleagues in the Iriss staff team for pulling together to deliver great work during the year, placing Iriss in a good position for the future.



Rikke Iversholt
Acting Director

Date: 14 November 2019

INSTITUTE FOR RESEARCH AND INNOVATION IN SOCIAL SERVICES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2019. 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 2015).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Mission

Iriss's mission is to promote positive outcomes for the people who use Scotland's social services by enhancing the capacity and capability of the social services workforce to access and make use of knowledge and evidence for service innovation and improvement.

Our Vision

A high quality, continually improving social services sector renowned for its effective use of knowledge and research-based innovation.

Strategic outcomes

We work to deliver three key outcomes:

- Embed a culture of collaboration, open to new ideas
- Ensure everyone has the knowledge, tools and skills to effectively use evidence and to innovate
- Place people at the centre of the design of services and support

Our Values

Our core values underpin how we deliver our services in creative and innovative ways:

- We are innovative
- We are always learning
- We value people and relationships
- We communicate creatively and openly

Significant activities

A number of principles are core to the work of Iriss and provide the framework and rationale within which we seek to work.

- Our work will focus on the core business of the social services community and those they work with and will be outcomes-focused.
- We will work in partnership to generate innovation and promote evidence-informed practice in order to improve outcomes for people who access support.
- Our work will respond to a wide range of stakeholders in driving forward change.
- People who use services will be core to the delivery of our work programme.
- Iriss will evaluate its activities to ensure that they contribute to the effective achievement of outcomes for individuals.
- Our approaches will be varied and flexible, responsive to the needs of individuals and organisations.
- There will be a focus on cost effectiveness in respect of all the activities of Iriss.
- Iriss will promote the effective and appropriate use of technology, and will work towards the removal of barriers that prevent the use of web-based knowledge.

Our Themes

Our work correlates to four themes:-

- Engagement
- Partnership
- Prevention
- Effectiveness

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Key Achievements 2018 - 2019

Iriss is an organisation that improves the lives of people supported by social services, by enhancing the capacity and capability of the social services workforce. The organisation celebrated its 10th anniversary in 2018. Included below is a brief overview of the organisation's project work for the year. This work supports the delivery of Social services in Scotland: a shared vision and strategy 2015-2020.

Insights

This long standing series of publications present a summary of evidence and implications for practice on current topics related to social services in Scotland. Over 2018/19 we published eight Insights:

- Insight 42 - Pre birth child protection
- Insight 43 - Good practice with adults in adoption
- Insight 44 - Restorative justice
- Insight 45 - Participation: its impact on services and the people who use them
- Insight 46 - Social media and social service workers
- Insight 47 - Rural social work in Scotland
- Insight 48 - Managing high-risk sex offenders
- Insight 49 - Social pedagogy and its relevance for Scottish social welfare

Iriss.fm - Scotland's social services podcast

At the close of the business year, Iriss.fm had migrated its content to a new platform (Libsyn) making the podcast available through other services such as Google Podcasts and Spotify, and increasing potential audiences. A new series of interviews - Freshly Squeezed - was launched to profile key influencers in social services in Scotland.

Over the year we published 43 episodes. Examples of topics include:

- Freshly squeezed
- Social security Scotland
- Self-directed support
- People-led policy panel
- Learning disability week
- Co-production week
- Year of young people
- Shared lives
- Talking hope
- Talking points

Evidence search and summary service (ESSS)

The service received and responded to over 20 enquiries and produced a total of 17 Outlines on topics ranging from disability, domestic abuse and mental health, to Adverse Childhood Experiences, assessments and self-directed support.

As a result of this work:

- There has been increased practitioner awareness and knowledge of what evidence is available on particular topics.
- Organisations have been supported with putting evidence into practice.
- There has been continued monthly contribution to the IFIC Scotland webinar series over the year, providing reading lists of relevant and interesting research and practice outputs relating to themes.

Online learning

A 'Finding and using evidence' online course was launched in March 2019 on the Moodle platform. The course continues into 2019-20

As a result of this course:

- Over 100 people have signed up.
- There is improved understanding of how to find and use evidence.

National social services search

This national search facility enables people to search resources across multiple websites from one place.

As a result of this work:

- The workforce has access to a wide range of resources from one search.
- Five partner organisations saw the value of the search and agreed to add the facility to their own websites. These organisations included: Scottish Social Services Council (SSSC), the Care Inspectorate, Centre for Youth and Criminal Justice (CYCJ), Coalition of Care and Support Providers (CCPS) and Social Work Scotland.
- A short guide to adding the search to websites was produced.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

New care standards

This project aimed to test and refine an understanding of the new care standards for adult services within two local areas - East Renfrewshire and Perth and Kinross. It launched as a collaboration between Iriss, the Health and Social Care Standards Implementation Team and the Care Inspectorate.

As a result of this work:

- An evaluation toolkit was produced to support organisations evaluate their activities.
- Organisations involved had a deeper understanding of the new care standards, as well as the challenges and opportunities they presented.
- A summary report of the project was produced.

Service user and carer involvement in social work education

This project aimed to showcase what service user and carer involvement in social work education looks like, what makes it work and the benefits it brings. It was a partnership of Iriss and the Scottish Inter-University Service User and Carers Network.

As a result of this work:

- Seven stories were published which illustrated service user and carer involvement in social work education across the Scottish universities.
- An event was co-planned and delivered on 17 April 2018, with thoughtful and inspirational contributions from Scotland, Sweden and Belgium, to share and promote learning and to look to the future of service user and carer involvement.
- Iriss maintains links with the Scottish Inter-University Service User and Carers Network, and continues to attend meetings as a member of this group.

Co-production

Project on Co-production focused on the embedding of co-production practices in social service delivery and design, following the publication of the planner resource in 2018.

As a result of this work:

- Over 400 co-production project planners were disseminated at workshops and events.
- Organisations and individuals interested in co-production got the opportunity to learn how to use the planner in their own practice.
- Workshops were held at key events including the Social Services Expo, Healthier Futures Forum, Firestarter Festival, Jam For Justice and What Works Scotland event.
- A number of organisations, including Turning Point Scotland and the Govan Community.
- Co-Production advice sessions on using the planner.
- A co-production blog was launched to share learning and best practice with the workforce.
- Co-production clinics took place during Co-production Week to support individuals using the planner.
- Creative Scotland and Red Bridge Arts asked us to contribute to their event on the topic of 'collaboration'. We presented a Pecha Kucha style presentation on cross sector collaboration at a Creative Scotland Learning event.

HOW (Hands-on-workshops)

A series of workshops to support the workforce in effective and engaging communications throughout the sector, increase awareness and continue development of relationships with the workforce.

As a result of this work:

- A total of 14 workshops were delivered across the year in Glasgow, Edinburgh and Inverness.
- Bespoke workshops for Health Improvement Scotland and Highland Third Sector Collaborative were also delivered.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Supporting improving use of evidence

We lead the 'Improving use of Evidence' strand of the Social Services Vision and Strategy 2015-20 and continue to play an integral role in supporting this strand of the strategy through involvement in the advisory group and a number of emerging projects/actions.

As a result of this work:

- A collection of 13 evidence papers detailing an evidence into action scoping methodology were published.
- The Steering Group increased its members from Scottish Care, CCPS, CELCIS, SSSC, Care Inspectorate, CYCJ, Uni. of St Andrews, Uni. of Dundee, SWS and SASW.
- A Making Evidence Meaningful event was attended by 40 practitioners from across social services in Scotland, which explored the ways in which a wide range of evidence perspectives and voices influence the delivery of social support and care in Scotland.

Supporting the emerging workforce

This involved maintaining and developing strategic alliances and relationships to support final year students/newly-qualified members of the social services workforce.

As a result of this work:

- We contributed to the planning and delivery of the fourth annual conference for final year social work students and newly-qualified social workers.
- The second national 'What Matters to Us' conference aimed at final year HN students in social care and early years and college staff from these courses, came together for a very well-received conference, with key themes on person-centred care and leadership.
- Four stories of everyday leadership were produced in partnership with UWS students on the Integrated Health and Social Care programme.

Scaling up outcomes & CO and partnerships & CO tools

Toolkits on the topics of outcomes and partnerships were launched in 2017 to support practitioners and managers reflect on their views, values and experiences of a personal outcomes, and partnership approach, respectively.

As a result of this work:

- The Care Inspectorate introduced use of the tools for inspection work, especially around integration of the new care standards.
- Practitioners at the Social Services Expo and other key events attended workshops on partnerships and outcomes.
- The tools were used by Renfrewshire Council's Regeneration Team in community engagement workshops.

Early Years Scotland - self care and wellbeing

We were approached by Early Years Scotland to run four half-day workshops with them, some of which used a community of enquiry approach to support practitioners and managers across the services meet together and discuss issues that were important to them, and to explore and find practical ways to support themselves in their roles.

As a result of this work:

- The Early Years Scotland team has a new understanding of the evidence behind self-care and well-being in the workplace.
- The team was able to employ different strategies to reflect on their own well-being and to make positive changes.

Village storytelling centre - Drumchapel Early Years network

In partnership with the Village Storytelling Centre, we produced the story of the Drumchapel Early Years Network, a network which aims to improve the lives of children and families in Drumchapel.

As a result of this work:

- A multimedia story of the network was created, which included a creative and engaging animation and the perspectives of those involved.
- The impact and achievements of the network were recorded and promoted.
- Learning about this network model was shared with the wider sector.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Glasgow City Council - Participatory Budgeting

We were contracted by Glasgow City Council deliver workshop development (including meetings and planning sessions), full day workshops with the citizens panels and post workshop evaluation and reporting.

As a result of this work:

- Calton participatory budgeting citizens panel was informed on visioning and mapping of co-production for their context.
- North West Glasgow Voluntary Sector Network participatory budgeting citizens panel gained knowledge about co-production and community engagement.

CELCIS

CELCIS approached us with a tentative idea for an online child-placement timeline builder. We undertook to help them assess the viability of such a tool and to specify and design an interface and user experience that could potentially form the basis of such an application, should they determine to proceed with its development.

As a result, we worked with CELCIS to scope and prototype online tools that would enable local authority social work staff to create anonymised visual timelines detailing the placement history of looked after children. Should it be deemed viable, such a tool would allow social work professionals to easily enter data themselves, generate times, and export them for offline use in the form of a graphic for inclusion in reports and other materials. This would greatly simplify the creation of such charts, reducing the need for specialist knowledge and complex spreadsheet software.

STAF - Connecting Voices

We were commissioned by Scottish Throughcare and Aftercare Forum (STAF) to create a facilitated scope and support in the writing of a report on the history and achievements of Connecting Voices project, a collaborative STAF project with young people in East Ayrshire. This report was designed by Iriss for publication by STAF.

As a result of this work:

- The voices of the young people were heard and it showcased the benefits of developing a co-design approach to designing and implementing care services in the sector.

Critical History of Community Social Work

A critical history of community social work was commissioned by Iriss to mark the 50th anniversary of the Social Work (Scotland) Act 1968. A limited edition print version was jointly published by Iriss, SASW and Social Work Scotland.

As a result of this work:

- Community social work in Scotland was celebrated - copies of the report were circulated at key sector events throughout 2018.
- S A 'Talking Social Work' event was held at the University of Dundee to promote the publication Community social work in Scotland with the author, Colin Turbett. His and others' contributions were captured for our Iriss.fm podcast.
- A workshop was delivered at the Social Work Scotland event in Dec 2018 titled, Celebrating 50 years of the Social Work (Scotland) Act 1968.

SSSC - careers website

The Scottish Social Services Council (SSSC) approached us to support them with filming and photography for their Careers website.

As a result of this work:

- Films and photographs are included in a careers website which will support the recruitment and retention of staff in social services.

Compassionate Inverclyde

We worked with Compassionate Inverclyde, a voluntary organisation, to design and publish an illustrated evaluation report together with infographic poster detailing project activity.

As a result of this work:

- Inverclyde's innovative citizen led collaboration is transforming attitudes and behaviours around loneliness, isolation, death, dying and bereavement.
- Compassionate Inverclyde's evaluation report won a 2018 COSLA Excellence Award for 'Best paper' at ICIC19.

INSTITUTE FOR RESEARCH AND INNOVATION IN SOCIAL SERVICES

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Social Work Scotland Annual Conference

We produced a series of short interviews with sector staff that were shown at Social Work Scotland's annual conference.

FINANCIAL REVIEW

Financial position

Iriss' total income for the year was £795,173 with expenditure of £807,056 leaving a deficit of £11,883.

The charity has total unrestricted funds at 31 March 2019 of £733,986 with £269,786 of this in the unrestricted general fund.

Full details of these funds can be found in Note 17 to the financial statements.

Principal funding sources

Iriss receives its main grant funding from the Scottish Government. Funding of up to £750,000 has been secured for the year to 31 March 2020.

Material Investments Policy

Iriss does not have any long-term assets. Funds that are in surplus to requirements may be kept on a treasury deposit.

Reserves policy

Iriss is required to maintain adequate financial reserves to provide sustainability and meet the needs of the organisation.

The management of financial reserves is a key tool within Iriss's medium to long term financial planning. Iriss has classified its reserves into three main areas:-

- Unrestricted funds - the general and contingency funds to protect from risk.
- Unrestricted Designated funds - funds set aside for particular purposes at the discretion of the trustees.
- Restricted funds - funds awarded to Iriss for a specific purpose.

The funds within these three main areas are detailed at Note 17.

Setting the level of the funds is one of several related decisions in the formulation of Iriss's strategic and financial plans and risk management processes.

The trustees consider that 3 - 6 months of operating costs is a suitable level of unrestricted funds to hold to provide for financial resilience and this level has been achieved.

Within the Unrestricted funds the trustees have earmarked a contingency fund (Iriss fund) based on approximately 3 - 6 months operating costs which they wish to hold at all times. Although there is no intention to cease the operations the Board considers it to be prudent financial management to ensure such an amount is earmarked within the unrestricted funds.

Going concern

Following the Scottish Government review of grant funding which commenced in 2016, at the time of writing, Iriss remains in a position of ongoing strategic review. Engagement with key strategic partners around future funding and delivery models for Iriss is ongoing. The charity has cash resources and has no requirement for external borrowings. Detailed budgets are approved by the trustees and monitored against management accounts to control and manage the finances of the charity. The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements. There are no known, material uncertainties about the charity's ability to continue as a going concern.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

FUTURE PLANS

Our work for 2020-21 will continue to be shaped by key Scottish Government strategic priorities such as the National Health and Wellbeing Outcomes, the forthcoming vision and strategy for Scotland's Social Services and additional policy drivers. We will seek to continue to strengthen strategic partnerships with key social service partner organisations, describing our contribution and outcomes for the social services workforce and defining our evaluation of our projects.

Iriss remains confident that its work to support the social services workforce to make use of knowledge and research for service innovation and improvement will continue to be a valued contribution to workforce development.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The company, which is a recognised charity in Scotland, is a charitable company limited by guarantee and was set up by a Memorandum and Articles of Association on 20 December 2006. The company is registered charity with the Office of the Scottish Charity Regulator, number SC037882.

Recruitment and appointment of new trustees

The process of appointing Trustees will adopt where possible the principles of the Public Appointments and Public Bodies etc. (Scotland) Act 2003 and will follow Iriss's recruitment and appointment process as detailed in the Governance Code of Practice.

Organisational structure and decision-making

Iriss has a governance framework that includes the adoption of appropriate policies and procedures, standing orders and audit arrangements. The Strategic Board executes its legal and statutory responsibilities and demonstrates good practice by:

- Implementing effective leadership, strategic direction and governance of Iriss;
- Focusing on Iriss's purpose and meeting its intended outcomes for all stakeholders;
- Performing effectively as a strategic board (Board of Management) in clearly defined roles and function;
- Putting the organisational values into practice and demonstrating these through actual behaviour;
- Taking informed, transparent decisions and managing risk;
- Developing the skills of Board members and senior employees in the effective execution of their responsibilities;
- Engaging with our stakeholders to encourage active dialogue and representation and make our accountability real.

In executing their governance responsibilities, the Strategic Board is supported by a skilled and experienced staff team led by the Director.

The Director and Finance Officer attend each Board meeting. Other senior staff members attend Board meetings as appropriate to engage in strategic discussion on thematic issues. This enables the Board to undertake its business including strategy development and governance in an efficient manner and in accordance with good practice.

Induction and training of new trustees

Iriss has an induction process in place for new Trustees and staff members. The Chair is responsible for induction and training of all new Trustees. Each new Trustee receives an Iriss governance handbook detailing codes of practice and undertakes an induction session with the Director and to familiarise themselves with all policies, practices and activities of the organisation. Board development sessions are provided to ensure each Trustee possesses the necessary skills and knowledge to execute their governance responsibilities.

Key management remuneration

The trustees consider that the trustees and director comprise the key management personnel in charge of directing and controlling, running and operating the charity on a day to day basis. The remuneration policy for all employees is to match the skills, experience and qualifications of each position consistent with a framework based on Strathclyde University pay scale rates.

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Strategic Board has developed a risk strategy and risk management process to expose strategic and operational risks within discrete areas of the organisation and its finances. The Strategic Board also have in place a comprehensive set of Finance Standards with a schedule of delegated authorities to ensure appropriate controls within Iriss's financial systems and procedures.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC313740 (Scotland)

Registered Charity number

SC037882

Registered office

Brunswick House
51 Wilson Street
Glasgow
G1 1UZ

Trustees

A K Britain

M R Cawley

J Elder-Woodward

- appointed 01.10.18

T J Eltringham

Dr D Macaskill

P Macleod

R Okasha

- appointed 01.08.18, resigned 26.11.18

R D Parry

- appointed 01.10.18

N T Quinn

K Reid

- resigned 30.06.18

E Torrance

A L Wood

Director / Key Management

R Iversholt (Acting)

Company Secretary

M R Ross

- resigned 14.12.18

Harper MacLeod LLP

- appointed 18.12.18

The Ca 'Doro

45 Gordon Street

Glasgow

G1 3PE

Auditors

Hardie Caldwell LLP

Statutory Auditors

Chartered Accountants

Citypoint 2

25 Tyndrum Street

Glasgow

G4 0JY

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2019**

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Institute for Research and Innovation in Social Services for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

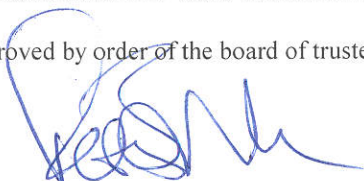
In so far as the trustees are aware:

- 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

Hardie Caldwell LLP acted as auditors during the year and have expressed their willingness to continue in office.

Approved by order of the board of trustees on 14 November 2019 and signed on its behalf by:



P Macleod - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF INSTITUTE FOR RESEARCH AND INNOVATION IN SOCIAL SERVICES

Opinion

We have audited the financial statements of Institute for Research and Innovation in Social Services (the 'charitable company') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2019 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF INSTITUTE FOR RESEARCH AND INNOVATION IN SOCIAL SERVICES

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the charitable company has not kept proper and adequate accounting records 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.

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, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees 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 and trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Marion Hopper (Senior Statutory Auditor)

for and on behalf of Hardie Caldwell LLP

Statutory Auditors

Chartered Accountants

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Citypoint 2

25 Tyndrum Street

Glasgow

G4 0JY

Date: 20 November 2019

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Supporting the social services workforce through knowledge, innovation and evidence		765,334	29,260	794,594	844,425
Investment income	3	579	-	579	502
Total		<u>765,913</u>	<u>29,260</u>	<u>795,173</u>	<u>844,927</u>
EXPENDITURE ON					
Charitable activities	5				
Supporting the social services workforce through knowledge, innovation and evidence		797,696	9,360	807,056	863,695
NET INCOME/(EXPENDITURE)		<u>(31,783)</u>	<u>19,900</u>	<u>(11,883)</u>	<u>(18,768)</u>
Transfers between funds	17	14,650	(14,650)	-	-
Net movement in funds		<u>(17,133)</u>	<u>5,250</u>	<u>(11,883)</u>	<u>(18,768)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		751,119	-	751,119	769,887
TOTAL FUNDS CARRIED FORWARD		<u><u>733,986</u></u>	<u><u>5,250</u></u>	<u><u>739,236</u></u>	<u><u>751,119</u></u>

The notes form part of these financial statements

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**BALANCE SHEET
AT 31 MARCH 2019**

	Notes	2019 £	2018 £
CURRENT ASSETS			
Debtors	13	30,135	4,265
Cash at bank and in hand		735,372	768,399
		<u>765,507</u>	<u>772,664</u>
CREDITORS			
Amounts falling due within one year	14	(26,271)	(21,545)
NET CURRENT ASSETS		<u>739,236</u>	<u>751,119</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>739,236</u>	<u>751,119</u>
NET ASSETS		<u><u>739,236</u></u>	<u><u>751,119</u></u>
FUNDS	17		
Unrestricted funds:			
General fund		269,786	286,919
Iriss fund		375,000	375,000
Designated - Business Development		89,200	89,200
		<u>733,986</u>	<u>751,119</u>
Restricted funds		5,250	-
TOTAL FUNDS		<u><u>739,236</u></u>	<u><u>751,119</u></u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 14 November 2019 and were signed on its behalf by:

P Macleod -Trustee

M R Cawley -Trustee

The notes form part of these financial statements

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	2019 £	2018 £
Cash flows from operating activities:			
Cash generated from operations	1	(33,606)	(100,703)
Net cash provided by (used in) operating activities		<u>(33,606)</u>	<u>(100,703)</u>
Cash flows from investing activities:			
Interest received		<u>579</u>	<u>502</u>
Net cash provided by (used in) investing activities		<u>579</u>	<u>502</u>
Change in cash and cash equivalents in the reporting period		<u>(33,027)</u>	<u>(100,201)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>768,399</u>	<u>868,600</u>
Cash and cash equivalents at the end of the reporting period		<u><u>735,372</u></u>	<u><u>768,399</u></u>

The notes form part of these financial statements

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2019**

**1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM
OPERATING ACTIVITIES**

	2019 £	2018 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(11,883)	(18,768)
Adjustments for:		
Depreciation charges	-	1,807
Interest received	(579)	(502)
Increase in debtors	(25,870)	(1,168)
Increase/(decrease) in creditors	4,726	(82,072)
Net cash provided by (used in) operating activities	<u>(33,606)</u>	<u>(100,703)</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

1. LEGAL STATUS OF THE CHARITY

The charity is a company limited by guarantee, incorporated and registered in Scotland, under company number SC313740, and has no share capital. The liability of each member in the event of a winding up is limited to £1.

The charity's registered number is SC037882.

The registered office is Brunswick House, 51 Wilson Street, Glasgow, G1 1UZ.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

The financial statements of the charitable company 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 2015)', 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

The charity has cash resources and has no requirement for external borrowings. Detailed budgets are approved by the trustees and monitored against management accounts to control and manage the finances of the charity. The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements. There are no known, material uncertainties about the charity's ability to continue as a going concern.

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.

Where income is received for future accounting periods it is deferred and included in creditors.

Expenditure

Costs relating to charitable activities are charged to the Statement of Financial Activities on an accruals basis, inclusive of irrecoverable Value Added Tax. Expenditure is recognised when there is a legal or constructive obligation to pay for expenditure.

Charitable activities costs include costs incurred directly in meeting the objects of the charity, and also include support costs incurred in support of the direct costs.

Costs are apportioned between direct costs and support costs on a basis consistent with the use of resources.

Governance costs, a category within support costs, are costs attributable to compliance with the charity's constitutional and statutory requirements.

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	- 33% on cost
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**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

2. ACCOUNTING POLICIES - continued

Taxation

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

Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

The unrestricted general fund represents unrestricted funds which have not been designated for particular purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which have been raised by the charity for particular purposes and which are to be used in accordance with specific restrictions imposed by donors. The aim and use of each restricted fund is set out in the notes to the financial statements.

Pension costs

The charity participates in Universities Superannuation Scheme. The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The charity is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the charity therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risk of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequent measured at their settlement value.

Debtors

Debtors control account debtors are recognised at the settlement amount due with appropriate allowances for any irrecoverable amounts when there is objective evidence that the asset is impaired.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash on hand and cash at bank with a short term maturity, being twelve months or less, from the opening of the deposit or similar account.

Creditors

Creditors control account creditors and accrued expenses are recognised where the charity has a present obligation resulting from a past event that will probably result in a transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors control account creditors and accrued expenses are recognised at their settlement amount after allowing for any trade discounts due.

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

3. INVESTMENT INCOME

	2019	2018
	£	£
Investment income	<u>579</u>	<u>502</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2019	2018
		£	£
Grant income	Supporting the social services workforce through knowledge, innovation and evidence	750,000	841,887
Project income	Supporting the social services workforce through knowledge, innovation and evidence	29,260	-
Other consultancy and facilitation income	Supporting the social services workforce through knowledge, innovation and evidence	<u>15,334</u>	<u>2,538</u>
		<u>794,594</u>	<u>844,425</u>

The grant income is received from the Scottish Government.

5. CHARITABLE ACTIVITIES COSTS

	Direct costs (See note 6)	Support costs (See note 7)	Totals
	£	£	£
Supporting the social services workforce through knowledge, innovation and evidence	<u>711,366</u>	<u>95,690</u>	<u>807,056</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2019	2018
	£	£
Staff costs	563,792	555,266
Content development / running events	37,735	49,652
Other project & related costs	11,465	62,870
Conferences & external events	50	523
Recruitment costs	-	2,823
Accommodation expenses	70,494	79,478
Telephone	1,153	1,706
IT charges	13,964	14,379
Insurance	3,593	3,466
Equipment	5,040	5,082
Travel & subsistence	4,080	6,425
	<u>711,366</u>	<u>781,670</u>

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

7. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Supporting the social services workforce through knowledge, innovation and evidence	64,606	31,084	95,690

Support costs, included in the above, are as follows:

Management

	2019 Supporting the social services workforce through knowledge, innovation and evidence £	2018 Total activities £
Staff costs	50,637	33,980
Continual personal development	2,746	3,935
Accommodation expenses	3,710	4,183
Telephone	61	90
IT charges	735	757
Insurance	189	182
Bank charges	724	926
Financial and other professional fees	5,804	2,173
Depreciation of tangible fixed assets	-	1,807
	<u>64,606</u>	<u>48,033</u>

Governance costs

	2019 Supporting the social services workforce through knowledge, innovation and evidence £	2018 Total activities £
Staff costs	22,894	16,382
Auditors' remuneration	7,020	6,810
Financial and other professional fees	1,170	10,800
	<u>31,084</u>	<u>33,992</u>

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

8. NET INCOME/(EXPENDITURE)

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

	2019	2018
	£	£
Auditors' remuneration (net of VAT)	5,850	5,675
Depreciation - owned assets	-	1,807
	<u> </u>	<u> </u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2019 nor for the year ended 31 March 2018.

10. STAFF COSTS

	2019	2018
	£	£
Wages and salaries	509,228	488,975
Social security costs	49,436	47,160
Pension costs	78,659	69,493
	<u> </u>	<u> </u>
	<u>637,323</u>	<u>605,628</u>

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

	2019	2018
Charitable Activities	15	14
	<u> </u>	<u> </u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2019	2018
£60,001 - £70,000	1	-
	<u> </u>	<u> </u>

The key management personnel of the charity consists of the trustees and the director. The total employee benefits including employer pension contributions and excluding employer national insurance of the key management personnel in the year were £81,324 (2018: £81,652).

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - 31 MARCH 2018

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Supporting the social services workforce through knowledge, innovation and evidence	844,425	-	844,425
Investment income	502	-	502
Total	844,927	-	844,927
EXPENDITURE ON			
Charitable activities			
Supporting the social services workforce through knowledge, innovation and evidence	863,695	-	863,695
Total	863,695	-	863,695
NET INCOME/(EXPENDITURE)	(18,768)	-	(18,768)
RECONCILIATION OF FUNDS			
Total funds brought forward	769,887	-	769,887
TOTAL FUNDS CARRIED FORWARD	751,119	-	751,119

12. TANGIBLE FIXED ASSETS

	Office Equipment £
COST	
At 1 April 2018 and 31 March 2019	42,464
DEPRECIATION	
At 1 April 2018 and 31 March 2019	42,464
NET BOOK VALUE	
At 31 March 2019	-
At 31 March 2018	-

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Debtors control account	29,620	2,510
Prepayments	515	1,755
	<u>30,135</u>	<u>4,265</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Creditors control account	17,372	6,227
Accrued expenses	8,899	15,318
	<u>26,271</u>	<u>21,545</u>

15. LEASING AGREEMENTS

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

	2019 £	2018 £
Within one year	75,886	73,366
Between one and five years	17,711	88,557
	<u>93,597</u>	<u>161,923</u>

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
Current assets	760,257	5,250	765,507	772,664
Current liabilities	(26,271)	-	(26,271)	(21,545)
	<u>733,986</u>	<u>5,250</u>	<u>739,236</u>	<u>751,119</u>

Comparatives for analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	2018 Total funds £	2017 Total funds £
Fixed assets	-	-	-	1,807
Current assets	772,664	-	772,664	871,697
Current liabilities	(21,545)	-	(21,545)	(103,617)
	<u>751,119</u>	<u>-</u>	<u>751,119</u>	<u>769,887</u>

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

17. MOVEMENT IN FUNDS

	At 1.4.18 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
Unrestricted funds				
General fund	286,919	(31,783)	14,650	269,786
Iriss fund	375,000	-	-	375,000
Designated - Business Development	89,200	-	-	89,200
	<u>751,119</u>	<u>(31,783)</u>	<u>14,650</u>	<u>733,986</u>
Restricted funds				
Technology Enabled Care Programme	-	19,900	(14,650)	5,250
	<u>751,119</u>	<u>(11,883)</u>	<u>-</u>	<u>739,236</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	765,913	(797,696)	(31,783)
Restricted funds			
Technology Enabled Care Programme	29,260	(9,360)	19,900
	<u>795,173</u>	<u>(807,056)</u>	<u>(11,883)</u>

Comparatives for movement in funds

	At 1.4.17 £	Net movement in funds £	Transfers between funds £	At 31.3.18 £
Unrestricted Funds				
General fund	194,887	(18,768)	110,800	286,919
Iriss fund	375,000	-	-	375,000
Designated - Pension deficit	100,000	-	(100,000)	-
Designated - Business Development	100,000	-	(10,800)	89,200
	<u>769,887</u>	<u>(18,768)</u>	<u>-</u>	<u>751,119</u>
TOTAL FUNDS	<u>769,887</u>	<u>(18,768)</u>	<u>-</u>	<u>751,119</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

17. 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	844,927	(863,695)	(18,768)
TOTAL FUNDS	<u>844,927</u>	<u>(863,695)</u>	<u>(18,768)</u>

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

	At 1.4.17 £	Net movement in funds £	Transfers between funds £	At 31.3.19 £
Unrestricted funds				
General fund	194,887	(50,551)	125,450	269,786
Iriss fund	375,000	-	-	375,000
Designated - Pension deficit	100,000	-	(100,000)	-
Designated - Business Development	100,000	-	(10,800)	89,200
Restricted funds				
Technology Enabled Care Programme	-	19,900	(14,650)	5,250
TOTAL FUNDS	<u>769,887</u>	<u>(30,651)</u>	<u>-</u>	<u>739,236</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,610,840	(1,661,391)	(50,551)
Restricted funds			
Technology Enabled Care Programme	29,260	(9,360)	19,900
TOTAL FUNDS	<u>1,640,100</u>	<u>(1,670,751)</u>	<u>(30,651)</u>

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

17. MOVEMENT IN FUNDS - continued

Unrestricted funds

The Iriss fund represents an amount earmarked by the trustees as a contingency fund for the charity as explained in the reserves policy on page 8.

The Designated - Pension deficit fund represented an amount designated by the trustees to offset Iriss's share of the shortfall in the USS pension scheme. Given the current USS intention to increase annual contribution percentages to address the deficit this fund was released in 2018. Annual contributions will be funded from general funds.

The Designated - Business Development fund represents an amount designated by the trustees for internal review of the funding and activities of the charity.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2019.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019

19. PENSIONS

The total cost charged to the profit and loss account is £78,659 (2018: £69,493).

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2017 (the valuation date), which was carried out using the projected unit method. A valuation as at 31 March 2018 is underway but not yet complete.

Since the institution cannot identify its share of USS Retirement Income Builder assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2017 valuation was the fourth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £60.0 billion and the value of the scheme's technical provisions was £67.5 billion indicating a shortfall of £7.5 billion and a funding ratio of 89%.

The key financial assumptions used in the 2017 valuation are described below. More detail is set out in the Statement of Funding Principles.

Pension increases (CPI)	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves, less 1.3% p.a.
Discount rate (forward rates)	Years 1-10: CPI - 0.53% reducing linearly to CPI - 1.32% Years 11-20: CPI + 2.56% reducing linearly to CPI + 1.7% by year 21 Years 21 +: CPI + 1.7%

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2017 actuarial valuation. The mortality assumptions used in these figures are as follows:

Mortality base table	2017 valuation
	<u>Pre-retirement:</u>
	71% of AMC00 (duration 0 for males and 112% of AFC00 (duration 0) for females.
	<u>Post retirement:</u>
	96.5% of SAPS S1NMA "light" for males and 101.3% of RFV00 for females.
Future improvements to mortality	CMI 2016 with a smoothing parameter of 8.5 and a long term improvement rate of 1.8% pa for males and 1.6% pa for females.

The current life expectancies on retirement at age 65 are:

	2019	2018
Males currently aged 65 (years)	24.6	24.5
Females currently aged 65 (years)	26.1	26.0
Males currently aged 45 (years)	26.6	26.5
Females currently aged 45 (years)	27.9	27.8

**INSTITUTE FOR RESEARCH AND INNOVATION
IN SOCIAL SERVICES**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 MARCH 2019**

19. PENSIONS

A new deficit recovery plan was put in place as part of the 2017 valuation, which requires payment of 5% of salaries over the period 1 April 2020 to 30 June 2034. The 2019 pension liability provision reflects this plan. The provision figures have been produced using the following assumptions as at 31 March 2018 and 2019.

	2019	2018
Discount rate	2.44%	2.64%
Pensionable salary growth	n/a	n/a
Pension increases (CPI)	2.11%	2.02%

