



Together

(Scottish Alliance for Children's Rights)

**Report and Financial Statements
for the Year Ended 31st March 2020**

Registered charity number: SC029403

Registered company number: SC199725

Registered Office:
Rosebery House
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Edinburgh EH12 5EZ

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Reference and Administrative Information

Charity Name: Together (Scottish Alliance for Children's Rights)

Charity Registration Number: SC029403

Company Number: SC199725

Registered Office: Rosebery House
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Edinburgh EH12 5EZ

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Trustees:

Chair: Susan Elsley

Treasurer: John Ryan

Vice Chair: Maria Galli

Board Members: Rozanne Chorlton
Mary Glasgow
Louise Hill (up to 26 May 2020)
Helen McKeever
Laura Paton
Lucinda Rivers
Rona Blackwood

Board Observer: Kevin Kane (from 26 May 2020)

Company Secretary: Juliet Harris

Bankers: Bank of Scotland
20/22 Shandwick Place
Edinburgh EH2 4RN

Independent Examiner: Philip Duncan FCCA
Barnardo's Scotland
111 Oxfords Road North
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EH14 1ED

Volunteer Accountant: Ian J Douglas

Chair's report

I am pleased to present this report for Together's work in 2019/20 after another busy year focusing on a programme underpinned by our vision that all children and young people growing up in Scotland have their human rights respected, protected and fulfilled.

In autumn 2019, we celebrated the 30th anniversary of the UNCRC and launched our ambitious 5-year strategic plan to make our vision a reality in partnership with our members, children and young people and organisations across Scotland.

Our measures of success are outlined in the strategic plan as: law in Scotland being fully compliant and fully implemented in line with the UNCRC and other international human rights standards; children and young people's voices being listened to, respected and influencing the world around them; Scotland being recognised internationally as a pioneer and an innovator in taking forward children and young people's human rights; and our impact and reach as an organisation continuing to grow.

In a significant year for children's rights in Scotland, we warmly welcomed the First Minister's and the Scottish Government's commitment to legislation to incorporate the UNCRC. The proposal to incorporate the UNCRC into Scots Law was, and continues to be, a priority for our work. We provided leadership by supporting, informing and coordinating civil society and the contribution of children and young people. We worked with the Children and Young People's Commissioner Scotland to establish an Expert Advisory Group to develop a draft bill which outlines a gold standard model of incorporation. Crucially, we worked with our members and the Scottish Government to explore and demystify what incorporation will mean for children and young people's rights in Scotland.

We also worked in partnership with Children in Scotland to convene the Children and Young People's Panel on Europe, enabling children and young people who did not have a vote in the EU referendum to speak to key decision makers about the issues that were important to them as we leave the EU.

We shared our experience and learned from others across the UK, Europe and internationally through networks including the Rights of the Child UK Coalition, Eurochild and Child Rights Connect.

By drawing on the strength of our network to amplify our collective voice, we were able to expand and grow our impact as a membership organisation. In March 2020, we launched our latest State of Children's Rights report, working with over 50 members to identify progress and further actions needed to protect, respect and fulfil children's human rights.

Our strategic priorities are big, challenging and ambitious. We are committed to taking them forward with enthusiasm and rigour. We are grateful to the Scottish Government for its continued support. At the same time, our current level of resourcing restricts our capacity to grow as the demands on our organisation expand. We are addressing this by exploring other funding opportunities so that we can meet the needs of our members and our stakeholders through the delivery of our programme.

Our work cannot happen without a committed staff team. As a Board we continue to be enormously grateful to Together's staff for their dedication, enthusiasm and expertise. We would like to say a particular thanks to staff for their rapid and thoughtful response to the emergency measures arising from COVID-19 in March 2020.

Finally, as Chair of the Board of Together, I would like to express my personal thanks to the other nine committed trustees who have given generously of their time and expertise. The Board plays an essential role in the governance of the organisation and in supporting the staff team. I would like to thank those standing down in 2020 and give a warm welcome to new trustees.

We know that 2020-21 will bring a busy programme of work, particularly around the incorporation of the UNCRC into Scots law along with the continuing impact of COVID-19. We are confident that Together will rise to the challenges the year brings and look forward to reporting on progress in 2021.

Dr Susan Elsley

Chairperson

Report of the Trustees 2019-20

The Trustees are pleased to present their annual Directors Report, together with the Financial Statements of the charity for the year ending 31 March 2020. These are also prepared to meet the requirements for a Directors' report and Accounts for Companies Act purposes.

The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their account in accordance with the Financial Reporting Standard for Smaller Entities.

1. Objectives and Activities

The Charity was incorporated as a company limited by guarantee on 8th September 1999, to further the education of the community on the human rights of children and young people as defined by the UN Convention on the Rights of the Child (UNCRC).

In September 2019, Together launched its new Strategic Plan 2019-24. The vision that shapes our strategic direction is that all children and young people growing up in Scotland have their human rights respected, protected and fulfilled. Throughout 2019-20, Together worked towards this vision through five strategic aims:

1. Law in Scotland is fully compliant with the UNCRC and other international human rights standards.
2. Law and policy in Scotland is fully implemented in line with the UNCRC and other international human rights standards.
3. Children and young people's voices are listened to, respected and influence the world around them.
4. Scotland is recognised internationally as a pioneer and an innovator in taking forward children and young people's human rights.
5. Our impact and reach continues to grow, and we develop as a sustainably funded organisation.

Together relies on grants and membership payments to cover operating costs. Throughout 2019-20, Together was able to take forward its strategic aims with funding from the Scottish Government Rights and Participation team, Brexit Stakeholder Engagement Fund, the Children and Young People Early Intervention Fund and other donations from its membership. Funding from the Scottish Government Rights and Participation team enabled Together to continue employing a full time Director, Policy and Communications Assistant (part-time until September), and a part-time Policy & Research Intern (August 2019 – December 2019). Funding from Scottish Government's Brexit Stakeholder Engagement Fund allowed the Policy and Communications Assistant role to become full time from September 2019 until March 2020. The Children and Young People Early Intervention Fund enabled Together to employ a full time Legal and Policy Manager and part-time Business Support Officer. Funding from the University of Edinburgh and Santander Universities UK allowed Together to employ a full time Policy and Research Intern from June until August.

2. Review of Activities

During 2019-20, Together's strategic aims were taken forward through the following activities:

2.1. Law in Scotland is fully compliant with the UNCRC and other international human rights standards.

Advocate for the full incorporation of the UNCRC and other international human rights standards into Scots and UK law.

Independent UNCRC Incorporation Expert Advisory Group

Together continued to work closely with the Children and Young People's Commissioner Scotland to co-convene the UNCRC Incorporation Expert Advisory Group – an independent group of experts on children's rights and incorporation. The group continued to advocate for a 'gold standard' model of incorporation as exemplified in the draft Children's Rights (Scotland) Bill.

Incorporation Strategy Group

Together continued to work closely with members to advocate for the full incorporation of the UNCRC into Scots law. An Incorporation Strategy Group, consisting of 20 Together members and supporting organisations, was convened in late March 2019 and held its first meeting in April 2019. The group's purpose is to share information and coordinate campaigning efforts. Five meetings were held in 2019-20.

Following the launch of Scottish Government's UNCRC incorporation consultation in May 2019, Together convened a short-term subgroup of members involved in direct engagement work with children and young people. Together produced two briefings to help adult facilitators plan engagement events with children (aged 8-12) and young people (aged 13+) respectively. The briefings included suggestions for explaining key concepts in child and young person-friendly language, together with suggested activities and games to help children and young people express their views. Together's Director attended several engagement events, including presenting and facilitating at YouthLink Scotland's event at Edinburgh Zoo.

Raising awareness and understanding of incorporation

Together led a range of information and awareness raising activities over spring and summer 2019 to build members' and wider civil society capacity to respond to Scottish Government's consultation. These activities included informative briefings, e-news articles, two seminars and a webinar in partnership with the ALLIANCE. The 2019 membership survey highlighted the value members placed on Together's incorporation-related activities:

"Together have helped immensely with our understanding of the current [UNCRC incorporation] consultation."

"Learnt a lot from presentations and webinar re Incorporation of UNCRC."

"Very good guides and briefings regarding the incorporation of the UNCRC."

In 2019, Together began working with partners Amnesty International, the Human Rights Consortium Scotland and the University of Edinburgh funded by an ESRC Impact Acceleration grant. The ongoing

project will develop a best practice framework for incorporation, using international examples from across different human rights sectors, for use by civil society human rights groups in Scotland.

Throughout 2019-20, Together's Director gave presentations on incorporation at events for Social Work Scotland, Children's Sector Strategic Litigation Group, Human Rights Consortium Scotland, CYPSC & Together Incorporation Legal Seminar, East Lothian Council Corporate Management Team, Youthwork Leader Forum, Independent Care Review Rights Group, and Edinburgh University.

Rights of the Child UK Coalition (ROCK)

Together coordinated the 2019 ROCK Conference in Belfast. This conference brought together speakers and delegates from across the UK to discuss recent developments in children's rights and assess opportunities to further domestic incorporation of the UNCRC.

Incorporation of wider human rights standards

Together continued to sit on the Development Working Group for Scotland's National Action Plan for Human Rights (SNAP 2). The group considered how it can complement the work of the National Taskforce on Human Rights Leadership on incorporation of wider human rights treaties.

Identify where Scots law falls short of the standards enshrined in the UNCRC and advocate for legislation that meets and exceeds international human rights standards.

#RightTime Blog series

Together worked closely with members to produce a series of daily blogs throughout May 2019. Each thematic blog considered an area where law, policy and practice fell short of minimum standards enshrined in the UNCRC and considered how incorporation of the UNCRC could make a difference. The series shone the spotlight on why it was the #RightTime to incorporate the UNCRC into Scots law.

State of Children's Rights Report 2019

Together published its *State of Children's Rights report* in March 2020. The report considered the extent to which children in Scotland could exercise their human rights as set out in the UNCRC. It built on recommendations made to the UK by the UN Committee on the Rights of the Child in 2016 and drew on information provided by over 50 members to provide an update on how these recommendations were being implemented, where progress had been made and where more action was needed. The report made recommendations on what needs to happen in law, policy and practice to ensure children's rights are protected, respected and fulfilled. Together also published its first child-friendly version of the report for younger readers.

Influence and inform new legislation brought forward by the Scottish and UK Government to ensure it meets international human rights standards.

Consultation responses

To give added value to the expertise of the membership, Together provides a specific children's rights insight to parliamentary and governmental consultations, drawing from the UNCRC, the UN Committee's General Comments, Concluding Observations and evidence from our membership.

Together circulates these responses widely and aims to publish them at least 2 weeks in advance of the deadline to meet the information needs of members and enable them to draw from Together's expertise.

Members sought considerable support from Together following the May 2019 launch of Scottish Government's consultation on incorporating the UNCRC into Scots law. In addition to the detailed briefings, seminars and presentations outlined above, Together published a detailed response to the consultation several weeks ahead of the deadline to enable members to draw from this in their own responses. Together submitted a further response to Scottish Government's consultation on statutory guidance in relation to Children's Services Planning.

The 2019 Membership Survey revealed that 100% of respondents found Together's briefings and consultation responses either "extremely" useful (63%) or "very" useful (37%) in informing their own considerations on children's rights.

Wider advocacy

In addition to formal consultation responses, Together continued to highlight areas where new legislation fell short of UNCRC standards, including raising the minimum age of criminal responsibility from eight to 12 years, contrary to the UN Committee's minimum acceptable standard of 14 years old. This advocacy work was conducted through Together's e-newsletter, social media, meetings with members and Scottish Government.

2.2. Law and policy in Scotland is fully implemented in line with the UNCRC and other international human rights standards.

Work with our members to raise public and professional awareness and understanding of children and young people's human rights.

Together uses every opportunity to work with its members to raise public and professional awareness and understanding of children and young people's human rights. This includes through membership engagement, our e-newsletter, online resource library, social media, presenting at meetings and hosting events.

Our 2019 membership survey revealed that 93% of respondents believe Together fulfils its aim of providing relevant and useful information on children's rights and the UNCRC either "very well" (83%) or "well" (10%). Sixty-six percent (66%) felt that Together had helped increase their understanding of children's rights and the UNCRC "a lot".

Membership engagement

Throughout 2019-20, Together's work has been informed and influenced by its membership.

Together partnered with 28 member organisations to create the #RightTime blog series in May 2019 (details above). The blog series proved very popular among readers.

Extensive membership consultation took place between July 2019 and January 2020 to plan and draft Together's *State of Children's Rights* report 2019. Together collaborated with over 50 members to analyse the extent to which recommendations made by the UN Committee in 2016 were being progressed and what more action was needed.

E-newsletter

The e-newsletter is proving to be a continued success with members and supporters. At the end of March 2020, it had 1610 subscribers (up from 1526 in March 2019).

News, resources, information and events with a child rights focus are submitted by Together's members on an increasing basis. The most well-read articles continue to be specific child-rights news articles and resources relating specifically to Scotland. The average open rate is well above industry average at around 20% (industry average is 14%) and the average click rate is around 6% (industry average is 2.5%).

The 2019 e-newsletter survey revealed that 79% of respondents feel that the e-newsletter enables them to bring more of a children's rights approach to their work. Ninety-six percent (96%) of membership survey respondents said they read the e-newsletter at least once a month. Feedback has indicated a range of applications for the e-newsletter including filtering information to colleagues and supporting members to keep their work focused on the rights of children.

Social media

Together's Twitter feed has continued to gain popularity and at the end of March 2020 had 4305 followers (3534 in March 2019). Twitter is an increasingly popular means through which Together is able to communicate with its membership, and support and coordinate online campaigns. Together's tweets gained 54,700 impressions in March 2020 alone. Together's Facebook page now has 513 followers (397 in March 2019) and its Instagram has 460 followers (274 in March 2019).

Blog

Together's blog has maintained a steady readership and enables members to share good practice and raise awareness of specific children's rights issues. Our #RightTime blog series in May 2019 was particularly popular (see above).

Events

Throughout 2019-20, Together hosted the following events in partnership with members and other organisations:

- **Incorporation consultation event:** In July 2019, Together co-hosted two seminars with the ALLIANCE on Scottish Government's consultation on incorporating the UNCRC into Scots law.
- **Incorporation webinar:** In July 2019, Together's Director led a webinar on UNCRC incorporation on the ALLIANCELive platform.
- **Strategic Plan 2019-24 launch:** In September 2019, Together hosted an event to launch its new Strategic Plan 2019-24 and celebrate 10 years of Together. Attendees heard speeches from Maree Todd MSP Minister for Children and Young People, Together's Director, and current and former Chairs. The interactive event used children's party games to explain each of the five strategic aims of Together's new Strategic Plan.
- **Rights of the Child UK (ROCK) Annual Conference:** Together assisted in the organisation of the ROCK Annual Conference which took place in Belfast in December 2019. This conference brought together speakers and delegates from across the UK to discuss recent developments in children's rights and assess opportunities to further domestic implementation of the UNCRC.

Together's Legal & Policy Manager sat on the Working Group for the National Youth Justice Conference 2020. The conference has been postponed until 2021 due to COVID-19.

Observatory of Children's Human Rights Scotland

Together was a founder member of the Observatory of Children's Human Rights Scotland, established in February 2020 at the launch of Together's State of Children's Rights report. This is a collaborative of Scottish organisations working to drive implementation of children's human rights in Scotland, with local impact and global learning. The Observatory brings together Together members, the Children and Young People's Commissioner Scotland and academic partners from the universities of Edinburgh and Strathclyde to strategically advance opportunities for fully realising children's human rights in practice, policy and legislation.

Work with wider partners

Together's Director joined the Rights Working Group of the Care Review to support the group in ensuring its work is underpinned by international standards for care experienced children and young people, and that these standards are reflected across the other working groups.

Together's Legal & Policy Manager sat on the Development Working Group for Scotland's National Action Plan for Human Rights (SNAP 2), to ensure children and young people are involved in the next iteration of the plan.

Together's Director and Legal & Policy Manager gave a lecture to students on the MSC in Childhood Studies programme at Edinburgh University regarding the UNCRC in Scotland. Together's Director co-lead the Human Rights Law Clinic course for students on the LLM in Human Rights Law at Edinburgh University. Students explored how courts in Scotland and the UK use the UNCRC to decide cases affecting children, comparing this to the use of the UNCRC in foreign jurisdictions. The students presented their findings to Scottish Government officials, identifying gaps in current law and practice and how these could be addressed through UNCRC incorporation and holistic implementation.

Together's Director attended the Children's Sector Strategic Litigation Group in order to discuss potential priorities in the children's rights sector and presented regularly on progress made towards incorporating the UNCRC into Scots law.

Together's Director was a member of the Reference Group to the First Minister's Advisory Group on Leadership in Human Rights, chaired by Professor Alan Miller, and highlighted progress in the implementation of the UNCRC in Scotland and set out steps that could be taken by the Scottish Government to incorporate wider human rights treaties into law to provide stronger legal protections for children's human rights.

Together's Legal & Policy Manager attended the UK Brexit and Children Coalition comprised of several children's organisations from across the UK. The aim of the UK Coalition is to work in partnership to ensure the rights of children and young people are highlighted throughout the Brexit process.

Influence and build the capacity of our members and duty bearers to inform policy and direct practice.

Website and resource library

Together's website provides a growing online resource library which contains a wide range of resources related to children's rights on a local, national and international level, provided by members and partners. This includes the latest research, training materials, news and best practice on children's rights.

The 2019 membership survey revealed that 100% of respondents used Together's website at least once a month. This was an increase on 2018 figures (79%) and followed the first full reporting period since the website was relaunched in late 2018. Nineteen percent (19%) of respondents to the 2019 survey said they used the website at least once a week.

Networks

Together's Director is a standing member of Children in Scotland's Children's Sector Strategic Forum which gives an opportunity for the sector to discuss pressing children's rights issues with Scottish Government officials. As a result, Together led on informing the development of child rights-based developments within Scottish Government, including the commitment to incorporate the UNCRC into Scots law.

Together's Legal & Policy Manager and Policy & Communications Assistant attend the Child Policy Officers Network. The group meets regularly to discuss changes across law, policy and practice and how to coordinate approaches to inform their development. Throughout 2019-20, this included updating the group on Scottish Government's approach to incorporation, and Parts 4 and 5 of the Children and Young People (Scotland) Act 2014.

Undertake robust monitoring and reporting to support UN bodies to hold the Scottish and UK Government to account in implementing international human rights obligations

State of Children's Rights Report 2019

Together's 2019 report forms the basis for further monitoring of Scotland's progress in implementing the UNCRC. Its findings will act as a baseline as we move towards the UK's review by the UN Committee in 2021-22. We will hold a series of webinars with our membership in summer 2020 to assess progress made since the report's publication and inform a report to the UN Committee in November 2020 which seeks to influence the Committee's List of Issues Prior to Reporting.

UN Convention against Torture

Together's Legal & Policy Manager presented evidence to the UN Committee against Torture at its 66th Session in Geneva. The submission drew on evidence submitted by our members including strip searching of children and young people, lack of secure care placements, age of criminal responsibility, and mental health in custody settings. A number of these issues have since been reflected in the Committee's Concluding Observations.

2.3. **Children and young people's voices are listened to, respected and influence the world around them.**

Consistently explore, embed and develop opportunities to ensure that children and young people's views, experiences and concerns are listened to and acted on. Achieve this through partnerships with our members and all levels of government

Children and Young People's Panel on Europe

Together continued to support the Children and Young People's Panel on Europe, in partnership with Children in Scotland, to ensure that children's views are heard in discussions about Brexit. The Panel entered the second phase of its work in late 2019, with a focus of progressing implementation of recommendations from its "Listen to Us" report.

Together's Legal & Policy Manager and Policy & Communications Assistant have played a key role in producing child-friendly materials for the project and preparing members for meetings with decision-makers. In February 2020, the Panel met with the First Minister and Maree Todd MSP Minister for Children and Young People to highlight their concerns and ask questions. This has informed online influencing work from March 2020, when the group moved online in response to COVID-19.

30th Anniversary of the UNCRC

Together partnered with UNICEF UK, Children's Parliament, CYPCS and Scottish Youth Parliament to host a reception celebrating the 30th anniversary of the UNCRC in November 2020. The event was co-led with children and young people. Together's Legal & Policy Manager supported five members of the Children and Young People's Panel on Europe to take part in a discussion event with MSPs, Ministers and civil servants. The Panel asked decision-makers how they proposed to take forward the Panel's recommendations, including to incorporate the UNCRC into law, and gathered pledges for further action.

Informing Together's work

Together works to ensure that children's views and opinions inform our own work. For example, the theme of each #RightTime blog (see details above) was an issue raised by Members of the Scottish Youth Parliament at their Rights Review Event, and/or Members of the Children's Parliament in their What Kind of Scotland report. Throughout the year, Together worked closely with members to seek the views of the children and young people they work with and for and ensure that they inform the development of all aspects of Together's work.

Supporting members' work with children and young people

Together worked closely with the Children's Parliament and Scottish Youth Parliament on various projects, including providing support for the #RightHereRightNow campaign.

In March, the Scottish Cabinet held its fourth annual meeting with children and young people from Children's Parliament and the Scottish Youth Parliament to discuss issues that affect them. Preparations for the meeting were supported by Together, including a "mock" cabinet meeting.

Day of General Discussion 2020/21

Together worked with international partners to plan the 2020 Day of General Discussion (DGD) on children in alternative care. Together's Legal & Policy Manager sits on the Taskforce which supports the child and young person advisory teams. Due to COVID-19, the DGD has been postponed and will

now take place in 2021. Together will work to ensure that a broad range of our members, and children and young people they support, are able to be involved.

2.4. Scotland is recognised internationally as a pioneer and an innovator in taking forward children and young people's human rights.

Bring learning from the international community to inform and develop work in Scotland to further children and young people's human rights.

Promote and share good practice from Scotland with partners in the international community

Eurochild

Together's Legal & Policy Manager participated in Eurochild's General Assembly in April 2019 to learn from international partner organisations and bring examples of good practice from Scotland.

Together's Director was invited to present at the Eurochild's National Partner Network on how to involve children and young people in UN processes, drawing on the experience of participating in the 2018 UN Day of General Discussion on Children as Human Rights Defenders.

Child Rights Connect

Together's Director and Legal & Policy Manager attended Child Rights Connect's General Assembly in May 2019, to learn from international partner organisations and bring examples of good practice from Scotland.

Human Rights Council Annual Day of the Child Side Event

Together's Director was invited by the UN Special Representative on Violence Against Children to speak at a side event at the Human Rights Council Day of the Child. The presentation focussed on progress made in Scotland to ensure children have equal protection from violence in law and the steps made towards the incorporation of the UNCRC into Scots law.

Create and promote opportunities for our members to learn from – and bring learning to – the international human rights community.

Day of General Discussion 2020/21

Together will support members to participate in the postponed Day of General Discussion on children in alternative care – now to take place in 2021. Together will work with members to share good practice from Scotland with the international community and bring learning from other jurisdictions home to inform and develop work to further children and young people's human rights.

TB Net

In July 2019, Together's Director was invited to represent children's organisations in the TB Net civil society consultation on the review of the UN Treaty Body Process. She contributed Together's members experience of reporting to UN Committees, and the wider experience of sister organisations across the UK, and the steps taken to involve children and young people in treaty body reporting.

2.5. Our impact and reach continue to grow, and we develop as a sustainably funded organisation.

Ensure operational compliance and good governance in all we do.

Board of Trustees

Together's Board of Trustees work to meet Companies House and OSCR requirements. Throughout the year, staff and the Together Board continued to draft and revise organisational policies and procedures to ensure best practice in the day-to-day and overall governance of the charity are followed.

At the September 2019 AGM, two new trustees were elected: Rona Blackwood and Laura Paton. One trustee stood down: Chelsea Stinson. Susan Elsley was re-elected as Chair, Maria Galli as Vice-Chair and John Ryan as Treasurer. The Board brings a range of skills and expertise, offering valuable strategic oversight to the organisation.

Board meetings are held approximately once a quarter, and subgroups have been established to help focus expertise on certain issues. The Finance sub-group led by the Treasurer met regularly to oversee the production of the monthly management accounts and propose budgetary and spending decisions to the Board of Trustees. An executive subgroup of office-bearers met regularly to streamline Board decision-making.

Lobbying register

Together has ensured that all regulated lobbying activities are registered in the appropriate manner and that new staff understand the procedures before attending events where they may become involved in such activities.

Develop our staff, volunteers, interns and trustees to ensure there is a strong foundation from which we can progress our mission.

Staff team changes

There have been several changes to the Together staff team:

- In April 2019, Maria Doyle began a new role as Legal & Policy Manager (previously Legal Research Officer).
- From May-June 2019, Kirndeeep Kaur joined as a part-time Policy and Communications Assistant.
- In June-August 2019, Lovisa Backman joined as a full-time Policy and Research Intern.
- In August 2019, Vaska Bojadji joined as a part-time Policy and Communications Assistant, becoming fulltime in September 2019 and leaving in March 2020.
- From August-December 2019, Katie Burke joined as a part-time Policy and Research Intern
- In March 2020, Naomi Sutton joined as part-time Policy and Communications Assistant.

Over summer 2019, Together also benefited from the work of Erin Fisher and Katie Burke, who joined Together as placement students from the University of Edinburgh and University of Minnesota, respectively.

Together continued to benefit from the contribution of Ian Douglas, voluntary accountant.

Training and development

Staff training and development needs have been supported through the following courses:

- Child protection training delivered by the Scottish Child Law Centre - Legal & Policy Manager and Business Support Officer
- Managing and supervising people, delivered by SCVO – Legal & Policy Manager
- Children’s Human Rights interdisciplinary introduction, delivered by University of Geneva – Policy & Communications Assistant
- Online child protection training, delivered by NSPCC – Legal & Policy Manager and Policy & Communications Assistant (still to complete)
- Cyber fundamentals for the third sector, delivered by CORRA Foundations – Business Support Officer
- Registered bodies training delivered by Disclosure Scotland – Business Support Officer.

Assess and measure our impact to ensure we learn from successes and challenges and develop our approaches and strategies.

Together continued to promote membership of Together at every opportunity. In the last year, 25 new members joined Together, including NGOs, public bodies and professionals working with and for children and young people.

At the end of March 2020, Together had 408 members across Scotland. The high number of professionals from schools, academia, councils, social work services and other organisations reflects the work undertaken by Together through our briefings, ROCK conference, and social media to try to engage wider stakeholders whose work impacts on children and young people.

Together conducts an annual membership survey and annual e-newsletter survey to monitor our impact, learn from our membership and develop our approaches and strategies. The 2019 surveys showed high levels of satisfaction. We also ensure that attendees at all Together events are asked to complete an evaluation form to understand what worked well and how future events could be improved.

3. Structure, Governance and Management

Together (Scottish Alliance for Children’s Rights) is a company limited by guarantee governed by its Memorandum and Articles (dated 17th August 1999, and last revised 23rd September 2013). It is registered as a charity with the Office of the Scottish Charity Regulator.

4. Appointment of Trustees

The Trustees are elected or re-elected by the members at the Annual General Meeting. The number of Trustees shall not exceed 10 persons. All Trustees are appointed for an initial 3-year term after which they can be re-elected for a further 3 years. The Trustees hold regular board meetings and monitor the financial situation of the Charity closely. None of the Trustees receive remuneration or other benefit from their work with the Charity.

5. Organisation

The Charity's affairs are managed by regular meetings of the Trustees of the Company. Throughout 2019-20, the day-to-day activities of Together were carried out by a full time Director, full time Legal & Policy Manager, Policy & Communications Assistant (part-time and full-time as outlined above) and a part-time Business Support Officer.

The staff team was also supported by two placement students and a full-time intern during summer 2019, and a volunteer accountant.

The Board of Trustees provided strategic direction and oversight to the charity.

6. Reserves Policy

It is the policy of the Trustees to ensure that the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be available to cover 3 months of the resources expended. If funds were to drop significantly below this level, the Trustees would consider replacement funding, or reconsider the charity's activities. The Trustees have agreed that the surplus of £11,432 generated from unrestricted income in 2019-20 should be retained in reserves as a matter of prudent governance given the likely financial impact of Covid-19 and the uncertainty of restricted funding beyond March 2021.

7. Risk Management

Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity. Trustees have been discussing the development of a more detailed Risk Register for Together which will be published in 2019-20.

8. Responsibilities of the Trustees

The Charity Trustees (who are Directors of the Scottish Alliance for Children's Rights for the purposes of company law) are responsible for preparing a trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial period that give a true and fair view of the state of affairs of the charitable company at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

9. Statement as to disclosure to our Independent Examiner

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the Independent Examiner is unaware; and
- the trustees, having made enquiries of fellow directors and the Independent Examiner that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the Independent Examiner is aware of that information.

By order of the board of trustees



Susan Elsley, Chair
September 2020

10. Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission and is in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

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

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006 and section 44(1)(a) of the 2005 Act; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Companies Act 2006, section 44(1)(b) of the 2005 Act and Regulation 8 of the 2006 Accounts Regulations; and
 - which are consistent with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

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



Philip Duncan FCCA
Barnardo's Scotland
111 Oxbgangs Road North
Edinburgh
EH14 1ED

Together

Scottish Alliance for Children's Rights

Charity Statement of Financial Activities (including income and expenditure account) for year ending 31 March 2020

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Income:					
Donations	13	11,432	134,687	146,119	127,373
Investments	14	0	0	0	0
Other income		0	0	0	0
Total income:		11,432	134,687	146,119	127,373
Expenditure:					
Charitable activities	15,17,18	0	133,553	133,553	121,145
Governance costs	16	0	1,134	1,134	1,108
Total expenditure:		0	134,687	134,687	122,253
Net income/(expenditure) and net movement in funds for the year					
		11,432	-	11,432	5,120
Reconciliation of funds					
Total funds brought forward		54,302	-	54,302	49,182
Total funds carried forward		65,734	-	65,734	54,302

Balance Sheet as at 31st March 2020

	Note	2020	2019
Fixed Assets			
Tangible fixed assets		<u>0</u>	<u>0</u>
		0	0
Current Assets			
Debtors	20	36,500	0
Cash at bank and in hand		<u>41,375</u>	<u>56,456</u>
		77,875	56,456
Creditors: amounts falling due within one year	21	<u>12,141</u>	<u>2,154</u>
Net Current Assets		<u>65,734</u>	<u>54,302</u>
Total Net Assets		<u>65,734</u>	<u>54,302</u>
Funds			
Restricted funds		0	-
Unrestricted funds		<u>65,734</u>	<u>54,302</u>
Total Funds		<u>65,734</u>	<u>54,302</u>

Notes on the accounts

1. Accounting Policies

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

2. Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16th July 2014, the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

3. Preparation of the accounts on an ongoing concern basis

The Trustees have prepared these financial statements on the assessment that Together (Scottish Alliance for Children's Rights) is an ongoing concern. There are no material uncertainties of which the trustees are aware that ought to be disclosed in relation to this assessment.

4. Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

5. Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of Together's (Scottish Alliance for Children's Rights) work.

6. Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise the costs of staff time involved in applying for grants from statutory and trust funding sources, as well as meeting the monitoring and reporting requirements in relation to funds secured.

- Expenditure on charitable activities includes the costs of all activities undertaken by Together (Scottish Alliance for Children's Rights) which promote the UN Convention on the Rights of Child and monitor its implementation across Scotland, including policy, membership and events and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

7. Support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include some finance, personnel (including volunteers) and payroll costs which support Together (Scottish Alliance for Children's Rights) overall activities. Support costs have been detailed in note 15.

8. Debtors

Debtors are recognised at the settlement amount due after any discount offered.

9. Cash in bank and in hand

Cash at bank and in hand includes petty cash and the cash balance of Together's deposit bank account.

10. Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will 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 are normally recognised at their settlement amount allowing for any discounts due.

11. Pensions

Together (Scottish Alliance for Children's Rights) had a staging date of 1st February 2017 to meet the automatic enrolment requirements of the Pensions Act 2008. The Finance Subgroup, with agreement of the Board of Trustees, has opted to use NEST (National Employment Savings Trust) as its automatic enrolment pension provider. A defined contribution scheme with NEST has been in place from 1st February 2017 and is open to all staff. The NEST pension scheme operates in line with Government legislation and employer contributions will match at least the minimum levels stipulated by the Government. During the employee's term of employment, Together (Scottish Alliance for Children's Rights) will contribute 6% of basic salary each month to the NEST pension or other qualifying pension scheme that the employee may have.

12. Legal status of the charity

Together (Scottish Alliance for Children's Rights) is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

13. Income from donations

The income from donations was £134,687 (2018-19: £127,373). Of this, £11,432 was unrestricted (2018-19: £8,585). Together is particularly grateful for the ongoing support of the Scottish Government's Rights & Wellbeing Team and the Children & Young People's Early Intervention Fund which provides core funding for its activities.

Donations	2019-20	2018-19	
Membership donations	10,182	8,585	Unrestricted income
Scottish Government Core	79,557	70,000	Core funding from the Rights & Wellbeing Team
Children & Young People's Early Intervention Fund	48,500	31,000	Project funding for the Policy & Communications Officer and the Business Support Officer posts
Brexit Project	3,955	6,825	CYP Panel on Europe in partnership with Children In Scotland (funded by the Scottish Government)
Conference & Grants	1,100	10,963	2019 costs for ROCK conference. 2018/19 costs for Children as Human Rights Defenders project.
Edinburgh University	2,825	-	Of which £1250 is unrestricted income
	146,119	127,373	

Together (Scottish Alliance for Children's Rights) benefits enormously from the ongoing commitment and enthusiastic support of its many volunteers working across finance, administration and policy.

More detail of their work is given in our annual report. In accordance with accounting standards, the economic contribution of these volunteers is not measured in the accounts.

14. Investment income

No interest was paid to Together in this period arising from money held in interest bearing deposit accounts.

15. Analysis of expenditure on charitable activities

Expenditure on charitable activities was £133,553 (2018-19: £121,145). Of this, £nil was unrestricted (2018-19: £3,465) and £133,553 was restricted (2018-19: £117,680).

Expenditure	2019-20	2018-19	
Marketing & promotion	6,650	2,175	Includes website and printing of reports
Office costs	11,173	9,565	Includes rent, IT upgrade, telephone, stationery and postage
Professional fees	703	557	Includes insurance
Travel	2,199	4597	Includes all staff travel and subsistence
Events	3,432	9500	Includes ROCK conference and CHRD events
Staff costs	106,707	91,937	Includes salaries, employer's NI and pension
Support costs	2,689	2,814	Includes payroll, recruitment, training, bank charges, subscriptions and volunteer expenses
	133,553	121,145	

16. Analysis of expenditure on governance

Expenditure on governance costs was £1,134 (2018-19: £1,108). Of this, £nil was unrestricted (2018-19: £nil) and £1,134 was restricted (2018-19: £1,108).

This comprised of the following costs:

Expenditure	2019-20	2018-19	
Board meetings	5	219	Subsistence
Trustee travel expenses	1,129	889	Travel to trustee and subgroup meetings
	1,134	1,108	

No remuneration was paid to Trustees during the year. One Trustee received £1,134 in travel costs to enable her to attend Board meetings, the Finance Subgroup and Child Rights Connect ExCo meetings. Where possible, online conferencing has been used to keep Trustee expenses to a minimum.

17. Analysis of expenditure on staff

Expenditure on staffing was £106,707 (2018-19: £91,937). Of this, £nil was unrestricted (2018-19: £nil) and £106,707 was restricted (2018-19: £91,937).

This comprised of the following costs:

	2019-20	2018-19
Salaries	96,611	83,068
Employer National Insurance	5,543	4,425
Pension	4,553	4,444
	106,707	91,937

No employees had emoluments in excess of £60,000 (2018-19: nil).

18. Staff numbers

The average monthly number of full-time equivalent employees (including paid interns) during the year was 3.37 (2018-19: 2.85).

19. Corporation Taxation

Together (Scottish Alliance for Children's Rights) is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

20. Debtors

Debtor	2019-20	2018-19
Scottish Government	36,500	
	36,500	-

21. Creditors: amounts falling due within one year

Creditor	2019-20	2018-19
Scottish Government core	7,943	
BREXIT Project	2,635	-
PAYE	1,922	1,949
Mastercard	883	849
Purchase ledger	-	-
Accruals (Aviva)	(2642)	(1,929)
NEST pension	1024	806
Trade Creditors	376	480
	12,141	2,155