

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

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020
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 2020**

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

**MESSAGE FROM CHAIR
FOR THE YEAR ENDED 31 MARCH 2020**

These accounts reflect Iriss's 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 2019-20.

2019-20 was a productive year for the 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.



A K Britain
Chair

Date: 28 October 2020

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

**MESSAGE FROM DIRECTOR
FOR THE YEAR ENDED 31 MARCH 2020**

It is with pleasure that I present the annual accounts for the year ended March 31 2020. It has been a year of diverse outputs for Iriss, as well as opportunities for the team to work with an expanding range of partners. Our resources continue to be used by a steadily increasing audience within Scottish social care services, as well as inspiring similar services further afield.


Iriss's grant from the Office of the Chief Social Work Advisor at Scottish Government for 2019-20 remained the same as the previous year. While this grant still represents the majority of income for Iriss, its diminishing real term value has further emphasised the organisation's need to diversify its income generation within the remit of its charitable aims, not only to thrive but also to survive.

All but very few elements of the grant-funded work was delivered successfully within the year. Due to the Covid-19 lockdown, Iriss was forced to abort a small number of activities scheduled for late March. These have been placed on hold until such a time when it is safe to deliver them. The lockdown also saw the halting of a large new project for the Technology Enabled Care team at Scottish Government, resulting in a deferred sum to 2020-21. This work is now expected to start in autumn of 2020.

The surplus shown in the statement of financial activities reflects the organisation's successful focus throughout the year on both prudence and income generation. It is the first surplus for Iriss for a number of years, and we are proud to have stabilised the organisation financially. This despite the sustained impact caused by the numerous planned, then suspended, changes relating to the Scottish Government's review of the outcomes it seeks from its funding of Iriss.

I am grateful to the Iriss Board for its continual commitment to securing a positive future for Iriss, as well as its unwavering support of me at a time when uncertainty has required the organisation to implement changes to facilitate a stronger focus on business generation.

I also extend my gratitude to those colleagues at Iriss who have supported the necessary changes introduced during the year to achieve good results for the organisation.



Rikke Iversholt
Director

Date: 7 September 2020

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020**

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 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

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

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Key Achievements 2019 - 2020

Iriss improves the lives of people supported by social services, by enhancing the capacity and capability of the social services workforce. We collaborate closely with the sector and create engaging, purposeful resources for all aspects of the diverse workforce. Included below is a brief overview of our project work for the year.

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 2019/20 we published Insights 49 to 55:

- Insight 49 - Working with people who commit hate crime
- Insight 50 - Social work with unaccompanied asylum seeking children in Scotland
- Insight 51 - Spoken language interpreters in social work
- Insight 52 - Children in care and their use of mobile devices and the internet for contact
- Insight 53 - Migrant integration in Scotland: challenges and opportunities
- Insight 54 - Mindfulness in social work
- Insight 55 - Evaluating social prescribing

Iriss.fm - Scotland's social services podcast

Over the year we published 33 Iriss.fm episodes, bringing the total to 274.

Topics ranged from adult social care recruitment, Humans of Scotland and SSSC Careers in Care, to people's experiences of self-directed support, issues around youth justice, and research governance in social care.

Evidence search and summary service (ESSS)

The objectives of this service is to support the sector find and use evidence to improve practice. Our delivery partners in achieving this are NHS Education for Scotland (NES), International Federation for Integrated Care (IFIC) and the SSSC.

This year the service responded to evidence queries as they came in, producing Outlines (summaries of evidence) conducting literature searches, and providing follow-up support. Over the year, ESSS worked with 10 independent and third sector organisations, and local authorities across Scotland, including Glasgow, Lanarkshire, Lothian, Dundee and Stirling.

It also supported five International Federation of Integrated Care (IFIC) webinars and contributed to a number of events, including Spring into Evidence and SSSC evidence and improvement events.

In March 2020, an online learning tool to support the workforce develop skills in finding and using evidence, was launched.

We know from feedback that the Outlines:

- Help frontline staff overcome time barriers when it comes to accessing evidence, as well as accessibility barriers such as free access to information or clarity of information.
- Are often used for training, to implement or support service change, for service improvement or to develop new services
- Provide a way to promote ESSS as some inquirers reached out after reading our existing ESSS outlines.
- Create a pathway to provide ongoing support to organisations.

Quotes from our users:

"Thanks, a useful and not often seen resource. Helped clarify some of the things that hold me back from writing up a paper."

"Very helpful service. Encouraging and honest feedback that provided an excellent steer and allowed me to confidently progress the project."

Thank you to the ESSS Service for helping to support our project which looks at how Technology Enabled Care (TEC) can be used by local systems in Aberdeen City, to support people experiencing domestic abuse - ACVO

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020**

Evidence search and summary service (ESSS) (continued)

The ESSS Safe and Together approach Outline is being used by other local authorities to inform their Safe and Together strategy.

Online learning

This year we created two accessible online learning resources for practitioners, collaborating with Sally Wassell, Childcare Consultant and Trainer and National Learning and Development Adult Support & Protection Group respectively.

Attachment theory in practice was written by Sally Wassell, an expert in attachment theory, who had co-authored our original resource in 2011.

The Online safety and wellbeing of adults at risk of harm was developed with the assistance of the National Learning and Development Adult Support & Protection Group. Iriss conducted an evidence review on this area for a practitioner working in adult protection. The evidence itself was relatively sparse, so by working with others working in adult protection in Scotland we decided the best way forward was to highlight some of this evidence, but also provide links to resources that would help others think through this area and their practice.

Story of project achievements

The evidence on the topic of attachment has been updated, with a focus on policy and implications and learning for practitioners. This was commented on by subject and policy leaders before final publication. The resource was further strengthened by including perspectives from two experienced practitioners working in the fields of adoption and fostering, and parenting and assessment. The video excerpts from the practitioners were interspersed through the text to bring to life some of the theory and the key practice points.

The online safety learning resource links to the wider adult support and protection agenda and highlights current information, evidence and help that is out there for practitioners in this area. It has resulted in a short introductory resource and also provides enough references and links for those going through the resource to explore particular areas that they are interested in. This process also helped us identify further work that we, and partners, are keen to develop around adult protection.

Transforming services for people using digital technology

We were commissioned by the Technology Enabled Care team at Scottish Government to undertake mapping activities and exploring experiences of transformation and the potential offered by digital technology to improve the experiences of both citizens and staff.

Our key partners in delivering this project were Scottish Government Technology Enabled Care programme, COSLA, and wider Digital Health and Care Strategy partners.

Activities

- Interviews with national delivery partners and key stakeholders
- Online information searches to source and map high level work programmes related to digital service transformation
- A workshop in September 2019 with partners to present and sense-check initial findings
- Analyse, draft, consult on and finalise a research report

Story of project achievements

43 people participated in interviews

30 workshop participants

Overall, what was evident from this research project was a shared understanding about the importance of transformation and the potential offered by digital technology to improve the experiences of both citizens accessing and staff working in health, social care, social services and housing. There were strong opinions about the challenges posed by digital service transformation, but equally strong commitment and enthusiasm for meeting these together. There was a definite sense of progress being made and good examples of collaboration between national delivery partners and key stakeholders.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020**

Transforming services for people using digital technology (continued)

The research findings helped to shape a number of priorities and principles. These will be used as a framework for national delivery partners and key stakeholders to reflect and collaborate on present, next and future steps.

Iriss On...

We produced eight papers for practitioners on defining particular approaches to support their understanding and reflection. Topics covered were:

- Recording practice
- Duty of candour
- Safe and Together
- Transformational change
- Co-production
- The Buurtzorg model
- Making Recovery Real
- Self-care in health and social care

Each paper had a short insight from a practitioner about what the approach meant for them.

Workshops

We delivered 16 workshops at key sector events or for other organisations. A total of 304 practitioners attended sessions.

Workshops covered themes ranging from co-production, outcomes and partnerships, to community social work, creative confidence and communicating with impact. These workshops supported us to build relationships in the sector, share our knowledge, and also provided us with opportunities to share our tools and resources.

Navigating evidence

The Evidence Search and Summary Service team collaborated with partners at Learning Network West, SSSC and NHS Education for Scotland to identify existing knowledge and resources. This resulted in a decision to create a tool to support newly qualified social workers to navigate evidence. Ideas for the tool were sketched out and shared with partners. We then sought feedback from newly qualified social workers and those supporting them in their first year of practice.

Design of the tool was an iterative process based on the tools that we co-produced in other projects such as Pilotlight. The aim was to make a reflective tool that felt easy and fun to use while expanding practitioners' knowledge and encouraging self reflection.

The tool was officially launched in February 2020 at the NQSW conference organised by Learning Network West. Iriss delivered a one-hour introductory workshop to the tool. It was enthusiastically received by those supporting newly qualified social workers, some of who planned to incorporate the tool into their practice.

The tool was introduced to 90 practitioners at three workshops. 450 hard copies were distributed and there were 399 downloads of the tool.

The tool:

- Contributes to the SSSC-run pilot of the 'assessed and supported year' to support newly qualified social workers
- Enhances the capacity of the supported year to bridge evidence use in an educational setting with that of a professional setting
- Provides opportunities for support staff to ensure that new practitioners have the skills and confidence to access evidence which is relevant for practice, improvement and learning
- Is relevant for staff across social services in Scotland, and not only those in the supported year
- Contributes to collaboration in the sector on implementing and embedding the approach to supporting newly qualified social workers and their employers

**REPORT OF THE TRUSTEES
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Navigating evidence (continued)

The workshops:

- Improved general understanding and use of Iriss tools and approaches and their potential to improve practice
- Increased engagement and debate around using evidence in social work practice
- Increased use of creative approaches to foster transformational change

"The navigating evidence tool was the best part of the day"

Evaluation to date suggests that the tool will contribute to improved resilience of the workforce due to increased capacity for quality conversation and critical engagement with practice.

Supporting knowledge exchange

This project involved the delivery of two events: an Evidence Cafe; and a full-day, Spring into Evidence event.

The cafe set out to explore one of our popular ESSS Outlines: Newly qualified social workers, supervision and child protection. Over 10 people registered, but we had low attendance on the day and so refocused the delivery plan going forward.

The Spring into Evidence event focused on raising awareness about support and information available for social services workers to find and use evidence in their practice. 47 practitioners and managers attended from public, third and independent sector organisations. The day's programme consisted of a mix of plenary presentations, activities and breakout workshops with inputs from Iriss, SSSC, Care Inspectorate and Audit Scotland.

Overall the feedback from the Spring into Evidence event showed that it had offered useful information, learning, and signposting to resources and support for people who were not confident in using evidence to inform practice.

Half the participants recorded a sense of increased self confidence about finding and using evidence in practice after participating in the event. People who did not record an increase in confidence had rated themselves at the start of the day as either 'quite confident' or 'confident' with finding and using evidence. More widely people reported the breakout workshops as being helpful spaces for discussion and reflection.

This work also improved the Iriss team's understanding of methods that engage workforce with evidence by trialling different approaches to doing this.

"Refreshed knowledge and reinforced importance of using evidence to improve services"

What people said they would do differently:

- Reflect and make time to discuss with colleagues
- Review supervision regularly and connect supervision with practice
- Find a complementary mix of evidence methodology
- Consider and be mindful of evidence biases
- Use diverse sources of evidence and recognise limitations of certain types of evidence

Recording practice

We worked with East Ayrshire HSCP to Explore and improve recording practice within a Health and Social Care Partnership.

The project engaged practitioners from the partner HSCP in workshops that were interactive, creative and ultimately produced a set of agreed principles and indicators to support making good quality case notes.

Activities

- Three half day workshops with 18 practitioners from across the HSCP services
- Three senior management update meetings
- Presentation with three East Ayrshire practitioners from the group about the project and initial impacts to Personal Outcomes Network quarterly meeting, Clydebank (Feb 24th 2020)
- Anticipated feedback discussion session to East Ayrshire Leadership Forum (postponed due to COVID-19)

**REPORT OF THE TRUSTEES
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Recording practice (continued)

Feedback from the workshops demonstrates that practitioners felt encouraged to work with colleagues from their own service, as well as in mixed service groups. They valued being part of a project that recognised their professional knowledge, and gave them the opportunity to test out ideas to improve practice and learn from colleagues. A high level of ongoing attendance at the three workshops also showed enthusiasm and commitment to participation.

Senior management have responded positively to updates from the project and anticipate taking forward embedding work based on recommendations and principles generated by the workshops. Colleagues from Learning and Development in East Ayrshire Social Work have requested to use some of the test, reflect, review tools that we developed for the workshops so that they can continue to support further recording practice ideas testing undertaken by practitioners who were part of our project.

A first iteration of a tool has been developed based on the workshops in East Ayrshire but will not be published until further development and piloting in 2020/21.

What resonates for practitioners as a result of this work:

- Realising we do some things really well!
- How much thought we should put into what we record
- Remembering the future reader
- Evidencing decision making
- Recording in a person centred way
- Reflecting on my own practice

Commissioning adult social care

We hosted two roundtable discussion events for commissioners of adult social care to explore the impact of the Health and Social Care Standards on commissioning. Commissioners reflection on the impact so far of the Standards on their commissioning activities; looked into the principle of compassion in commissioning; and horizon scanning towards the future.

31 people registered for both events. Participants included those in commissioning roles from public, independent and third sector organisations, as well as social services organisations.

Through the first commissioners event we started to unpack the early impact of the Standards for some commissioners, and how they envisage future commissioning practice can be supported by further embedding of the Standards and other Health and Social Care Integration work.

Celebrating rural social work

Our objective with this project was to bring together social workers from dispersed areas to celebrate rural social work, share good practice and understand how it's different and can contribute to urban social work.

We were lucky to have many partners to fulfil this objective: Dumfries and Galloway Council, Scottish Association of Social Work, Social Work Scotland, University of the West of Scotland and Lancaster University, and UNISON.

Over 100 people attended the event on 11 March 2020 in Dumfries.
94% rated the event 'excellent or good' overall.

The event recognised that rural social work sits outside the mainstream and dominant discourse, and is 'remote' just like the areas it works in, often overlooked, under-researched or simply 'missing'.

It provided a rare and exciting opportunity for those working in rural contexts to come together, and included contributions from across Scotland, and colleagues working in the other countries of the UK - from as far North as Shetland and as far south as Wales.

**REPORT OF THE TRUSTEES
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Supporting the emerging workforce

With this continued work we endeavour to improve the knowledge and skills of newly qualified social workers and final year HN students.

It is a wide reaching project geographically, and we therefore work with partners from across Scotland to successfully deliver this work: College Development Network, the ALLIANCE, Early Years Scotland, Scottish Social Services Council, University of the West of Scotland, Heads of Social Work Education and OCSWA.

There were numerous planning and development meetings with the various partners in respect of two events: 'What Matters to Us' and a Newly Qualified Social Worker conference.

Unfortunately, due to the coronavirus crisis, both the What Matters to Us Conference (planned for 20 March 2020) and NQSW 'Shaping our future' Conference (planned for May 2020) were cancelled. The What Matters to Us programme was ready to go. The colleges remain committed to working with us, and we hope to continue the annual What Matters to Us Conference and explore other opportunities for joint working. We also hope that the NQSW Conference will remain a commitment for all partners as we move forward.

FINANCIAL REVIEW

Financial position

Iriss' total income for the year was £772,557 with expenditure of £734,244 leaving a surplus of £38,313.

The charity has total unrestricted funds at 31 March 2020 of £777,549 with £313,349 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 £677,500 has been secured for the year to 31 March 2021.

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.

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

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2020**

FINANCIAL REVIEW

Going concern

In their assessment of going concern the trustees have also considered the current and developing impact on the charity as a result of the COVID-19 virus.

The COVID-19 pandemic has not had a significant, immediate impact on the charity's operations. Due to the lockdown restrictions currently in force, the charity closed access to the head office in line with government guidance on 17th March 2020 and introduced flexible working from home for their employees. The pandemic has resulted in the charity finding alternative means to deliver face to face work and aims to have delivery completed as planned in 2021.

The charity is in a stable financial position. The charity has secured funding from their principal funder for 2020-2021 and will continue to diversify the range of other funders contributing to the work of Iriss. Furthermore, the trustees have revised budgets, considered management accounts and reviewed the resources of the charity to include considerations for COVID-19. The trustees have a reasonable expectation the charity has adequate resources to continue in operational existence for the foreseeable future. There are no known material uncertainties and it is therefore appropriate to prepare the financial statements on a going concern basis.

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.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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.

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

**INSTITUTE FOR RESEARCH AND INNOVATION
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**REPORT OF THE TRUSTEES
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Trustees

A K Britain
M R Cawley
J Elder-Woodward
T J Eltringham
H Happer - appointed 01.06.20
N J Henderson - appointed 01.06.20
Dr D Macaskill
P Macleod - resigned 20.02.20
R D Parry - resigned 23.01.20
G V Palattiyil - appointed 28.04.20
N T Quinn
E Torrance - resigned 23.01.20
A L Wood

Director / Key Management

R Iversholt (Acting) - resigned 08.09.20

Company Secretary

Harper MacLeod LLP
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

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"

**INSTITUTE FOR RESEARCH AND INNOVATION
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**REPORT OF THE TRUSTEES
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STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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 28 October 2020 and signed on its behalf by:



A K Britain - 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 2020 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 2020 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 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.

**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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees 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.

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

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 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 the 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 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: 28 October 2020

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

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2020**

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Supporting the social services workforce through knowledge, innovation and evidence		738,332	33,435	771,767	794,594
Investment income	3	<u>790</u>	<u>-</u>	<u>790</u>	<u>579</u>
Total		739,122	33,435	772,557	795,173
EXPENDITURE ON					
Charitable activities	5				
Supporting the social services workforce through knowledge, innovation and evidence		713,450	20,794	734,244	807,056
NET INCOME/(EXPENDITURE)		25,672	12,641	38,313	(11,883)
Transfers between funds	17	<u>17,891</u>	<u>(17,891)</u>	<u>-</u>	<u>-</u>
Net movement in funds		43,563	(5,250)	38,313	(11,883)
RECONCILIATION OF FUNDS					
Total funds brought forward		733,986	5,250	739,236	751,119
TOTAL FUNDS CARRIED FORWARD		<u>777,549</u>	<u>-</u>	<u>777,549</u>	<u>739,236</u>

The notes form part of these financial statements


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

**BALANCE SHEET
31 MARCH 2020**

	Notes	2020 £	2019 £
CURRENT ASSETS			
Debtors	13	10,616	30,135
Cash at bank and in hand		<u>862,049</u>	<u>735,372</u>
		872,665	765,507
CREDITORS			
Amounts falling due within one year	14	(95,116)	(26,271)
		<u>777,549</u>	<u>739,236</u>
NET CURRENT ASSETS			
		<u>777,549</u>	<u>739,236</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>777,549</u>	<u>739,236</u>
NET ASSETS			
		<u>777,549</u>	<u>739,236</u>
FUNDS	17		
Unrestricted funds:			
General fund		313,349	269,786
Iriss fund		375,000	375,000
Designated - Business Development		<u>89,200</u>	<u>89,200</u>
		777,549	733,986
Restricted funds		<u>-</u>	<u>5,250</u>
TOTAL FUNDS		<u>777,549</u>	<u>739,236</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 28 October 2020 and were signed on its behalf by:



M R Cawley - Trustee



A K Britain - 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 2020**

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	<u>125,887</u>	<u>(33,606)</u>
Net cash provided by/(used in) operating activities		<u>125,887</u>	<u>(33,606)</u>
Cash flows from investing activities			
Interest received		<u>790</u>	<u>579</u>
Net cash provided by investing activities		<u>790</u>	<u>579</u>
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the reporting period		126,677	(33,027)
Cash and cash equivalents at the beginning of the reporting period		<u>735,372</u>	<u>768,399</u>
Cash and cash equivalents at the end of the reporting period		<u>862,049</u>	<u>735,372</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 2020**

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

	2020 £	2019 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	38,313	(11,883)
Adjustments for:		
Interest received	(790)	(579)
Decrease/(increase) in debtors	19,519	(25,870)
Increase in creditors	<u>68,845</u>	<u>4,726</u>
Net cash provided by/(used in) operations	<u><u>125,887</u></u>	<u><u>(33,606)</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.19 £	Cash flow £	At 31.3.20 £
Net cash			
Cash at bank and in hand	<u>735,372</u>	<u>126,677</u>	<u>862,049</u>
	<u>735,372</u>	<u>126,677</u>	<u>862,049</u>
Total	<u><u>735,372</u></u>	<u><u>126,677</u></u>	<u><u>862,049</u></u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

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

In their assessment of going concern the trustees have also considered the current and developing impact on the charity as a result of the COVID-19 virus.

The COVID-19 pandemic has not had a significant, immediate impact on the charity's operations. Due to the lockdown restrictions currently in force, the charity closed access to the head office in line with government guidance on 17th March 2020 and introduced flexible working from home for their employees. The pandemic has resulted in the charity finding alternative means to deliver face to face work and aims to have delivery completed as planned in 2021.

The charity is in a stable financial position. The charity has secured funding from their principal funder for 2020-2021 and will continue to diversify the range of other funders contributing to the work of Iriss. Furthermore, the trustees have revised budgets, considered management accounts and reviewed the resources of the charity to include considerations for COVID-19. The trustees have a reasonable expectation the charity has adequate resources to continue in operational existence for the foreseeable future. There are no known material uncertainties and it is therefore appropriate to prepare the financial statements on a going concern basis.

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020

2. ACCOUNTING POLICIES - continued

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

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.

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.

3. INVESTMENT INCOME

	2020	2019
	£	£
Investment income	<u>790</u>	<u>579</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

4. INCOME FROM CHARITABLE ACTIVITIES

		2020 £	2019 £
Grant income	Supporting the social services workforce through knowledge, innovation and evidence	736,920	750,000
Project income	Supporting the social services workforce through knowledge, innovation and evidence	33,435	29,260
Other consultancy and facilitation income	Supporting the social services workforce through knowledge, innovation and evidence	1,412	15,334
		<u>771,767</u>	<u>794,594</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>661,439</u>	<u>72,805</u>	<u>734,244</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2020 £	2019 £
Staff costs	526,969	563,792
Content development / running events	22,684	37,735
Other project & related costs	14,429	11,465
Conferences & external events	49	50
Recruitment costs	950	-
Accommodation expenses	69,052	70,494
Telephone	733	1,153
IT charges	14,717	13,964
Insurance	3,389	3,593
Equipment	5,244	5,040
Travel & subsistence	<u>3,223</u>	<u>4,080</u>
	<u>661,439</u>	<u>711,366</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

7. SUPPORT COSTS - continued

Governance costs - continued

	2020 Supporting the social services workforce through knowledge, innovation and evidence £	2019 Total activities £
Brought forward	30,186	29,914
Financial and other professional fees	<u>1,500</u>	<u>1,170</u>
	<u>31,686</u>	<u>31,084</u>

8. NET INCOME/(EXPENDITURE)

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

	2020 £	2019 £
Auditors' remuneration (net of VAT)	<u>6,083</u>	<u>5,850</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2020 nor for the year ended 31 March 2019.

10. STAFF COSTS

	2020 £	2019 £
Wages and salaries	453,607	509,228
Social security costs	44,210	49,436
Pension costs	<u>78,882</u>	<u>78,659</u>
	<u>576,699</u>	<u>637,323</u>

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

	2020	2019
Charitable Activities	<u>13</u>	<u>15</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

10. STAFF COSTS - continued

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

	2020	2019
£60,001 - £70,000	<u>1</u>	<u>1</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 £86,180 (2019: £81,324).

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	765,334	29,260	794,594
Investment income	<u>579</u>	-	<u>579</u>
Total	765,913	29,260	795,173
EXPENDITURE ON			
Charitable activities			
Supporting the social services workforce through knowledge, innovation and evidence	797,696	9,360	807,056
NET INCOME/(EXPENDITURE)	(31,783)	19,900	(11,883)
Transfers between funds	<u>14,650</u>	<u>(14,650)</u>	-
Net movement in funds	(17,133)	5,250	(11,883)
RECONCILIATION OF FUNDS			
Total funds brought forward	751,119	-	751,119
TOTAL FUNDS CARRIED FORWARD	<u>733,986</u>	<u>5,250</u>	<u>739,236</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

12. TANGIBLE FIXED ASSETS

	Office Equipment £
COST	
At 1 April 2019 and 31 March 2020	<u>42,464</u>
DEPRECIATION	
At 1 April 2019 and 31 March 2020	<u>42,464</u>
NET BOOK VALUE	
At 31 March 2020	<u><u>-</u></u>
At 31 March 2019	<u><u>-</u></u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Debtors control account	6,139	29,620
Other Debtors	410	-
Prepayments	<u>4,067</u>	<u>515</u>
	<u><u>10,616</u></u>	<u><u>30,135</u></u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Creditors control account	4,589	17,372
Deferred income	80,684	-
Accrued expenses	<u>9,843</u>	<u>8,899</u>
	<u><u>95,116</u></u>	<u><u>26,271</u></u>

At 31 March 2020 £80,684 of income received in the year was deferred in respect of income for activities agreed to be undertaken in the next financial year.

15. LEASING AGREEMENTS

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

	2020 £	2019 £
Within one year	17,816	75,886
Between one and five years	<u>-</u>	<u>17,711</u>
	<u><u>17,816</u></u>	<u><u>93,597</u></u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Current assets	805,061	67,604	872,665	765,507
Current liabilities	<u>(27,512)</u>	<u>(67,604)</u>	<u>(95,116)</u>	<u>(26,271)</u>
	<u>777,549</u>	<u>-</u>	<u>777,549</u>	<u>739,236</u>

Comparatives for analysis of net assets between funds

	Restricted funds £	Restricted funds £	2019 Total funds £
Current assets	760,257	5,250	765,507
Current liabilities	<u>(26,271)</u>	<u>-</u>	<u>(26,271)</u>
	<u>733,986</u>	<u>5,250</u>	<u>739,236</u>

17. MOVEMENT IN FUNDS

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General fund	269,786	25,672	17,891	313,349
Iriss fund	375,000	-	-	375,000
Designated - Business Development	<u>89,200</u>	<u>-</u>	<u>-</u>	<u>89,200</u>
	733,986	25,672	17,891	777,549
Restricted funds				
Technology Support Projects	<u>5,250</u>	<u>12,641</u>	<u>(17,891)</u>	<u>-</u>
TOTAL FUNDS	<u>739,236</u>	<u>38,313</u>	<u>-</u>	<u>777,549</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	739,122	(713,450)	25,672
Restricted funds			
Technology Support Projects	<u>33,435</u>	<u>(20,794)</u>	<u>12,641</u>
TOTAL FUNDS	<u>772,557</u>	<u>(734,244)</u>	<u>38,313</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

17. MOVEMENT IN FUNDS - continued

Comparatives for 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	<u>89,200</u>	<u>-</u>	<u>-</u>	<u>89,200</u>
	751,119	(31,783)	14,650	733,986
Restricted funds				
Technology Support Projects	-	19,900	(14,650)	5,250
	<u>-</u>	<u>19,900</u>	<u>(14,650)</u>	<u>5,250</u>
TOTAL FUNDS	<u>751,119</u>	<u>(11,883)</u>	<u>-</u>	<u>739,236</u>

Comparative 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 Support Projects	29,260	(9,360)	19,900
	<u>29,260</u>	<u>(9,360)</u>	<u>19,900</u>
TOTAL FUNDS	<u>795,173</u>	<u>(807,056)</u>	<u>(11,883)</u>

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 9.

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

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. Technology support projects are in respect of the Technology Enable Care programme, NAPC and CYCJ projects that were all completed during the year.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2020.

19. PENSIONS

The total cost charged to the profit and loss account is £78,882 (2019: £78,659).

The latest available complete actuarial valuation of the Retirement Income Builder is at 31 March 2018 (the valuation date), which was carried out using the projected unit method. A valuation as at 31 March 2020 is underway but not yet complete.

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

The 2018 valuation was the fifth 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 £63.7 billion and the value of the scheme's technical provisions was £67.3 billion indicating a shortfall of £3.6 billion and a funding ratio of 95%.

The key financial assumptions used in the 2018 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 + 0.14% reducing linearly to CPI – 0.73% Years 11-20: CPI + 2.52% reducing linearly to CPI + 1.55% by year 21 Years 21 +: CPI + 1.55%

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 2018 actuarial valuation. The mortality assumptions used in these figures are as follows:

Mortality base table	2018 valuation
	<u>Pre-retirement:</u>
	71% of AMC00 (duration 0 for males and 112% of AFC00 (duration 0 for females)
	<u>Post retirement:</u>
	97.6% of SAPS S1NMA "light" for males and 102.7% of RFV00 for females
Future improvements to mortality	CMI 2017 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:

	2018	2017
Males currently aged 65 (years)	24.4	24.6
Females currently aged 65 (years)	25.9	26.1
Males currently aged 45 (years)	26.3	26.6
Females currently aged 45 (years)	27.7	27.9

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

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2020**

19. PENSIONS - continued

A new deficit recovery plan was put in place as part of the 2018 valuation, which requires payment of 2% of salaries over the period 1 October 2019 to 30 September 2021 at which point the rate will increase to 6%. The 2020 deficit recovery liability reflects this plan. The liability figures have been produced using the following assumptions:

	2020	2019
Discount rate	2.59%	2.44%
Pensionable salary growth	4.20%	2.11%