

Together  
(Scottish Alliance for  
Children's Rights)

# REPORT & FINANCIAL STATEMENTS

for the year ended  
31st March 2024

Scottish Charitable  
Incorporated  
Organisation (SCIO)  
Charity number  
SC029403

**Registered Office:**  
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# CHAIR'S REPORT

In another year of both challenge and progress for children's rights in Scotland, Together demonstrated unwavering determination in its mission to ensure every child growing up in Scotland has their rights respected, protected, and fulfilled. The strength of our efforts is a testament to the energy and passion of children, young people, and our members, who have navigated the complexities of this journey with resilience and dedication.

Special recognition is due to Safiyah and Oscar, two of our Rights Detectives, who played a leading role in informing the development of Scotland's proposed new Human Rights Bill. Their investigations, carried out with 185 children and young people, provided invaluable insights into their lived experiences of rights in Scotland. Their creative contributions, including the 'spider's web' analogy, formed the backbone of Together's evidence to Parliament on the reconsideration of the UNCRC Bill, helping to communicate complex issues in a way that was widely praised for its clarity and accessibility.

We are also deeply grateful to #TeamScotlandUN and members of the Children's Parliament and Scottish Youth Parliament, whose advocacy was central to informing MSPs during the scrutiny of the UNCRC Bill. Their voices have been instrumental in ensuring that children's rights remain at the forefront of legislative debate, and their efforts have helped to secure significant advances in Scotland's journey to fully realise children's human rights.



3.

Looking ahead, we are excited by the opportunities that lie before us. With the launch of our new Strategic Plan 2024-32 and the invaluable support from Cattanach, we are poised to bring an even stronger focus on the rights of babies and early years children. This increased capacity will allow us to deepen our impact and ensure that the youngest children in Scotland are fully recognised in the ongoing implementation of children's rights.

Lastly, I would like to extend my heartfelt thanks to Together's Director, the dedicated staff team, and my fellow Trustees. Your unwavering commitment to children's rights has been the driving force behind our achievements this year, and I am confident that Together will continue to meet the challenges of the coming year with the same passion and determination.



Mary Glasgow  
Chairperson



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# Reference & administrative information

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

SCIO  
Charity Registration Number: SC029403

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## Trustees:

Chair: Mary Glasgow

Treasurer: Mairi McReynolds

Vice Chair: Susan Hunter

Board Members: Rona Blackwood  
Oonagh Brown  
Martin Canavan (from September 2023)  
Maria Galli (from September 2023)  
Kevin Kane (to September 2023)  
Tracy Kirk (to September 2023)  
Katrina Lambert (from September 2023)  
Laura Pasternak  
Lucinda Rivers (to September 2023)  
Paul Sullivan

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

**Independent Examiner:** Philip Duncan

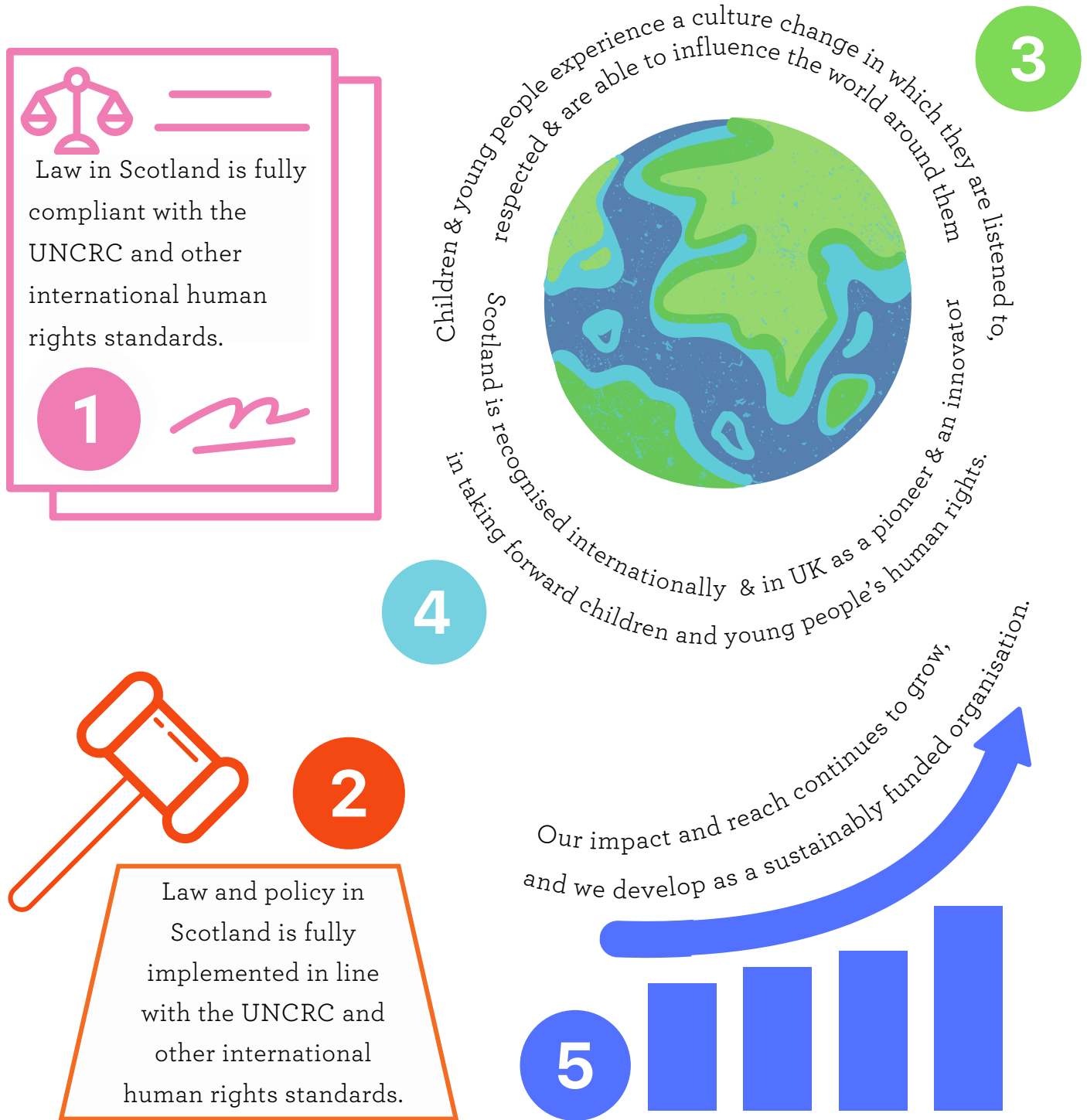
**Volunteer Accountant:** Ian J Douglas

# About us

**Together’s vision is that all children growing up in Scotland have their human rights respected, protected and fulfilled.**

Our journey began in 1996 when a group of children’s organisations formed an informal alliance to promote children’s human rights as set out in the UN Convention on the Rights of the Child (UNCRC).

**Together has five core aims, as set out in our Strategic Plan 2019-24, which shape everything we do:**



# About us

Together relies on grants and membership payments to cover operating costs. Throughout 2023-24 we made progress towards our aims with a range of funding from Scottish Government, grant funders and our membership. We acknowledge the invaluable core funding received from the Scottish Government Children’s Rights Unit and the Children and Young People Early Intervention Fund, as well as funding to support the Rights Detectives from the Scottish Government Human Rights Bill team. We especially thank Cattanach who gave project funding to enable Together to chair the Rights of the Child UK Coalition and to our members and supporters for their continued donations, fundraising and wider support.

This funding enabled Together to continue employing five full-time staff (Director, Legal & Policy Manager, Development Manager, Project Officer, Membership, Events and Communications Officer) and one part-time staff (Business Support Officer). It also enabled us to continue employing a part-time Policy and Communications Intern and to recruit a full time Policy Assistant from September 2023. Project funding from Scottish Government for the Rights Detectives enabled Together to continue engaging the services of a Participation Consultant.



# Promoting child rights-focused law



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





# What have children said about promoting child rights-focused law?

## Incorporating the UNCRC

Together continued its passionate advocacy for incorporating children's UNCRC rights into Scots law. We partnered closely with members to build their capacity to engage in and influence the reconsideration of the UNCRC (Incorporation) (Scotland) Bill. Our Implementation Strategy Group (ISG) met four times, providing a vital platform for members to understand amendments and share their views. These insights helped shape our Director's oral evidence to the Equalities, Human Rights and Social Justice (EHR SJ) Committee and informed our joint letter to the Cabinet Secretary, supported by over 40 members.

"I'm definitely worried about what rights are going to be knocked back because of devolved governments law. I think the most terrifying part is adults don't even know what areas of the rights are going to be passed or what areas are going to be passed back."

**Omima**

"I think maybe if we could be more informed about how the UNCRC is being adjusted and what is being adjusted to fit."

**Arden**

"It seems crazy to me. I thought the purpose of putting the UNCRC into law is to make sure it's respected and now people are wondering - and especially the people like the police and things like that who are there to protect us - they're wondering when they can disrespect our rights. It seems a bit backwards, I guess."

**Omima**

These quotes come from children and young people who submitted evidence to the Equalities, Human Rights and Social Justice Committee. [Watch full video.](#)

# HIGHLIGHTS OF 2023-24



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



## Promoting child rights-focused law

### **To achieve this, we will:**

- Advocate for the full incorporation of the UNCRC and other international human rights standards into Scots and UK law.
- 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.
- Influence and inform new legislation brought forward by the Scottish and UK Government to ensure it meets international human rights standards.

## Promoting child rights - focused law

### What did we do?

#### Giving evidence on the UNCRC Bill

In October 2023, Together's Director provided evidence to the Scottish Parliament's Equalities, Human Rights & Social Justice Committee during the reconsideration of the UNCRC Bill. Using a creative analogy developed with the Rights Detectives, the Director presented the UNCRC Bill as a 'spider's web'—designed to catch and address breaches of children's rights. Although the amended Bill has some gaps, the Director emphasised that it still represents a vital step forward in Scotland's journey to fully realise children's rights. The session underscored that while the Bill is not without its limitations, it remains an essential tool for protecting children's rights and promoting a culture of rights awareness and respect.

The Director also highlighted the ongoing nature of this process, encouraging the Committee and the Scottish Government to view the Bill as a foundation that can be strengthened over time through collaborative efforts and clear communication with babies, children, young people, and families. This evidence was widely congratulated and well received, with many commending it as an exemplary approach to explaining complex legal issues in a manner that is accessible and easily understood. The analogy of the spider's web was particularly praised and was shared widely on social media, demonstrating how effective communication can bridge the gap between legal complexities and public understanding.



## Promoting child rights- focused law

### **Supporting members' engagement**

To ensure widespread understanding of complex legal developments, we produced plain language blogs and infographics, with three key publications during the UNCRC Bill's reconsideration stage. We also supported members in responding to various consultations, including developing a guide for the Human Rights Bill consultation and sharing an early draft of our response. Our MSP briefing ahead of the final UNCRC Bill debate on 7th December 2023 ensured that the voices of babies, children, young people were at the heart of the Scottish Parliament debate as MSPs unanimously passed the Bill.

### **Plain language resources**

Together continued to provide regular plain language explanations of legal and policy developments. This has been particularly valuable around the reconsideration of the UNCRC Bill and the amendments needed to bring the Bill within the powers of the Scottish Parliament. Together produced numerous plain language blogs and infographics to distil key information, empowering our members to engage more effectively in advocating for children's rights and to better understand the implications of developments for their day-to-day practice.



## Promoting child rights- focused law

### Further work


- Supported members in responding to consultations on the Human Rights Bill, Care and Justice Bill, proposed Education Bill and proposed Restraint Bill.
- Coordinated video evidence from children and young people to inform the Equalities, Human Rights and Social Justice (EHRSJ) Committee's scrutiny of the reconsideration of the UNCRC Bill.
- Developed a briefing on the minimum age of marriage, demonstrating our commitment to addressing specific children's rights issues.

**The journey so far!**




# Promoting child rights - focused law

## What have our members said?




72% of surveyed members agreed that Together had increased their awareness and understanding of children's rights and the UNCRC 'a lot', with the remaining 28% stating it had helped 'a bit'. This demonstrates Together's consistent effectiveness, as these results are very similar to the 2022 Membership Survey. Members particularly value Together's consultation response guides, with 100% of respondents rating them as extremely important (5 out of 5). This highlights the organisation's crucial role in supporting members to engage with policy developments.



“In recent years, we have worked as part of Together particularly in relation to the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill, in order to help realise our shared vision of ensuring all children and young people growing up in Scotland have their human rights respected, protected, and fulfilled. In responding to this Bill, we worked with young Quakers to help communicate their thoughts and feelings on it to politicians.” **Quakers**

“As a member of Together, we feel connected to other organisations passionate about children’s rights. We really value the accessible briefings that Together create, and we trust the team to act in the best interests of children nationally and internationally. Together have so much knowledge that they generously share with members and that is a great support to us.”

### Befriending Networks



“Together is a fantastic organisation that punches above its weight. It is a powerhouse campaigning for children's rights, and a valuable source of information on the UNCRC and implementation in Scotland.” **Health and Social Care Alliance Scotland**

These quotes have come from those who responded to Together's 2023 Membership Survey or Together's Membership Spotlight

## Promoting child rights-focused law

### What have our members said?

“The Destiny Project loves being an Ambassador of the rights of children, we fully believe in the UNCRC (Incorporation) (Scotland) Bill and what it represents. It’s important that implementation comes to fruition for our children and young people now and generations to come.”

**The Destiny Project**

“Working on policy knowing we are drawing on collective expertise from Together and other members has been incredibly useful. Together always puts a lot of work into creating opportunities for members to connect and engage directly with decision makers and experts.”

**Anonymous member**



“

These quotes have come from those who responded to Together's 2023 Membership Survey or Together's Membership Spotlight

# Supporting child rights practice



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



# What have children said about supporting child rights practice?

"I feel like a lot of the adults that are supposed to be teaching us about our rights - mainly the ones that come to mind are teachers in this instance - their actions aren't as rights focused as I feel that they could be."

**Omima**

"It's essential that children and young people are communicated with in child and youth friendly way to ensure they understand the protections this bill will give them, especially given the changes between this and the previous bill."

**Beau**

"If children can't understand then explain in a way that they can process it."

**Safiyah**

These quotes come from children and young people who submitted evidence to the Equalities, Human Rights and Social Justice Committee. [Watch full video.](#)



# HIGHLIGHTS OF 2023-24

## Supporting child rights practice



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

### **To achieve this, we will:**

- Work with our members to raise public and professional awareness and understanding of children and young people's human rights.
- Influence and build the capacity of our members and duty bearers to inform policy and direct practice and monitor and evaluate change.
- Undertake robust monitoring and reporting to support UN bodies to hold the Scottish and UK Government to account in implementing international human rights obligations

# Supporting child rights practice

## What did we do?

### Skills & Knowledge Framework

Together completed partnership work with Children's Parliament, Just Right Scotland, JRS KnowHow and the Observatory on Human Rights of Children at Swansea University on the Children's Rights Skills and Knowledge Framework and Training Plan. We submitted final versions to Scottish Government alongside over 40 new resources and a Learning Library that catalogued and tagged over 400 existing resources to support children's rights learning and training. Together has continued to work with Scottish Government to prepare for launching the Framework and Training Plan in two stages: a soft launch of all content as PDF and Word documents, followed by a full launch of all interactive digital elements.

### Observatory on Children's Human Rights Scotland

As a co-founder, Together's Director has been instrumental in informing and shaping the strategy of the Observatory. Together's role on the Observatory has been pivotal in linking academia to civil society, ensuring that the Observatory's research and initiatives add real value to Together's members and the broader children's rights community. Through the establishment of a new Research Network on children's human rights, funded by the Royal Society of Edinburgh, Together is facilitating the sharing of interdisciplinary expertise between academics, policy-influencers, practitioners and babies, children and young people across Together's membership. This has not only enhanced the Observatory's impact but also strengthened the practical application of children's rights across Scotland, ensuring that the work of the Observatory is deeply connected to the needs and priorities of Together's members.



# Supporting child rights practice

## Human Rights Clinic

Together co-hosted a collaborative project with the LLM in Human Rights programme at the University of Edinburgh. As a co-facilitator of the Human Rights Clinic, Together's Director guided a group of five LLM students—Alexander Pedersen, Fiona Campbell, Isobel Mintz, Mariam Tavdgiridze, and Praise Ladrangan—in conducting a research project focused on integrating children's rights into budgetary processes in Scotland. This intensive three-month research culminated in a comprehensive report that offers a robust framework to support Scotland's compliance with its upcoming obligations under the UNCRC Bill.

The Human Rights Clinic final report, which was launched in May 2023, provides ten key recommendations, drawing on both international and domestic examples of human rights budgeting. It has been recognised as an essential tool for turning the aspirations of the UNCRC Bill into a lived reality for babies, children and young people. The findings from this research have already informed Together's ongoing work in the area of children's rights budgeting, and contributed to the work of the Observatory of Children's Human Rights Scotland and the Improvement Service. The collaboration not only provided valuable insights but also demonstrated the impact that Together's partnerships with academic institutions can have in shaping real-world policy and practice.



# Supporting child rights practice

## What have we done?

### Advisory boards and working groups

Throughout 2023-24, Together has been instrumental in advancing children's rights in Scotland through active participation in key advisory groups and boards. Our Director plays an active role on the UNCRC Strategic Implementation Board, the Human Rights Bill Advisory Board and the Scottish Education Council. Additionally, Together's Director co-chairs the Scottish Government Children's Rights in Justice Group alongside the Director of the Children and Young People's Centre for Justice. The wider staff team contribute to the UNCRC Implementation: Embedding in Public Services Group and the UNCRC Communications Network. Beyond government groups, we are also actively involved in the UNCRC Working Together Partnership and the Children's Sector Strategic Forum. These roles ensure that children's rights are central to discussions and decision-making processes across both governmental and non-governmental platforms.

### Member induction and capacity building

Together continued to provide regular member induction workshops. These provide a platform for new members to deepen their understanding of children's rights and help drive practice and culture change within each of their organisations. The workshops also strengthen connections across the sector, helping to create a powerful shared voice advocating for children's rights.

Our 2023 membership survey showed that 50% of members felt Together had helped 'a lot' in developing their understanding of a rights-based approach, with the other 50% saying it had helped 'a bit'. 44% of members felt Together had supported them 'a lot' with implementing a rights-based approach, while 56% said it had helped 'a bit'.

## Supporting child rights practice

The survey also revealed that members highly value child rights training, with 67% rating it as 'extremely important' (5 out of 5) and 33% rating it as 'very important' (4 out of 5). Child rights toolkits were also seen as crucial, with 33% rating them as 'extremely important' and 67% as 'very important'. It found that 83% of members found informal, conversational events on key children's rights areas to be beneficial. Additionally, 72% expressed interest in events exploring the UN Committee on the Rights of the Child's recommendations to the UK and Scottish Government. This demonstrates the value members place on Together's role in facilitating engagement with international human rights processes.

### Further work

Together continues to build knowledge and capacity on children's rights through participating in a wide range of events, workshops and presentations. These have supported members to understand what a child rights-based approach looks like in a range of settings, from early childhood education to the child justice system.



## Supporting child rights practice

### What have our members said?

“As members of Together (The Scottish Alliance for Children’s Rights) we’ve been able to better embed a rights-based approach in our work. I wrote on how we see breakfast fitting in a rights-based approach to education in December for UN Human Rights Day.”

**(Magic Breakfast, Membership Spotlight)**

“It’s great to be part of a group of like-minded organisations that share our values.”

**(Young Scot, Membership Spotlight)**

“Without being able to tap into the level of knowledge and expertise offered by Together we would be greatly disadvantaged. The depth and breadth of detail and sheer diligence that Together brings to the sector is peerless, and the warm, accessible approach from the team to share their specialist experience in understandable, digestible formats is a gift!”

**(Anonymous member)**



## Supporting child rights practice

### What have our members said?

“We are a new member of Together but absolutely delighted to join. We are looking forward to contributing to this membership and learning more about what we can all do to support young people better.”

**(Man On! Inverclyde, Membership Spotlight)**

“I think the support and services you offer are great, and as a member we feel that you are open to learning from us too. We don't always have the time to engage as fully as we would like, but it feels that there is an understanding of this.” **(Anonymous member)**

“This is really important expertise to share, we sometimes struggle with the complexity of the legal aspects. There is a need for easy to access, and understand resources/overviews in this field. Keep up the good work, thanks.” **(Anonymous member)**





# Supporting children to influence their world

*Children and young people experience a culture change in which they are listened to, respected and are able to influence the world around them.*



# What have children said?

"I think that when these conversations are happening there should be an understanding of the fact that these rights are not a gift from adults and they're not something that they can be taken away. They should be able to start a conversation that's two-sided between the children, young people and adults as opposed to just adults telling us what our rights are and what they mean for us."

**(Ellie)**

“

"I think if it is up there, and children know "all my rights do matter enough to be put into law" then they're going to start valuing themselves more, and valuing the way that they're treated and the way that adults especially treat them."

**(Omima)**

These quotes come from children and young people who submitted evidence to the Equalities, Human Rights and Social Justice Committee. [Watch full video.](#)

"We need kinder people because people make up the environment as well, even the language they use."

**(Human Rights Detectives investigations)**



Quote from Human Rights Detectives Investigations.  
[Visit our website to view reports.](#)

# HIGHLIGHTS OF 2023-24

## Supporting children to influence their world



### **To achieve this, we will:**

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

# Supporting children

## What did we do?

### #TeamScotlandUN and UN Committee review

Together played a crucial role in supporting children's participation in the UN Committee's 2023 review of the UK. In May 2023, we secured a further opportunity for children and young people from across Scotland (known as #TeamScotlandUN) and the wider UK to meet with UN Committee members during the UK review. This allowed for a more informal chance for children to discuss their priority issues and reflect on developments since their last meeting with the UN Committee in February. By creating spaces through which children, young people and UN Committee members could develop a trusting relationship and speak comfortably and confidently to each other, Together empowered #TeamScotlandUN and other children and young people from across the UK to advocate effectively for their rights. This was reflected by the extent to which the issues that children and young people spoke about were reflected in the Committee's Concluding Observations (or recommendations) to the UK, including community-based mental health support, exam stress and culture in schools and child poverty.

### Rights Detectives project

Together continued to support the Rights Detectives project, empowering children aged 11-17 to shape proposals for Scotland's new Human Rights Bill. This innovative approach to children's participation allowed children and young people to conduct 'special missions', acting as peer-researchers to investigate what Scottish Government needs to know from children and young people to make sure the new Bill addresses their priorities.



# Supporting children

## State of Children's Rights Report 2024

We launched our ambitious State of Children's Rights Report 2024 project, which aims to tell the story of children's rights implementation through children's own words, artwork, and other means of expression. To date, we have conducted scoping interviews with 11 organisations, drafted resources (reviewed by members of the Children's Parliament), and recruited five organisations to work on a Development Phase, leading story-gathering sessions with children and young people aged 1 to 17.

## #RightsOnTrack campaign

On World Children's Day 2023, we launched the #RightsOnTrack campaign to ensure Scottish Government and other duty bearers act on recommendations from the UN Committee on the Rights of the Child. We raised awareness through a child-friendly version of the recommendations, a social media campaign, and by hosting a parliamentary event featuring Professor Ann Skelton (Chair of the UN Committee), alongside children and young people, and the Minister for Children, Young People and Keeping the Promise.

As part of this ongoing campaign, Together collaborated with Members of Children's Parliament, Members of Scottish Youth Parliament, and the Children and Young People Commissioner Scotland's Young Advisors to create child-friendly versions of the UN Committee's concluding observations, ensuring that children and young people could understand and engage with these important recommendations.

## Further work

- Supported children and young people's participation in various consultation processes.



# Supporting children

## What have our members said?

“We value joining in campaigns to support children's rights and the opportunity to contribute to the State of Children's Rights reports. Being part of a learning and campaigning community in support of children's rights is extremely valuable.”

**(Anonymous member)**

“We love being connected to other rights focused organisations and working together towards to be more inclusive, children's rights-respecting, equal society we all want. Together members know we all need what children need!”

**(Lickety Spit, Membership Spotlight)**

“Sistema Scotland is thrilled to announce our new membership with Together, (Scottish Alliance for Children's Rights). This partnership reflects our organisation's ongoing commitment to championing the rights and voices of children and young people in our Big Noise communities across Scotland. At Sistema Scotland, our mission has always been to empower and uplift the children, young people, and communities that we work with, and our new membership with Together shows our commitment to this mission.”

**(Sistema Scotland, Membership Spotlight)**

“The process so far has felt so supportive and collaborative. I really feel that together we are looking to promote children's voices in a way that is authentic and in a way that's really making a difference...We've thoroughly enjoyed the opportunity to participate and are looking forward to taking part in the next phase...It's been a really positive experience.”

**(Play Scotland, Membership Spotlight)**

“We really appreciate the work that you do! It's brilliant to be part of an organisation that is so committed to advancing the rights of children which, in turn, empowers us to be able to talk about, promote and celebrate this. Early Years Scotland also really welcomes Together's commitment to ensuring that the voices of our youngest children are heard, something which is integral to the work that we do as an organisation.”

**(Early Years Scotland, Membership Spotlight)**

# Where Scotland meets the world



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

# HIGHLIGHTS OF 2023-24

## Where Scotland meets the world



### **To achieve this, we will:**

- 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.
- Create and promote opportunities for our members to learn from - and bring learning to - the international human rights community.
- Continuing to thrive and grow.



# What have children said?



"Maybe we should remember that not every country has these rights and we should not forget we have to work for theirs too."

(Human Rights Detectives investigations)

"You'd feel proud to be Scottish"

(a Rights Detective, reflecting that a new Human Rights Bill could help Scotland become a world leader in human rights).



## Where Scotland meets the world

### What did we do?

#### Rights of the Child (UK) coalition

In January 2024, Together assumed the Chair of the Rights of the Child (UK) Coalition, supported by funding from Cattanach. This project unites children's rights alliances from across the UK and its crown dependencies, fostering mutual learning and coordinating joint advocacy efforts. As part of this initiative, we are planning an exciting UK-wide conference to be held in Edinburgh in autumn 2024.

#### International advocacy

We continued to engage in international advocacy, partnering with Scottish Women's Aid to submit a joint letter to the UN Special Rapporteur on violence against women and girls. This letter addressed the crucial issue of increasing the age of marriage to 18, demonstrating our commitment to protecting children's rights on both national and international stages.

#### Further work

Together continued to engage with international networks and share learning from Scotland's experiences in promoting children's rights.

### What have our members said?

"Families Outside are a proud member of Together, dedicated to children's rights in all of our work to support families affected by imprisonment."

**(Families Outside, Membership Spotlight)**



"Together has a clear purpose and ambition, demonstrably so, being alongside makes absolute sense for our organisation to play our part in furthering the rights of the child in Scotland."

**(Anonymous member)**

In Membership Survey 2023 rated Together's work on monitoring and scrutiny of law, policy and practice very highly, with 67% giving it the highest importance rating (5 out of 5) and 33% rating it 4 out of 5. This underscores the importance of Together's role in connecting Scottish practice to international standards.

# Continuing to thrive & grow

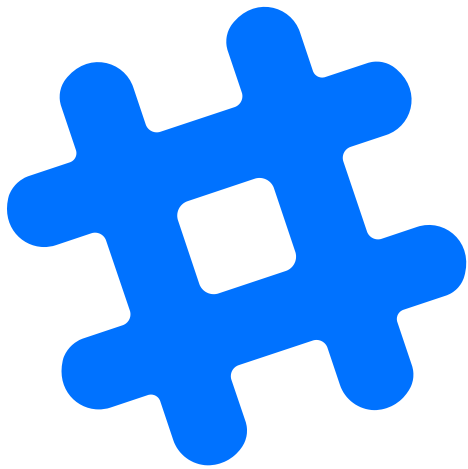
*Our impact and reach continues to grow  
and we develop as a sustainably, funded independent organisation.*



# What have children said?

"I think there should be a children's rights website that you can talk to someone and get their advice. And then if it's really bad situation then the rights agency would come to the place and it could help make things better."

**(Safiyah, Children & young people's evidence submitted to the Equalities, Human Rights and Social Justice Committee)**

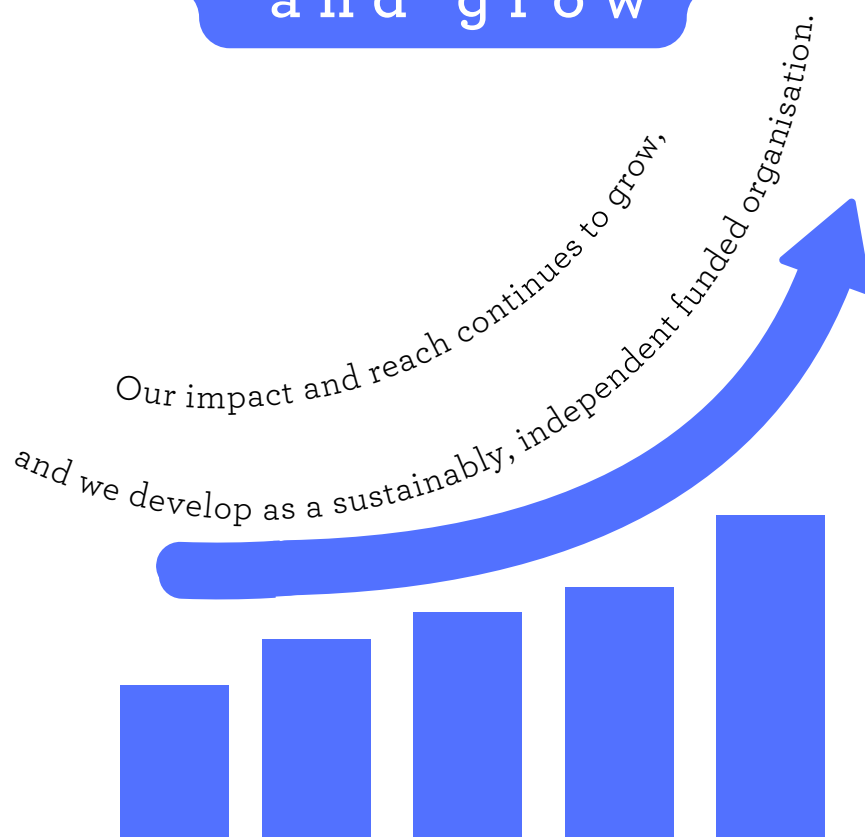


"I said on TikTok and YouTube and social media and Snapchat and other ones like Instagram as well. But as well at schools, because they need to learn where they can contact if they're worried about their rights. Adults should learn about the new children's rights on things like Facebook and X"

**(Safiyah, Children & young people's evidence submitted to the Equalities, Human Rights and Social Justice Committee)**

# HIGHLIGHTS OF 2023-24

## Continuing to thrive and grow



### To achieve this, we will:

- Ensure operational compliance and good governance in all we do.
- Develop and implement a funding strategy that promotes a diversity of income sources, including support from government, charitable trusts and membership.
- Develop a diverse and talented team of staff, volunteers, interns and trustees to ensure there is a strong foundation from which we can progress our mission.
- Assess and measure our impact to ensure we learn from successes and challenges and develop our approaches and strategies.

# Continuing to thrive and grow

## What did we do?

### Strategic Plan 2024-32

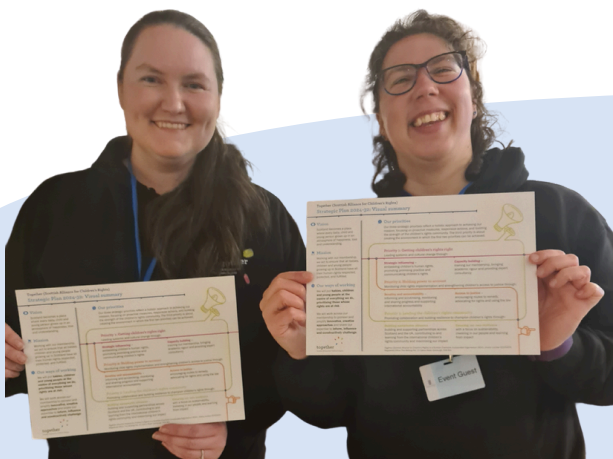
Together launched its new Strategic Plan 2024-32 in March 2024, following extensive engagement with members and reflecting on children and young people's input. This plan sets out three strategic priorities focusing on proactive measures, responsive actions, and building the strength of the children's rights community. The new Strategic Plan was launched at a parliamentary event on 26th March 2024, bringing together children, young people, and key stakeholders to celebrate this important milestone.

### Funding successes

We secured substantial new funding, including almost £40,000 from Cattanach to lead the Rights of the Child UK project and a further award of over £100,000 per annum for five years to support early years-focused, rights-based work. These funding successes will allow us to expand our impact and reach. Together also raised £1,917 through participation in the Kiltwalk in September 2023, demonstrating innovative approaches to fundraising.

### Organisational review and development

In early 2024, we commenced a comprehensive role and remuneration review to ensure all role descriptions accurately reflect staff responsibilities and skills. This process, involving both staff and trustees, aims to identify any skills gaps and consider whether further recruitment is needed.



# Continuing to thrive and grow

## What did we do?

### Partnership and internship

We continued to benefit from our partnerships with universities, welcoming Isobel Mintz as a work-based placement student in May 2023 (University of Edinburgh) and Gift Ayodele as a work-based placement student in September 2023 (University of Stirling). Gift was later recruited as our Communications Intern in November 2023. We continue planning for future LLM and MA candidate placements. These collaborations not only enhance our capacity but also help to engage students in children's rights work.

### Membership structure and growth

We implemented a new tiered membership fee in April 2023, creating an equitable fee structure while generating much-needed additional revenue for Together. This change reflects our commitment to financial sustainability and inclusivity within our membership.

Together's membership grew from 540 in March 2023 to 600 in March 2024, reflecting the organisation's increasing influence and the value it provides to members. Throughout the year, we featured 23 member organisations in our "Membership Spotlight," showcasing the diverse range of organisations working to promote children's rights in Scotland.



# Continuing to thrive and grow

## What did we do?

### Digital engagement

Together significantly increased its social media presence during the 2023-24 period:

| Platforms   | March 2023 | March 2024 | Difference |
|-------------|------------|------------|------------|
| Twitter (X) | 6,824      | 7,495      | +671       |
| LinkedIn    | 835        | 1,595      | +760       |
| Instagram   | 1,275      | 1,408      | +133       |
| Facebook    | 1,310      | 1,474      | +164       |
|             |            |            |            |

**Caitlin and Juliet accepting Children's Health Scotland, Healthcare Rights Award, during Scottish Children's Health Week during September 2023.**





# Continuing to thrive and grow

## Board of Trustees

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

Three new trustees were elected at the 2023 AGM: Martin Canavan, Katrina Lambert and Maria Galli. Mary Glasgow was re-elected as Chair, Susan Hunter as Vice-Chair and Mairi McReynolds as Treasurer. The Board brings a range of skills and expertise, offering valuable strategic oversight to the organisation.

Board meetings are held 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. An Operations subgroup led by a Trustee oversees operational issues including policies and procedures and staffing.

Almost 17% of respondents to our 2023 Membership Survey said they would consider or possibly consider running to become a Trustee on Together's Board. This a decrease on previous years (in comparison to 29% in 2022) and needs further examination so Together can put a clear strategy in place to ensure members feel able to bring their skills to support the governance of the organisation.

# Continuing to thrive and grow

## **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.

## **Staff team changes**

Together has largely retained the same staff team between April 2023 and March 2024:

- In May 2023 Caitlin Forrest was promoted from her full-time role as Membership and Events Assistant to become Together's Membership, Events and Communications Officer in recognition of the increased responsibilities of her role.
- In September 2023 Judi Martin left her part-time role as Communications Intern to become Together's full-time Policy Assistant.
- In November 2023 the part-time role of Communications Intern was subsequently filled by Gift Ayodele.

Over summer 2023, Together also benefitted from the work of Isobel Mintz as a placement student as part of her LLM in Human Rights at the University of Edinburgh. Isobel published her research on children's participation in the UNCRC monitoring process in November 2023, which went on to inform how Together would be able to work best with its membership in engaging babies, children and young people, informing Together's strategic plan 2024-32. In September 2023, Gift Ayodele commenced her placement with Together as an MSc student at University of Stirling.

Together continued to benefit from the services of Jacqui Dunbar, Participation Consultant, which was made possible by funding from Scottish Government for the Rights Detectives project.

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

# Continuing to thrive and grow

## Financial highlights

Total income for the year was £371,920, an increase from £290,952 in the previous year.

Expenditure on charitable activities increased to £350,879 from £288,847 in the previous year, reflecting our expanded activities.

Together ended the year with a strong financial position, with total funds carried forward of £94,928, up from £73,936 in the previous year.

## Further work

- Continued to strengthen ties with universities to engage students on children's rights.
- Regularly featured member organisations in "Membership Spotlight" articles, promoting the work of our diverse membership base.



## Continuing to thrive and grow

### What have our members said?

Our 2023 membership survey revealed that 100% of respondents felt our communications struck a 'good balance', neither overwhelming nor insufficient. Members also unanimously agreed that our organisational values and strategic aims were appropriate for Together.

The survey highlighted some areas for potential growth. While 78% of members felt confident about where to find information on children's rights related to their specific area of work, 22% were less sure. This suggests an opportunity for Together to further tailor its resources to meet specific sector needs.

The survey also revealed that the biggest barrier to organisations using children's rights was a lack of capacity and time (61% of respondents), followed by the complex legal framework (50%). This information can guide Together's future efforts in supporting members to overcome these challenges.

"Sound Lab are new members of Together, however their Chair, Paul Sullivan, has been involved for a few years! The organisation is really pleased to be a part of the Together network and think about ways in which the young people they engage with can greater influence policy changes."

**(The Sound Lab, Membership Spotlight)**

"It is really good to be a part of a bigger movement. I feel we can achieve more this way. I value all the work put into the campaigns and sharing information, the expertise and the consideration given to children's rights."

**(Anonymous member)**

"Being a member of Together really helps to keep us update on issues of UNCRC."

**(Anonymous member)**

"Good for small organisations to feel like they're part of something bigger and able to play a small part in making change."

**(Anonymous member)**

"Only words of encouragement and support. It can feel like pushing jelly up a hill some days ... keep going! Children and Young People need you :)"

**(Anonymous member)**

"I value the feeling of connection that being a member brings. Our work can be hard sometimes and it keeps me going to know that there are likeminded people across Scotland who also want to give children a voice."

**(Anonymous member)**

# Structure, governance & management



# STRUCTURE, GOVERNANCE & MANAGEMENT



## Legal structure

It is registered as a charity with the Office of the Scottish Charity Regulator. In 2022, a resolution was passed to convert Together's status to a Scottish Charitable Incorporated Organisation (SCIO). Together became a SCIO on 23rd May 2023.



## 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.

# STRUCTURE, GOVERNANCE & MANAGEMENT



## Reserves policy

To avoid closure if funding difficulties were to happen the Board has agreed to maintain unrestricted reserves at a level of at least three months essential operating costs, which would allow staff to continue working, primarily to secure new funding or to be able to safely manage exit costs. The Board can decide to increase this amount as needed, for example to ensure financial stability in times of uncertainty such as the COVID-19 pandemic.



# STRUCTURE, GOVERNANCE & MANAGEMENT



## Risk management

A comprehensive Risk Register has been created and forms a standing item for the Board of Trustees.

Internal risks are minimised by the implementation of policies and procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of Together's work. These policies and procedures are periodically reviewed to ensure that they still meet Together's needs. The key risks identified and associated mitigating actions are:



### Funding and fundraising:

To ensure Together is able to fund its core objectives and work programmes, the Trustees keep funding under review with quarterly updates and scenario planning. Trustees conduct a regular review of the reserves policy. The Director maintains ongoing contact with existing and potential funders.

To ensure adequate financial controls, budgeting and scenario planning, funding strategy, reserves policy and financial reporting, the Trustees scrutinise income/expenditure against budget on a quarterly basis with ongoing oversight by the Finance Subgroup. The Treasurer works with the Finance Subgroup to apply financial controls and ensure an annual independent financial examination.



# STRUCTURE, GOVERNANCE & MANAGEMENT



## **Good governance structures and boards:**

Trustees are attentive to relevant communications and scrutinise all Board papers. Board meetings are held quarterly with accurate information provided by Together's Director to inform quality decision making. The Executive and Finance Subgroups meet 3 monthly at a minimum with at least one Trustee Office Holder (Chair, Vice Chair and Treasurer) in attendance at every meeting. Trustees tasked with supporting the development of policies and procedures in relation to governance, finance and human resources and monitors risk on an ongoing basis. A part-time Business Operations Manager supports the Trustees and Director with governance needs.



## **Staff retention and recruitment:**

Trustees take a range of actions to promote the retention of key staff. In 2023-24, Together engaged the services of a Human Resources Policy Consultancy to ensure employment practices meet or exceed statutory requirements. Within the staff team, there are regular check-ins and 1-1s between staff and Director with relevant issues explored. The Trustees conduct a three-monthly Staff Wellbeing Survey to identify any pressing concerns or issues. Pay, remuneration and pension policy is reviewed by Trustees annually and the remuneration package is deemed competitive. Every step is taken to ensure that training and support meets the needs of the role.

# STRUCTURE, GOVERNANCE & MANAGEMENT

## 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.

# STRUCTURE, GOVERNANCE & MANAGEMENT

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.



## 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



September 2024

Mary Glasgow  
Chairperson

# Financial reports & accounts



# INDEPENDENT EXAMINER'S REPORT & FINANCES

## 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

5 James Bell Wynd,  
Monifieth  
Dundee DD5 4NE

**Charity Statement of Financial Activities (including income and expenditure account)  
for year ending 31 March 2024**

|  | <b>Note</b> | <b>Unrestricted<br/>Funds</b> | <b>Restricted<br/>Funds</b> | <b>Total<br/>Funds<br/>2024</b> | <b>Total<br/>Funds<br/>2023</b> |
|--|-------------|-------------------------------|-----------------------------|---------------------------------|---------------------------------|
| <b>Income:</b>   |             |                               |                             |                                 |                                 |
| Charitable activities  | 14          | 0                             | 342,369                     | 342,369                         | 277,077                         |
| Donations  | 15          | 29,551                        |                             | 29,551                          | 13,820                          |
| Investment income  | 13          | 0                             | 0                           | 0                               | 55                              |
| <b>Total income:</b>   |             | <b>29,551</b>                 | <b>342,369</b>              | <b>371,920</b>                  | <b>290,952</b>                  |
| <b>Expenditure:</b>  |             |                               |                             |                                 |                                 |
| Charitable activities  | 16,18,19    | 8,510                         | 342,369                     | 350,879                         | 288,847                         |
| Governance Costs   | 17          | 49                            | 0                           | 49                              | 0                               |
| <b>Total expenditure:</b>  |             | <b>8,559</b>                  | <b>342,369</b>              | <b>350,928</b>                  | <b>288,847</b>                  |
| <b>Net income/(expenditure) and net<br/>movement in funds for the year</b> |             | 20,992                        | 0                           | 20,992                          | 2,104                           |
| <b>Reconciliation of funds</b>   |             |                               |                             |                                 |                                 |
| <b>Total funds brought forward</b>   |             | 73,936                        | 0                           | 73,936                          | 71,832                          |
| <b>Total funds carried forward</b>   |             | <b>94,928</b>                 | <b>0</b>                    | <b>94,928</b>                   | <b>73,936</b>                   |

**Balance Sheet as at 31st March 2024**

|   | <b>Note</b> | <b>2024</b>    | <b>2023</b>   |
|---|-------------|----------------|---------------|
| <b>Fixed Assets</b>                                       |             |                |               |
| Tangible fixed assets                                     |             | 0              | 0             |
|   |             | <b>0</b>       | <b>0</b>      |
| <b>Current Assets</b>                                     |             |                |               |
| Debtors   | 21          | 13,728         | 19,563        |
| Cash at bank and in hand                                  |             | 126,812        | 72,107        |
|   |             | <b>140,540</b> | <b>91,670</b> |
| <b>Creditors: amounts falling due within one<br/>year</b> | <b>22</b>   | 45,612         | 17,734        |
| <b>Net Current Assets</b>                                 |             | 94,928         | 73,936        |
| <b>Total Net Assets</b>                                   |             | <b>94,928</b>  | <b>73,936</b> |
| <b>Funds</b>  |             |                |               |
| Restricted funds  |             |                | 0             |
| Unrestricted funds  |             | 94,928         | 73,936        |
| <b>Total Funds</b>  |             | <b>94,928</b>  | <b>73,936</b> |

# NOTES ON 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.



# NOTES ON ACCOUNTS

## 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.



# NOTES ON ACCOUNTS

## 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.



# NOTES ON ACCOUNTS

## 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 charity

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

## 13 Investment income

| Other Income  | 2023-24 | 2022-23 |                                     |
|---------------|---------|---------|-------------------------------------|
| Bank Interest | 55      | 0       | Income from treasurers bank account |
|               |         |         |                                     |



# NOTES ON ACCOUNTS

## 14 Income from charitable activities

The income from charitable activities was £342,369 (2022-23: £277,077). Of this, £nil was unrestricted (2022-23: £nil). 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  | 2023 -24       | 2022-23        |   |
|--|----------------|----------------|---|
| Scottish Government (Core)                           | 182,000        | 137,000        | Core funding from the Rights & Wellbeing Team   |
| Children & Young People's Early Intervention Fund    | 50,925         | 50,925         | Project funding for the Policy & Communications Officer and the Business Support Officer posts  |
| Cattanach - Rights of the Child UK                   | 4,254          | 0              | Project funding for Rights of the Child UK 2024 conference  |
| Scottish Government (Human Rights Detectives)        | 46,424         | 46,804         | Project funding for Children and Young People's Lived Experience Board  |
| Scottish Government (Skills and Knowledge Framework) | 48,287         | 30,068         | Project funding for the development of a Children's Rights Skills and Knowledge Framework to support the UNCRC implementation programme |
| Scottish Government (#TeamScotlandUN)                | 9,850          | 0              | Project funding to support children and young people to travel to Geneva and give evidence before the UN Committee                      |
| Cattanach - UNCRC celebration                        | 629            | 0              | Funding for UNCRC Incorporation celebration event   |
| EHRC   | 0              | 2,958          | Project funding for UNCRC pre-session reporting in Geneva   |
| Children and Young People Commissioner Scotland      | 0              | 9,322          | Project funding for UNCRC pre-session reporting in Geneva   |
|  | <b>342,369</b> | <b>277,077</b> |   |

# NOTES ON ACCOUNTS

## 15 Income from donations

The income from donations was £29,551 (2022-23: £13,820). Of this, £29,551 was unrestricted (2021-22: £13,820).

| Donations                                   | 2023 -24      | 2022-23       |   |
|---|---------------|---------------|---|
| Membership donations                        | 25,963        | 12,970        | Unrestricted income   |
| Scottish Commission for Learning Disability | 0             | 500           | Training session  |
| University of Edinburgh                     | 0             | 350           | Project funding to support Observatory on Children's Human Rights UNCRC Theory of Change project. |
| Legal Education Foundation                  | 100           | 0             | Interview session with Juliet Harris  |
| NSPCC                                       | 700           | 0             | Training session  |
| Aberlour                                    | 200           | 0             | Training session  |
| Central Union for Child Welfare             | 963           | 0             | Speaker fees and expenses for conference in Finland   |
| Scottish Arbitration Centre                 | 350           | 0             | Speaker fees for the School Closure Review Panel  |
| W C V A General                             | 150           | 0             | Travel reimbursement for attendance at the 4 Nations Civil Society Conference                     |
| Shetland Islands Council                    | 1,125         | 0             | Travel reimbursement for attendance of Shetland Child Rights Conference                           |
|   | <b>29,551</b> | <b>13,820</b> |   |

Together (Scottish Alliance for Children's Rights) benefits enormously from the ongoing commitment and enthusiastic support of its many Trustees and our dedicated Finance Volunteer who has supported our work for many years. 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.

# NOTES ON ACCOUNTS

## 16 Analysis of expenditure on charitable activities

Expenditure on charitable activities was £350,879 (2022-23: £288,847). Of this, £8,510 was unrestricted (2022-23: £11,770) and £342,369 was restricted (2022-23: £277,927).

| Expenditure               | 2023 - 24      | 2022 - 23      |  |
|---------------------------|----------------|----------------|--|
| Marketing & promotions    | 3,949          | 2,046          | Includes website and printing of reports   |
| Office costs              | 2,520          | 4,122          | Includes rent, registered address, telephone, stationery, postage, and IT equipment and furniture for all staff                                    |
| Professional fees         | 1,202          | 1,441          | Includes insurance   |
| Travel                    | 14,814         | 12,380         | Includes all staff travel and subsistence  |
| Events                    | 9,584          | 6,341          | Includes speaker fees, venues and refreshments for project related events, including remuneration of children and partners and accessibility tools |
| Staff costs & consultancy | 300,066        | 249,681        | Includes salaries, employer's NI and pension, and working from home allowance, and consultancy charges   |
| Support costs             | 18,744         | 12,836         | Includes IT subscriptions, HR support service, payroll, recruitment, training, bank charges, subscriptions and volunteer expenses                  |
|                           | <b>350,879</b> | <b>288,847</b> |  |

# NOTES ON ACCOUNTS

## 17 Analysis of expenditure on governance

Expenditure on governance costs was £49 (2022-23: £nil). Of this, £49 was unrestricted (2022-23: £nil) and £nil was restricted (2022-23: £nil).

| Expenditure                    | 2023 - 24 | 2022 -23 |   |
|--------------------------------|-----------|----------|---|
| <b>Trustee travel expenses</b> | 49        | 0        | Travel to trustee and subgroup meetings |
|                                | <b>49</b> | <b>0</b> |   |

No remuneration was paid to Trustees during the year. Throughout the year, online conferencing has kept Trustee expenses to a minimum.

## 18 Analysis of expenditure on staff

Expenditure on staffing was £300,066 (2022-23: £249,681). Of this, £nil was unrestricted (2022-23: £nil) and £300,066 was restricted (2022-23: £249,681).

This comprised of the following costs:

|                             | 2023 -24       | 2022 -23       |  |
|-----------------------------|----------------|----------------|--|
| Salaries                    | 269,205        | 225,090        | Includes consultancy and WFH allowance |
| Employer National Insurance | 17,567         | 13,743         |  |
| Pension                     | 13,294         | 10,848         |  |
|                             | <b>300,066</b> | <b>249,681</b> |  |

No employees had emoluments in excess of £60,000 (2022-23: nil).

# NOTES ON ACCOUNTS

## 19 Staff numbers

The average monthly number of full-time equivalent employees (including paid interns) during the year was 7.1 (2022-23: 5.9).

## 20 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.

## 21 Debtors

| Debtor  | 2023 -24      | 2022 - 23     |
|---|---------------|---------------|
| Scottish Government<br>(Skills and Knowledge Framework) | 7,524         | 15,183        |
| Prepayments   | 6,204         | 4,380         |
|   | <b>13,728</b> | <b>19,563</b> |

## 22 Creditors: amounts falling due within one year

| Creditor                                | 2023 - 24     | 2022 -23      |
|---|---------------|---------------|
| Accruals                                | 0             | 0             |
| PAYE                                    | 5,763         | 5,013         |
| Mastercard                              | 116           | 43            |
| Accruals (Aviva)                        | -2,567        | -2,567        |
| Scottish Government (UNRC<br>Reporting) | 0             | 9,850         |
| ROCK funding                            | 35,602        | 0             |
| NEST pension                            | 1,464         | 1,147         |
| Trade Creditors                         | 5,234         | 4,248         |
|   | <b>45,612</b> | <b>17,734</b> |



# THANK YOU!

A huge thank you to all the members, supporters and individuals who have supported Together throughout this period to achieve so much.