

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

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021
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 2021**

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

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 2021. 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

Objectives and aims

Iriss' charitable objective 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

Our vision is for a Scotland where people and communities are supported to live the best life possible.

Our Strategic Outcomes

Our work supports people, workers and organisations to:

- Make better use of knowledge for learning and change.
- Be more able to understand the information they collect; why they collect it and how to make better use of it.
- Have the knowledge, confidence and support they need to change and innovate.
- Have the knowledge and support to build collaborations, solve complex problems and change their system
- Have increased access to quality & knowledge. Make better use of digital to learn, develop & innovate.
- An increase in thoughtful innovation in social work and social care.

This in turn leads to:

- Improvement in the way that social work and social care is planned, designed and delivered.
- Digital solutions are thoughtfully and ethically adopted in social work and social care.
- A more knowledge informed social work and social care practice and policy environment.
- Better decision making and use of information in social work and social care.
- The different parts of the social work & social care subsystem working more effectively together with the wider system.

Our Values

- **We work with and alongside people and workers:** we build on their strengths and draw out their expertise, perspectives and experience. We know this is the most effective way to lead change that works.
- **We understand that one size fits nobody:** when it comes to supporting innovation and change. We work with people and organisations to find the tools and approaches they need to solve the problems they face.
- **We are flexible and adaptive:** our operating context is always changing, ambiguous and unpredictable. We plan in a way that is adaptive and flexible while staying true to our vision and purpose.
- **We are innovative:** we look for different and imaginative ways to do things and support others to do the same.
- **We connect people together:** we know that change happens when changemakers are linked together to share expertise, experience and knowledge. We support networks that help people to learn.
- **We believe in knowledge for a purpose:** we define knowledge in the widest sense, building on existing knowledge and listening to the people we work with as to what solutions are practical and workable for them
- **We know our stuff:** our team keep their skills up to date, and stay curious about, and connected to, research, knowledge and practice.
- **We make things clear:** the things we make, write and do are clear, accessible and high quality. If they aren't, we fix it.

OBJECTIVES AND ACTIVITIES

Significant activities

Our offer to the sector

Iriss works with social work and social care to create positive change in Scotland. We work primarily with people, workers and organisations in social work and social care. However, because we understand that better outcomes for people can only happen when all parts of the system work together we also work with partners from the wider system where our work:

- Makes positive change for supported people (our 'north star'.)
- Aligns with our strategic outcomes (the difference we make.)
- Meets our criteria for partnership working.
- Is an area or specialism that is not already covered effectively by a partner organisation.

Our work comprises five core programmes:

- **Illuminate:** working with workers, organisations and groups of organisations to make better use of the data and information they collect.
- **Spark:** supporting people, workers and organisations to innovate and explore different ways of working.
- **Kindle:** bringing different types of knowledge together and making it accessible and usable
- **Stream:** working with people, workers and organisations to make use of digital for learning, development and innovation.
- **Reflect:** creating the conditions for knowledge based practice and decision making.

**REPORT OF THE TRUSTEES
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ACHIEVEMENT AND PERFORMANCE

Charitable activities

The review below summaries our work over 2020-2021. In common with many organisations in Scotland the advent of COVID-19 and the implementation of lockdown towards the end of the last financial year posed key challenges to Iriss requiring adaptability and flexibility in how we deliver our work and also resetting our focus to be responsive to the emerging needs of the sector during COVID-19.

Throughout the year our focus remained on supporting workers and organisations to make social care and social work better through innovation, change and improvement. To do this effectively we moved to fully online delivery of our work with the sector. Our existing expertise and reputation in the creation of quality interactive digital resources stood the organisation in good stead for this transition and we saw an increase in engagement with some of our offers due to the increased accessibility of the online approach.

During 2020-21 Iriss was resourced by a continuing core grant from the Office of the Chief Social Work Advisor (Scottish Government) of as well as grants for specific pieces of work from the Chief Scientist's Office; the Technology Enabled Care (TEC) Team; and other academic and organisational contracts and funds.

Iriss is grateful to all our funders and clients for their continuing interest and support for our work.

Illuminate

Adult support and protection (ASP) improving data

Working with the Scottish Government and the ASP National Data Advisory group we delivered year one of a multi-year project designed to improve use of ASP data to inform improvement, decision-making and practice. During the year we gathered baseline indicator data from the majority of Adult Support and Protection Committees (ASPCs) allowing us to map the current picture of data for improvement. In year two we will work with a small group of interested ASPCs to develop a minimum shared dataset.

Adult support and protection- resource development

Working with over eighteen partners we commenced year 1 of a multi-year project to develop a learning resource for workers involved in two key aspects of Adult Support and Protection - Large Scale Investigations and Case Conferences. These interactive and practical resources will assist workers to both understand their role, and the roles of others in these complex activities and develop their skills and knowledge. The finalised resources will be launched in the financial year 2021-22.

Online resource- COVID- 19 stories

"Thank you for putting this together, what a great resource. I love the inclusion of audio clips and the videos."

Partnering with the Personal Outcomes Network (PON) we brought together the learning from practitioner stories of supporting people during COVID-19. Using interviews, online workshops and analysis we built and produced an online learning resource co-authored by Emma Miller (University of Strathclyde). The resource highlights the role of outcomes for people and how these were influenced by the pandemic throughout the year and draws out implications for policy, practice and recovery.

Spark

The impact of visiting restrictions on the relatives of people living in care homes

"... it was very helpful to hear discussions about the research studies that have been taking place into the impact of care home visitor restrictions in Scotland"

**REPORT OF THE TRUSTEES
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Working with the Universities of Edinburgh, Strathclyde and the West of Scotland we provided impact and dissemination support for a CSO funded investigation into the impact of visiting restrictions during lockdown on the families of those living in care homes.

To support good engagement and dissemination with the research as findings emerged we ran a range of online engagement events culminating in a feedback event in March 2021 designed to share the findings of the research and gather views from the main research stakeholders.

Iriss also produced a series of policy briefings, Iriss.FM episodes and blog posts to increase the reach of the research findings to broader audiences.

Gypsy /Traveller interjectionally: strengthening the role of social work

"It's easy to read, understand, and follow, and I think the key messages and themes are clearly portrayed. The background information and lived experience examples are both particularly informative... it will certainly be a great resource for practitioners to use and learn from."

During the year we commissioned work from the Traveller activist Davie Donaldson to create a resource to assist social workers working with the community to understand its' unique culture and challenges faced. The resource explores the relationship between social work and Gypsy/Traveller communities and how to embed culturally aware practice and challenge unconscious bias.

Kindle

Insights

This longstanding series of publications are a summary of evidence and practice implications on current topics and issues for social work and social care. Over 2020-2021 we published insights 56 to 61.

- Insight 56- Mindfulness in social work education and practice
- Insight 57- Rediscovering and mainstreaming community social work in Scotland
- Insight 58- Creating a culture of resilience for social workers
- Insight 59- Dementia: attachment matters
- Insight 60- Child protection in the 21st century: a role for contextual safeguarding
- Insight 61- Self-directed Support: ten years on

Iriss.fm - Scotland's social services podcast

"So much to take from this podcast. I would very much recommend a listen"

Over the year we published 38 Iriss.fm episodes, bringing the total to 312. We saw an increase of over 4000 plays of episodes compared to 2019-2020. Early in the year we refocused the podcast to capture the sector's experience of COVID-19 while also covering other key social work and social care projects and research including:

- Child contact decision making in families affected by domestic abuse
- Research on the impact of lockdown restrictions on people living in care homes
- Moral distress in residential childcare
- Family group conferencing (Recognition Matters)

Evidence search and summary service (ESSS)

"What an invaluable evidence searching resources from @irissorg. The topic resources are so valuable highlighting recent publications and useful websites. Thanks to the evidence team"

ESSS aims to support the sector to find and use evidence to improve practice. To maximise the reach and impact of the service we partner with key knowledge into practice organisations NHS Education for Scotland (NES), International Federation for Integrated Care (IFIC) and the Scottish Social Services Council (SSSC.)

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During the year we produced fourteen ESSS outlines, seven literature searches/resource lists and nine resource collections for IFIC.

COVID-19 Outlines

- COVID-19 low incomes and poverty
- COVID-19 stress, anxiety and social care worker's mental health
- Service response to domestic abuse during COVID-19
- Difficult conversations during COVID-19
- COVID-19 social isolation and loneliness

Other Outlines

- Video consultations in social care
- Carers mental and physical health
- Care experienced children and young people's mental health
- Health and social care systems redesign
- Perinatal and addiction mental health support
- Digital inclusion, exclusion and participation

Research Trim

Supported by the Heads of Social Work Education, we launched a project to showcase student research with the aim of giving practitioners access to emerging thinking in key social work areas. During 2020-2021 we showcased a range of research, which included an exploration of: overcriminalisation of care experienced young people; relationship-based practice with adults and older people; and how managers in child welfare and protection services make decisions.

Stream

The use of Near Me (Attend Anywhere) video calling in social care and social work in Scotland

"The learning sets were really helpful, both the professional input and the stories shared by other people who have experienced a Near Me journey. The catch up sessions were encouraging and assisted with problem solving and planning"

Funded by the Technology Enabled Care Programme, this project worked with a range of partners to embed the use of Near Me video calling in social care and social work. Iriss worked with the NHS Near Me team and other partners to:

- Support intensive development work through a rapid Quality Improvement approach with five teams from different social work and social care settings.
- Provide lighter touch support to eighteen additional services across Scotland.
- Promote learning and interest in NHS Near me through establishing a learning network and running interactive webinars with 25 organisations.
- Production of national guidance for implementing Near Me in social work and social care as well as resources to support the use of Near me in these settings.

Project participants reported benefits to using Near Me and identified potential for use for other activities such as multi-agency working. Those involved in the programme spoke positively of the different levels of available support and in particular noted the usefulness of the learning network approach which encouraged peer learning and support.

Recording Practice

"The biggest difference for me is that i'm thinking a lot more about what i'm recording, and I am trying to incorporate more analysis into this. Sometimes I am still too pressured for time to be able to dedicate the time I feel I need to really reflect on this but overall, I have seen an improvement in my writing"

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Building on work established in 2019-2020 we moved to year two of the recording practice project. This involved both work with East Ayrshire HSCP (from year 1 of the project Scottish Borders (Social Work), Aberdeen City Council, The Open University, CELCIS and Who Cares? Scotland).

The project focussed on approaches to case recording, writing and analysis which are both core aspects of social work practice and highly influential in the development of social work relationships and decision-making.

Following an initial scoping phase to identify needs and challenges in recording and writing with Scottish Borders Social Work, it was identified that practice could be best supported by the development of a tool to support writing analysis in social work and social care.

At East Ayrshire HSCP we facilitated online discussion of the learning from our previous workshops and explored next steps with senior management. We continued to give light touch support to the learning and development team as they progressed in-house plans for recording practice training with newly qualified social workers.

Working with Professor Theresa Lillis (Open University) we developed a free online self-study course 'Recording Practice' to support practitioners to build their confidence and skills in analytical writing and case recording. The launch event in March 2021 saw 300 people attending and a number of organisations keen to work more on this aspect of social work practice.

Rural Social Work

"Really enjoyed the @irissorg What's unique about rural social work webinar this afternoon. Great to hear @JanePye report on research in Cumbria. Exciting opportunities for community and 'upstream' social work"

Working with the Rural Social Work Forum (practicing social workers; the Scottish Association of Social Work; SSSC; Social Work Scotland; The University of the West of Scotland and Lancaster University.)

These included seminars on:

- Dual relationships in rural social work practice
- Domestic abuse and sexual violence
- Gypsy/Traveller cultural awareness
- The unique nature of rural social work

The events were recorded and made available on the Iriss.fm podcast, broadening the reach of the material to those that could not attend.

Over 200 people attended each seminar, rating the events either excellent or very good (84-90%). Both the online delivery and timing the seminars for lunchtime made attendance easier for busy practitioners working in rural settings.

Supporting the emerging workforce

Working again with a broad range of partners (College Development Network; the ALLIANCE; Early Years Scotland; University of the West of Scotland; Ayrshire College; City of Glasgow College; Scottish Social Services Council; Heads of Social Work Education; and the Scottish Inter-University Service Users and Carers' Network) we delivered both the "What Matters to Us" and "Shaping our Future" events. We pivoted to deliver these events online, following the cancellation of these activities in 2020 due to COVID-19.

The "What Matters to Us" conference is aimed at supporting final year HN students intending a career in social care or early years and their course leaders. This year over 200 students attended.

The "Shaping our Future" conference aims to support newly qualified social workers (NQSWs) and final year social work students. This year's conference focussed on the themes of power, partnership and participation. This year over 300 NQSWs and students attended.

Feedback from both events was very positive and demonstrated the adaptability and resilience of both partners and attendees in moving from face-to-face to online delivery.

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Internal organisational development

In the second half of the year The Strategic Board commenced development of our 2021- 2024 strategy. This work included a range of engagement events and 1:1s with social work and social care organisations; colleges and universities and other improvement and knowledge organisations as well as internal work with the Team and Strategic Board.

FINANCIAL REVIEW

Financial position

Iriss' total income for the year was £752,231 with expenditure of £744,459 leaving a surplus of £7,772.

The charity has total unrestricted funds at 31 March 2021 of £785,321 with £321,121 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 2022.

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.

**REPORT OF THE TRUSTEES
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FINANCIAL REVIEW

Going concern

In their assessment of going concern the trustees have also considered the current and developing impact on the charity because 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 and this has continued throughout the financial year 2020-2021. The charity has pivoted to finding alternative means to delivering face to face work, focusing on online approaches to facilitation, engagement, workshops, and resource development to ensure work is completed as planned.

The charity continues to diversify the range of other funders contributing to the work of Iriss making this a focus area of the current Iriss strategy. 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 2021 and beyond will be shaped by our 2021-2024 Strategy and strategic outcomes as well as current Scottish Government strategic priorities including:

- The establishment of a National Care Service for Scotland and Iriss' potential role within this.
- The forthcoming Workforce Strategy for the sector.
- Current and ongoing work on COVID-19 recovery in social work and social care.

We will continue to strengthen partnerships with those directly working in social work and social care as well as maintaining and developing strategic partnerships with other learning; research; improvement and development organisations working with the sector.

Iriss remains confident that its work to support positive change for people, workers and communities in Scotland through better use of knowledge and innovation will continue to make a valued contribution to both workforce development and improvements in the working context and environment for those working in and using social work and social care.

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;
- 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 staff team led by the CEO.

The CEO and Resources Manager 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
IN SOCIAL SERVICES**

**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
G V Palattiyil - appointed 28.04.20
N T Quinn
A L Wood

Director / Key Management

R Iversholt (Acting) - resigned 08.09.20
Dee Fraser - appointed 26.11.20

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 Report of the Trustees 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.

**INSTITUTE FOR RESEARCH AND INNOVATION
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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 2021 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 2021 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 2021 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF
INSTITUTE FOR RESEARCH AND INNOVATION
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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.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF
INSTITUTE FOR RESEARCH AND INNOVATION
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Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations - this responsibility lies with management with the oversight of the Trustees.

Based on our understanding of the Charity, discussions with management and trustees we identified financial reporting standards and Companies Act 2006 and Charity SORP as having a direct effect on the amounts and disclosures in the financial statements.

As part of the engagement team discussion about how and where the Charity's financial statements may be materially misstated due to fraud, we did not identify any areas with an increased risk of fraud.

Our audit procedures included:

- completing a risk-assessment process during our planning for this audit that specifically considered the risk of fraud;
- enquiry of management about the Charity's policies, procedures and related controls regarding compliance with laws and regulations and if there are any known instances of non-compliance;
- examining supporting documents for all material balances, transactions and disclosures;
- review, where applicable, of the Board of Trustees' minutes;
- enquiry of management about litigations and claims and inspection of relevant correspondence
- review analytical procedures to identify any unusual or unexpected relationships;
- specific audit testing on and review of areas that could be subject to management override of controls and potential bias, most notably around the key judgements and estimates, including the carrying value of accruals, and revenue recognition;
- considering management override of controls outside of the normal operating cycles including testing the appropriateness of journal entries recorded in the general ledger and other adjustments made in the preparation of the financial statements including evaluating the business rationale of significant transactions, outside the normal course of business;

Owing to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements of the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

The potential effects of inherent limitations are particularly significant in the case of misstatement resulting from fraud because fraud may involve sophisticated and carefully organized schemes designed to conceal it, including deliberate failure to record transactions, collusion or intentional misrepresentations being made to us.

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.

Hardie Caldwell LLP

Angus McCuaig (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 7 December 2021

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

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Supporting the social services workforce through knowledge, innovation and evidence		696,480	55,168	751,648	771,767
Investment income	3	583	-	583	790
Total		<u>697,063</u>	<u>55,168</u>	<u>752,231</u>	<u>772,557</u>
EXPENDITURE ON					
Charitable activities	5				
Supporting the social services workforce through knowledge, innovation and evidence		698,569	55,168	753,737	734,244
NET INCOME/(EXPENDITURE)		<u>(1,506)</u>	<u>-</u>	<u>(1,506)</u>	<u>38,313</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>777,549</u>	<u>-</u>	<u>777,549</u>	<u>739,236</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>776,043</u></u>	<u><u>-</u></u>	<u><u>776,043</u></u>	<u><u>777,549</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

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

**BALANCE SHEET
31 MARCH 2021**

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	12	10,604	-
CURRENT ASSETS			
Debtors	13	13,392	10,616
Cash at bank and in hand		916,087	862,049
		<u>929,479</u>	<u>872,665</u>
CREDITORS			
Amounts falling due within one year	14	(164,040)	(95,116)
NET CURRENT ASSETS		<u>765,439</u>	<u>777,549</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>776,043</u>	<u>777,549</u>
NET ASSETS		<u>776,043</u>	<u>777,549</u>
FUNDS	17		
Unrestricted funds:			
General fund		311,843	313,349
Iriss fund		375,000	375,000
Designated - Business Development		89,200	89,200
		<u>776,043</u>	<u>777,549</u>
TOTAL FUNDS		<u>776,043</u>	<u>777,549</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 2021 and were signed on its behalf by:

A K Britain - 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 2021**

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	64,503	125,887
Net cash provided by operating activities		<u>64,503</u>	<u>125,887</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(11,048)	-
Interest received		583	790
Net cash (used in)/provided by investing activities		<u>(10,465)</u>	<u>790</u>
Change in cash and cash equivalents in the reporting period		<u>54,038</u>	<u>126,677</u>
Cash and cash equivalents at the beginning of the reporting period		<u>862,049</u>	<u>735,372</u>
Cash and cash equivalents at the end of the reporting period		<u><u>916,087</u></u>	<u><u>862,049</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 2021**

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

	2021 £	2020 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(1,506)	38,313
Adjustments for:		
Depreciation charges	444	-
Interest received	(583)	(790)
(Increase)/decrease in debtors	(2,776)	19,519
Increase in creditors	68,924	68,845
Net cash provided by operations	<u>64,503</u>	<u>125,887</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.20 £	Cash flow £	At 31.3.21 £
Net cash			
Cash at bank and in hand	862,049	54,038	916,087
	<u>862,049</u>	<u>54,038</u>	<u>916,087</u>
Total	<u>862,049</u>	<u>54,038</u>	<u>916,087</u>

The notes form part of these financial statements

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 2019)', Financial reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

In 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 we will aim 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.

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.

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

2. ACCOUNTING POLICIES - continued

Cash and cash equivalents

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

	2021 £	2020 £
Investment income	583	790
	<u>583</u>	<u>790</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021 £	2020 £
Grant income	Supporting the social services workforce through knowledge, innovation and evidence	690,580	736,920
Project income	Supporting the social services workforce through knowledge, innovation and evidence	61,068	33,435
Other consultancy and facilitation income	Supporting the social services workforce through knowledge, innovation and evidence	-	1,412
		<u>751,648</u>	<u>771,767</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>681,317</u>	<u>72,420</u>	<u>753,737</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2021	2020
	£	£
Staff costs	571,797	526,969
Content development / running events	34,781	22,684
Other project & related costs	2,356	14,429
Conferences & external events	41	49
Recruitment costs	9,970	950
Accommodation expenses	45,276	69,052
Telephone	136	733
IT charges	12,302	14,717
Insurance	3,218	3,389
Equipment	1,432	5,244
Travel & subsistence	8	3,223
	<u>681,317</u>	<u>661,439</u>

7. SUPPORT COSTS

	Management	Governance	Totals
	£	costs £	£
Supporting the social services workforce through knowledge, innovation and evidence	<u>41,495</u>	<u>30,925</u>	<u>72,420</u>

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

Management

	2021	2020
	Supporting the social services workforce through knowledge, innovation and evidence £	Total activities £
Staff costs	28,986	27,090
Continual personal development	3,188	3,659
Accommodation expenses	2,383	3,634
Telephone	7	39
IT charges	647	775
Insurance	178	178
Bank charges	1,822	797
Financial and other professional fees	3,840	4,947
	<u>41,051</u>	<u>41,119</u>
Carried forward	41,051	41,119

7. SUPPORT COSTS - continued

Management - continued

	2021 Supporting the social services workforce through knowledge, innovation and evidence £	2020 Total activities £
Brought forward	41,051	41,119
Depreciation of tangible fixed assets	444	-
	<u>41,495</u>	<u>41,119</u>

Governance costs

	2021 Supporting the social services workforce through knowledge, innovation and evidence £	2020 Total activities £
Staff costs	22,937	22,886
Auditors' remuneration	7,988	7,300
Financial and other professional fees	-	1,500
	<u>30,925</u>	<u>31,686</u>

8. NET INCOME/(EXPENDITURE)

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

	2021 £	2020 £
Auditors' remuneration (net of VAT)	<u>6,250</u>	<u>6,083</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

10. STAFF COSTS

	2021 £	2020 £
Wages and salaries	499,833	453,607
Social security costs	46,437	44,210
Pension costs	68,173	78,882
	<u>614,443</u>	<u>576,699</u>

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

	2021	2020
Charitable Activities	<u>13</u>	<u>13</u>

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

	2021	2020
£60,001 - £70,000	<u>-</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 £65,023 (2020: £86,180).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - 31 MARCH 2020

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Supporting the social services workforce through knowledge, innovation and evidence	738,332	33,435	771,767
Investment income	<u>790</u>	<u>-</u>	<u>790</u>
Total	<u>739,122</u>	<u>33,435</u>	<u>772,557</u>
EXPENDITURE ON			
Charitable activities			
Supporting the social services workforce through knowledge, innovation and evidence	<u>713,450</u>	<u>20,794</u>	<u>734,244</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - 31 MARCH 2020 - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	25,672	12,641	38,313
Transfers between funds	17,891	(17,891)	-
Net movement in funds	43,563	(5,250)	38,313
RECONCILIATION OF FUNDS			
Total funds brought forward	733,986	5,250	739,236
TOTAL FUNDS CARRIED FORWARD	<u>777,549</u>	<u>-</u>	<u>777,549</u>

12. TANGIBLE FIXED ASSETS

	Office Equipment £
COST	
At 1 April 2020	42,464
Additions	11,048
At 31 March 2021	<u>53,512</u>
DEPRECIATION	
At 1 April 2020	42,464
Charge for year	444
At 31 March 2021	<u>42,908</u>
NET BOOK VALUE	
At 31 March 2021	<u>10,604</u>
At 31 March 2020	<u>-</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Debtors control account	4,578	6,139
Other Debtors	-	410
Prepayments	1,335	4,067
Accrued income	7,479	-
	<u>13,392</u>	<u>10,616</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Creditors	76,837	4,589
Deferred income	51,600	80,684
Accrued expenses	35,603	9,843
	<u>164,040</u>	<u>95,116</u>

At 31 March 2021 £51,600 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:

	2021	2020
	£	£
Within one year	<u>31,164</u>	<u>17,816</u>

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Fixed assets	10,604	-	10,604	-
Current assets	807,815	121,664	929,479	872,665
Current liabilities	(42,376)	(121,664)	(164,040)	(95,116)
	<u>776,043</u>	<u>-</u>	<u>776,043</u>	<u>777,549</u>

Comparatives for analysis of net assets between funds

	Restricted funds £	Restricted funds £	2020 Total funds £
Current assets	872,665	-	872,665
Current liabilities	(95,116)	-	(95,116)
	<u>777,549</u>	<u>-</u>	<u>777,549</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021

17. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	313,349	(1,506)	311,843
Iriss fund	375,000	-	375,000
Designated - Business Development	89,200	-	89,200
	<u>777,549</u>	<u>(1,506)</u>	<u>776,043</u>
TOTAL FUNDS	<u>777,549</u>	<u>(1,506)</u>	<u>776,043</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	697,063	(698,569)	(1,506)
Restricted funds			
Technology Support Projects	30,130	(30,130)	-
University of Edinburgh Chief Scientist			
Office Rapid Response Grant	24,834	(24,834)	-
Durham College Building Bridges Project	204	(204)	-
	<u>55,168</u>	<u>(55,168)</u>	<u>-</u>
TOTAL FUNDS	<u>752,231</u>	<u>(753,737)</u>	<u>(1,506)</u>

Comparatives for 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	89,200	-	-	89,200
	<u>733,986</u>	<u>25,672</u>	<u>17,891</u>	<u>777,549</u>
Restricted funds				
Technology Support Projects	5,250	12,641	(17,891)	-
TOTAL FUNDS	<u>739,236</u>	<u>38,313</u>	<u>-</u>	<u>777,549</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

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	739,122	(713,450)	25,672
Restricted funds			
Technology Support Projects	33,435	(20,794)	12,641
TOTAL FUNDS	<u>772,557</u>	<u>(734,244)</u>	<u>38,313</u>

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

19. PENSIONS

The total cost charged to the profit and loss account is £68,173 (2020: £78,882).

The latest available complete actuarial valuation of the Retirement Income Builder is at 30 September 2021 (the valuation date), which was carried out using the projected unit method.

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 2021 valuation was the sixth 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 £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion.

The key financial assumptions used in the 2021 valuation are described below. More detail is set out in the Statement of Funding Principles.

A summary of the key financial assumptions for the technical provisions is shown in the below;

Price inflation;	RPI - 2.8% per annum CPI - 2.1% per annum
Discount rate	Pensioners - 1.4% per annum Non-pensioners - 0.7% per annum

In outline, the JNC recommendation is to maintain the existing hybrid defined benefit / defined contribution structure but modified in the following way for benefits accrued from 1 April 2022:

- Reduction in salary threshold from c £60,000 pa to £40,000 pa.
- Reduction in accrual rate from 1/75 to 1/85.
- Pension increases and revaluation before retirement restricted to CPI up to a maximum of 2.5% pa.
- Leavers with more than three months' but less than two years' service would receive the standard deferred benefit rather than the current entitlement to a lower benefit based solely on member contributions