



the best of care

**ABERDEEN ASSOCIATION OF SOCIAL SERVICE
(OPERATING AS VSA)**

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2024**



ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	K Shand (Chair of Trustees) J Knowles (Vice Chair of Trustees) G Edwards (Treasurer) S Burt M Gibson J Harper S Heys A McBurnie G Poon D Watson G Watt C Wilkie S Barnett
Secretary	Burness Paull LLP
Charity number (Scotland)	SC012950
Company number	SC018487
Operating name	VSA
Registered office	38 Castle Street Aberdeen AB11 5YU
Auditor	Hall Morrice LLP 6 & 7 Queens Terrace Aberdeen AB10 1XL
Bankers	Bank of Scotland 39 Albyn Place Aberdeen AB10 1YN
Solicitors	Burness Paull LLP 2 Marischal Square Broad Street Aberdeen AB10 1DQ
Investment advisors	LGT Wealth Management UK LLP 1 George Street Edinburgh EH2 2LL

	Page
Trustees' report	4 – 25
Statement of Trustees' responsibilities	26
Independent auditor's report	27 – 30
Statement of financial activities	31
Balance sheet	32
Statement of cash flows	33
Notes to the financial statements	34 – 58



The Trustees are pleased to present their report including a strategic report together with the audited financial statements for the year to 31 March 2024.

Directors and Trustees

The Directors of Aberdeen Association of Social Service “operating as VSA” (the charity), are its Trustees for the purpose of charity law and throughout this Trustees’ Report are collectively referred to as the Trustees.

The Trustees of Aberdeen Association of Social Service who were in office during the year and up to the date of signing the Financial Statements were:

K Shand	Chair of Trustees
J Knowles	Vice-Chair of Trustees
G Edwards	Treasurer
S Burt	
M Gibson	
J Harper	
S Heys	
A McBurnie	
G Poon	Resigned 4 April 2024
D Watson	Resigned 18 May 2023
G Watt	
C Wilkie	
S Barnett	Appointed 5 October 2023



Key Management Personnel (Executive Management Team) at 31 March 2024

J Booth	Interim Chief Executive until 2 nd June 2023
S Freeth	Chief Executive 3 rd June onwards
A Corbin	Chief Financial Officer
J Ewen	Director of Adult and Community Services
A Garden	Director of Children & Family Services
C Nicholson	Director of Human Resources, Learning & Development

Objectives and Activities

The objectives of the charity are:

- To provide for the general welfare of children, families, adults, older people, disabled people, and people in need who are partially or wholly unable to provide for themselves.
- To act in co-operation with the statutory authorities and other organisations, voluntary or otherwise, engaged in the furtherance of general welfare.
- To establish, take over, or administer, either alone or along with others, charitable funds or agencies, either as Trustees or in any other capacity.
- To establish and operate agencies or bureaux for the purpose of giving advice or assistance on problems of a monetary and/or social nature, to those in need.
- To provide facilities for training in social service and for advancing the interest of the public in social work.

The main objectives and activities for the year continued to focus on providing a high level of care to existing service users whether they be children, families, adults, or older people. The Trustees have had specific regard to the Charity Commission guidance on public benefit in section 4 of the Charities Act 2006 and the Scottish Charity Code of Governance.

Mission

The charity's mission is to provide the best of care and support to enable our community to fulfil its potential.

Structure, Governance, and Management

Governing Document

Aberdeen Association of Social Service, operating as VSA, is a charitable private company limited by guarantee and governed by its Memorandum and Articles of Association as amended on 13th October 2022. It is a registered charity with the Office of the Scottish Charity Regulator (OSCR).

Recruitment and Appointment of Trustees

The Board of Trustees aims to be a clearly identifiable body with the right balance of skills and experience to govern VSA effectively. Each Trustee has an individual, as well as collective, responsibility for exercising general control and management over the administration of VSA. The Board of Trustees directs the affairs of VSA and ensures that it is well run, delivers on its charitable objectives for the benefit of the public, and remains solvent at all times. The Board of Trustees understands its responsibilities and ensures it has systems in place to deliver them effectively. This includes the identification of the broad skills, knowledge, and experience required for the effective direction of VSA. The recruitment, selection, and rotation of Trustees is based on the mix of skills, knowledge, and experience that individuals have to offer, bringing diversity to the Trustee body. A nominations committee was established during the financial year ended 31 March 2023. All potential Trustees are interviewed by a group of nominated Trustees before being recommended to the Board for approval.

The Board of Trustees is comprised of members who are elected as individuals. Members of the Board are elected at the Annual General Meeting, normally for a period of three years and for two terms of office. Usually, one-third of the current Board members retire each year, and are eligible for re-election, usually for no more than three terms of office. Members can be co-opted to the Board as vacancies arise and may be nominated for election at the next Annual General Meeting. There should be no less than ten and no more than eighteen members of the Board.

Trustee Remuneration and Insurances

VSA follows the OSCR regulations and guidance on Trustee Remuneration and no Trustees will be remunerated from the charity's assets unless there are exceptional circumstances that arise which comply with the OSCR regulations and guidance. There were no Trustee remuneration payments and no payments for expenses to the Trustees in the reporting year. During the year qualifying third party indemnity insurance was in place to indemnify the Trustees against the consequences of any neglect or defaults.

Trustee Induction and Training Programmes

New Trustees are provided with a copy of the Memorandum and Articles of Association and a pack of other documents (such as Financial Regulations) that describe the role, functions and operations of the Board, Committees and Sub Committees. New Trustees are also provided with, and briefed, on a document explaining the role of Board members as Company and Charity Trustees. There is a regular and varied programme of Trustee induction and training in place.

Organisational Structure

The Board of Trustees meets quarterly to deal with normal business. The governance and management structure of the charity is such that there is a Services Committee, a Corporate Resources Committee and also an Audit & Risk Committee. In addition, there is a fundraising sub-committee which was set up in October 2022 and is chaired by a Trustee. These Committees meet regularly to monitor the work and performance of the charity and to develop new policies and initiatives as appropriate and make recommendations to the Board of Trustees. An Executive Committee can be called to act on behalf of the Board as required.

Sue Freeth was appointed Chief Executive by the Trustees and took up office on 3 June 2023 taking over from Mr J Booth as Interim Chief Executive. The Chief Executive is supported by the Executive Management Team consisting of Chief Financial Officer and three other Directors. The Chief Operating Officer position became vacant at the end of January 2024 when John Booth took the decision to leave VSA.

Strategic Report

The descriptions under the headings "Principal Risks and Uncertainties", "Reports from Services" and "Financial Review" meet the company law requirements for the Trustees, in their role as company Trustees, to provide a strategic report.

Principal Risks and Uncertainties

VSA continued to invest in staff recruitment and retention

Operational Risk Management

Principal risks and uncertainties that the charity faces have been reviewed and captured alongside its strategic risk management approach. Operational risk management within the charity is the process of identifying significant risks and uncertainties, the occurrence of which would inhibit the smooth running, operational effectiveness and reputation of VSA. It involves assessing the likelihood and impact of their occurrence, determining the most effective methods of managing strategic risks or reducing them to an acceptable level. Operational risk management also acts as a catalyst for improving strategic, operational and financial management, all of which are central to VSA delivering high quality services.

The Board of Trustees is ultimately responsible for the effectiveness of strategic risk management within VSA and ensuring there is a strong risk management culture with appropriate internal control systems and processes in place.

Strategic Risk Register Review

The Audit & Risk Committee reviews the strategic risk register in detail on a regular basis to ensure it reflects the current internal and external environment within which VSA operates, and also takes account of all identified risks as well as control measures and further actions required. Each strategic risk is given a score in terms of its likelihood and impact on the charity if it occurred. The Audit & Risk Committee identifies a strategic risk at each meeting for a more in-depth independent assessment of the effectiveness of the controls and risk mitigation

measures, along with any further actions required. After scrutiny by the Audit & Risk Committee the Strategic Risk Register is then presented to the Board for consideration and approval. The Audit & Risk Committee also approved a Board Assurance Framework, a management tool that is the key source of evidence that links VSA's strategic objectives to the risks, controls and assurances contained in the Strategic Risk Register.

The Executive Management Team (EMT) – The EMT reviews on a regular basis the wide range of significant organisational risks and uncertainties, whilst regularly testing whether the internal controls framework is robust and effective. The internal controls framework is underpinned by robust systems, policies, and procedures and the internal quality assurance framework to ensure that internal controls remain effective. If EMT considers that any emerging risks or uncertainties are strategically significant they will be escalated and included in the Strategic Risk Register. Reports presented to Trustees for consideration include a section on risk management so that in agreeing any development, investment or change in service delivery, Trustees understand the level of risk and how it will be managed and monitored.

The principal strategic risks and uncertainties, along with control measures in place, are as follows:

Operational Risk Register Review

The Audit & Risk Committee reviews the operational risk register on a regular basis to ensure it reflects the executive's assessment of the internal and external environment within which VSA operates and takes account of all identified risks as well as control measures and further actions required.

The Executive Management Team (EMT) – The EMT reviews on a regular basis the wide range of significant organisational risks and uncertainties, while regularly testing whether the internal controls framework is robust and effective. The internal controls framework is underpinned by robust systems, policies and procedures and the internal quality assurance framework to ensure that internal controls remain effective. If EMT considers that any emerging risks or uncertainties are strategically significant they will be escalated and included in the corporate risks register.

Principle Risks and Uncertainties	Risk Control Measures
Able to deliver competent leadership and plan for leadership succession (trustee and employee succession plan)	<ul style="list-style-type: none"> • Succession profiling and planning
Able to maintain or develop income streams and control expenditure to ensure sustainability	<ul style="list-style-type: none"> • Careful scrutiny of cash flows and free reserves • Finance new projects and maintain VSA estate whilst being prepared for unforeseen circumstances.
Protect the charity's aims & objectives	<ul style="list-style-type: none"> • 2025-2035 Strategy development work has begun in earnest
Ability to attract, maintain and grow supporters	<ul style="list-style-type: none"> • Fundraising communications and marketing strategy which aligns VSA strategy brand and narrative to its purpose.
Able to manage a critical incident well (Critical Incident Plan)	<ul style="list-style-type: none"> • Regular review and active testing of business continuity and disaster recovery plan. • Ensure financial contingency
Able to deliver core services effectively	<ul style="list-style-type: none"> • Ensure mechanisms are in place to monitor, evaluate and maintain high standards of care and support for individuals.

Chief Executive's Statement

Our focus this year has been to rebuild active participation right across VSA to increase everyone's wellbeing following the long enforced isolation during the pandemic. We have focused our resources on supporting service users' volunteers and employees to get back to leading active full and rewarding lives. We have expanded the number of people we support through care at home and re-engaged with our strong and loyal supporters.

During 2023/24, we supported children families, and adults with diverse additional learning and support needs: re-establishing ways for our service users tenants residents, and workforce to reconnect and help shape decisions affecting how we support them day to day and began to engage them in longer term plans for VSA. Our key outcomes remain delivering high-quality lifelong learning care and support services, protecting financial stability, and increasing awareness and recognition of the needs and wishes of the people we support.

VSA's mission is to support people in poverty and distress and a long history of innovation in meeting the changing needs of the communities we serve. Our growing workforce is key and we continue to invest in them and their development providing a wide range of learning skills and leadership advancement opportunities. We conducted our first employee survey as part of the second year of our platinum accreditation from Investors In People. This year all employees have had opportunities to tell us what they value where and how we can improve anonymously. Follow up work in smaller groups is being pursued to get a deeper understanding in the months ahead. The Board approved a real cost of living uplift and uplifted lower salaries to accredited living wage, as a minimum using the charity's reserves in recognition of their hard work and dedication over the year. We joined the Coalition of Care Providers Scotland's Fair Work campaign to promote the value and skill of social care support work and give our staff a chance to have their stories and voices heard on the right to receive fair pay.



This year we have developed close working relationships with the city's Autism Outreach services and demand for this service continues to grow from early years partner providers. Over the year our 'Care at Home' service has expanded to support people of all ages across the city and into the Shire. We have played an active part in the maturation of the Granite Care Consortium and are thrilled to have begun a new partnering arrangement with BP to expand participation in the Fuel Poverty Fund preparing to partner next year with Cyrenians and CFine to expand its reach and impact.

We are proud to have secured the Aberdeenshire Unpaid Carers Contract this autumn and have spent the last 3 months of the year supporting the preparing the ground for the contract to start on April 1st.

This financial year, VSA recorded a positive fundraising income performance with the team delivering an end-of-year result of £1.1 million. The return of our annual November Ball successfully held for the first time at P&J Live was a roaring success. Other events - our Christmas Celebration at the Citadel, the launch of our collection of memories at Aberdeen Central Library funded by the Heritage Lottery Fund and the planning of the return of Sing, Sing, Sing at the Musical Hall planned for next year have gone well. These social events have helped us renew old friendships and we have been rewarded with their generous support.

We have completed the last stage of work funded by the £500,000 from the Scottish Government's Just Transition Fund installing a watering system for the tour of new poly tunnels and planted up the new tunnels at Easter Anguston Farm for the next growing season. This year saw the new accessible playground and walkways enjoyed by a bumper attendance of families across the year's school holidays. Local schools and students attending Linn Moor Campus have enjoyed our wildflower meadow, woodland walks, and meeting the farm animals. This year we have also started to host a few social prescribing events for children receiving end of life care in our local hospitals during the periods when the farm is closed to the public something we hope to build on in the years ahead.

VSA was invited to give evidence at the Scottish Government Covid Inquiry to share our experience and contribute to lessons learned. Jenny Ewen Director of Adults & Community Services gave evidence on how being well prepared and well stocked with PPE, operating VSA's own testing centre at its Broomhill Activity centre investing over a £1m of the charity's funds we were unable to recover had enabled VSA to keep its service users and employees safe from harm.

Over the course of the last year, VSA has completed the final stages of two significant transformational projects: a fully digitalised Care Management System has enabled the charity to move from being paper reliant to almost paper free and having a single case management system. Involvement, inclusion, and engagement of staff from all VSA services have been critical in the development, design, and delivery of this project, ensuring a smooth transition to becoming paperless. This year has seen the first of a brand new Finance System which has gone well and is vital to managing the diverse income and expense lines of our growing activities.

Finally, during the last quarter of the year, we began participation in the development of a long term strategic plan to be completed at the end of the calendar year 2024.

The year has not been without its challenges. Following a forensic review of the construction defects uncovered at 450 Holburn Street (HS) by experts supervised by Burness Paull LLP we have expanded the scope of a civil damages claim in the Court of Session. Meanwhile, we continue to cooperate with the statutory authorities on their inquiry under the jurisdiction of Police Scotland. The former 450 HS residents are now well established and living well at Queen Mother House (QMH) another VSA property close by. This is a temporary primary address for the present until 450HS can be re-opened. Cooperating with Care Inspectorate we have started to make improvements to QMH.

My transition into the new Chief Executive seat has been enjoyable and by working together with the organisations leaders and trustees we are bringing stability and focus during what is proving to be continuing uncertain times. The Board with the support of the executive team has a renewed will to set an ambitious strategy over the coming years which will secure the value of VSA for another generation.

Section 172 Statement, Employee Engagement and Business Relationships

Aberdeen Association of Social Service trustees are Directors for the purposes of company law. The Directors are committed to acting in accordance with a set of general duties that are set out in section 172 of the Companies Act 2006. They act in a way that they consider, in good faith, would be most likely to promote the success of the charity for the benefit of its members as a whole, and in doing so have regard to the following factors:

The likely consequence of our decisions in the long term

Financial and operational sustainability is integral to our ability to deliver complex care to the vulnerable people in the community that the charity supports. We continue to respond to the changing demands of local social care priorities and are monitoring the passage of Scotland's National Care Service legislation. At the centre of our priorities is seeking to meet increasingly complex care support needs against a backdrop of public spending been unable to keep pace with prices and seeking to protect the organisations' resilience. This backdrop of volatile and unpredictable external forces continues and is unlikely to alter for some time. The forthcoming strategy development work will provide the opportunity to review our diverse service portfolio and the extent VSA can spread the risks as it does currently and consider how to reduce its reliance on commissioned income increasingly under pressure.

The interests of employees

As a recognised Investors In People Platinum award organisation, the charity continues to demonstrate the value and importance it places on its people. The continuing ability to attract, motivate train and retain the best staff and volunteers is fundamental to keeping people safe and leading independent lives as much as possible. This year we brought back our proactive occupational nurse capability supporting staff 5 days a week providing individuals with quick responsive personal support and offering the workforce as a whole proactive wellbeing and healthy lifestyle advice and counselling offered to those who need it. Our HR Business partners know their services well and are visible and able to support staff who facing additional pressures around the continuing cost-of-living challenges. VSA takes all the steps necessary to support and retain our people.

Business relationships with key stakeholders, suppliers and customers.

This year we continued to develop working relationships and reconnect with our wider stakeholder network. We have strong supplier relationships which have endured beyond the pandemic. This year we have leased part of the first floor of our Head Office premises to Aberdeen Voluntary & Community Organisation and the emergency services and city have used our Broomhill Activity centre for a wide range of public service and community events. We continue to work closely with the Health and Social care Partnership to explore and pilot interim, emergency and bariatric placements provide the local health and social care partnerships to help them to fill service gaps. The strong relationships we hold with local corporate businesses and suppliers continue to be strong.

Impact on the community and the environment

VSA services are an integral part of the Northeast of Scotland community and economy, with a presence across the city and beyond. The charity is conscious of the environmental impact of its operations and the organisation has demonstrated our commitment to achieving our net zero ambitions with small improvements over the last year. A carbon footprint audit is undertaken annually to evaluate reductions in GHG emissions and set realistic and achievable targets that will be reported on in future annual reports.

High standards of business conduct

Our care and charitable activities rightly operate in a highly regulated environment. We are committed to maintaining the highest possible level of care by meeting and exceeding expectations set by the Care Inspectorate. Staying on top of an increasing range and complexity of care support needs is critical and a challenge we place considerable effort. We aspire to the highest standards of fundraising and are committed members of the Scottish Fundraising Standards Panel. All our fundraising staff and events follow the Institute of Fundraising's Codes of Conduct and Practice. We are active members of ccps which adheres to the requirements of the Lobbying (Scotland) Act 2016 in our relationships with elected members of the Scottish Parliament and other government officials.

The need to act fairly between members of the company

Our Board and its various Committees operate within clear terms of reference with reviews of Board effectiveness and a policy of Board rotation in place. Everything that we do, up to and including Board level, is underpinned by our values to provide the best care possible. The Directors have actively participated in a review of governance arrangements measuring their progress against both OSCR codes of practice and the Scottish Good Governance Code and focused this year on safeguarding adults and children.

Reports from Services and Key Outcomes

VSA has been delivering services to the citizens of Aberdeen for 150 years and has a well established reputation for delivering a high standard of care that has been verified by external regulatory bodies to allow service users to live the best of lives. VSA's services are focused on three discrete service delivery groups: Children & Family Services, Mental Health Services and Older People's Services. VSA is providing a wide range of community-based services to a diverse population.

We support vulnerable children and adults who are living with a mental health diagnosis, complex additional learning and support needs, learning disabilities, addiction (drugs and alcohol), loneliness and isolation, living in extreme poverty and living with life-long conditions such as dementia and Parkinson's. Despite the tremendous challenges that a child or an adult can face, it is amazing to see that by providing person centred support, care, experiences, and learning opportunities how much it can change a life.

Across all of the services we provide, we promote equality, inclusion, diversity, and support for BAME communities.



(1) Children and Family Services

Across our children, young people, family, and education services we provide mental, emotional, social, and practical care and support through a variety of services. Our specially trained staff and volunteers are inclusive and flexible in their practice, recognising and respecting diversity, changing needs, and reducing inequalities.

Community-based services for Children with Disabilities

ASNAP (Additional Support Needs Advisory Project)

VSA's ASNAP (Additional Support Needs Advisory Project) aims to support local children's service providers to facilitate the integration of children and young people living with additional support needs in Early Years settings and After School Clubs. The service provides service providers with the knowledge, skills, and strategies to inclusively support children with diverse abilities.

The service has developed close working relationships with the city's Autism Outreach services and demand for this service continues to grow from early years partner providers.

In addition to the service specific and child focused work the service staff has also been involved in other areas of further development as outlined below.

Other work undertaken & further work in development

- The team is now also delivering the Trauma in the Early Years course which highlights at times, the traumatic impact of children moving to a new country, not having English as a first language, bereavement, family separations, early medical intervention, and possible trauma linked to specific conditions, alongside the typically identified causes of trauma. Our Occupational Therapist now also supports the delivery of these training courses to service providers.
- Reading and research of materials relevant to early years. The team refers to setting Inspection Reports so that any areas for improvement can be included in training sessions and the CI Hub for any resources or training that would be helpful.
- Sourcing and creating resources for sharing with nurseries.
- Consultation with OT and/or S< re-appropriate resources for early years settings and individual children.
- The updated ASNAP flyer has been distributed to all funded children's services on the FIS website, and certificates are sent to all participants in online and face-to-face training.
- Networking and working collaboratively with Autism Outreach to share information.
- Liaising with the Care Inspectorate to discuss current and innovative trends in childcare and how structured support for those children who require this can fit with the free-flow approach.

Key Outcomes:

Over the year the service has delivered the following:

- Individual support to 18 children in early years settings
- Online training module to 96 staff across early years settings in Aberdeen City. Feedback from the online training modules rate course content as 9.2 out of 10
- Face to face training to 153 staff in 18 early years settings
- Advice and support to 18 early years settings
- Providing 4 workshops at the Aberdeen City Early Years Learning Events and Twilight training sessions for early years practitioners with 40 staff booked to attend.



(2) Adult and Community Services

Across our Adult and Community services, we strive to provide the best of care, while promoting independent living and social integration, ensuring the individuals accessing them have every opportunity to live the best of lives. The approach is always needs-led by placing the individual at the centre of what the charity does, assisting them in having every opportunity to lead fulfilling and meaningful lives.

Adult and Community Services fall under three main types:

- Services for older adults
- Mental wellbeing services
- Services for individuals with a learning disability

Services for Older Adults

VSA touches the lives of thousands of local older people every year. A range of flexible and adaptive services were offered throughout the year, including two residential Care Homes - Ruthrieston House and Crosby House and two Housing with Support/Care at Home services - Broomhill Park and Cloverfield Grove.

The residential care homes at Ruthrieston House and Crosby House were in high demand during the financial year, with several referrals waiting for placements.

Our interim project in partnership with the AHSCP began on the 1st of October 2019 with 4 interim flats at Cloverfield Grove and 1 at Broomhill Park along with a further Bariatric Interim Flat at Broomhill Park. Due to the success of this project these contracts have been extended to March 2026

Our staff have supported on admission to one of our services, a tenant who was completely immobile and had the goal of mobilising independently. Through hard work determination and support from staff and the community physiotherapist, the tenant is now fully independent and has this year went on trips with another tenant to Perth and Dundee.

Another tenant who loves to read was really disheartened by the closure of local libraries so our staff worked with him and supported him to be able to use an iPad so that he can download e-books and continue with his love of reading.



Care at Home

VSA delivers care at home services as part of the Granite Care Consortium (GCC). At time of writing, we currently support 102 clients in the city under GCC and deliver an average of 684 support hours per week over a twelve month period. Over the last year Care at Home has also successfully transitioned the contract for Sheltered Housing at Bressay Brae, Park Road and Aboyne Terrace into the service. The service numbers in Aberdeenshire are gradually increasing with us providing 29.5 support hours per week to 6 individuals.

Key developments within the service include a move towards introducing tech enabled solutions for those living within their own homes to promote enablement.

Mental Wellbeing Services

VSA supported over 200 people during the year with a diagnosis of mental illness in Aberdeen City. Our mental health services include residential care homes, supported living units and a residential rehabilitation service. VSA continue to be the largest local provider of residential mental health services with our residential care homes sitting at full capacity for the majority of the year. Our mental health services all deliver recovery focused support with individuals working towards their own outcome focused goals.

Our staff continually go above and beyond to support people in our services and at our mental health services have supported a resident in achieving his dream of seeing Elton John in concert. One resident is hearing impaired and communicates using British Sign Language. Staff have attended training to learn BSL and the resident has a goal in place to teach other residents BSL if they want to learn. The resident has been supported by staff to start a club where she invites other residents and teaches them BSL thus improving communication between herself and fellow residents.



VSA come and help you,
they look after you, they fight
for what you want to do be
able to do - they help with
anything that you need.

It's like having one big family.

Maddie Clark



Learning Disability Services

Our Craighton Grove and Associated Housing service has increased over the past year. Along with supporting 14 adults in the Culter area of Aberdeen we are now supporting 17 adults at our Forestgait site with regular referrals from the Health and Social Care Partnership.

The service is currently supporting a tenant to achieve his lifetime wish to visit Disneyland in Paris and are planning the trip for next year.

The team have also been working with a tenant who sadly has severe agoraphobia. The tenant suffers from several health conditions and is required to attend hospital appointments which can be really distressing for him as he does not like leaving the house and it had got to the stage where he was refusing to attend any appointments.

Due to the hard work and dedication of the team at Craighton, we are pleased to say the tenant is now at a stage where he is comfortable leaving the house with staff and has been able to attend appointments with staff support.



Post Pandemic

Although we have still had the odd isolated case of Covid within our care homes, we have returned to pre pandemic model of service delivery. VSA has given evidence at the Scottish COVID-19 Inquiry. The Inquiry is investigating the devolved strategic response to the COVID-19 pandemic in Scotland between 1st January 2020 and 31st of December 2022. The Inquiry works independently of government to establish the facts, identify lessons to be learned and make recommendations to Scottish Ministers.



Celebrating Talent

VSA staff and service users have many skills, knowledge, and talent and to celebrate this VSA hosted the first ever VSAs got talent competition in the summer.

Thirteen acts across Adult and Community Services took part, and the judges had a hard time deciding a winner as everyone was fantastic. It was a day filled with joy and our service users loved it.

The judges managed to pick a winner the Craighton Groovers. We plan to make this an annual event to bring everyone together and perform once again.

Easter Anguston Farm

Easter Anguston Farm is an operational farm, and local community resource which serves as a training facility for 16 adult trainees with learning difficulties allowing them to gain experience in animal care, horticulture, and retail.

The farm is also open to visitors during the school holiday periods and visitor numbers have continued to grow. Our partnership with CUP Tea Rooms has remained in place with them providing food and refreshments to visitors.

This year we have also made further investment in our irrigation systems which in conjunction with the new and increased poly tunnels will increase our summer berry crop and “pick your own” over the summer holiday opening times.

The farm staff have also continued to benefit from the support of 3 dedicated volunteers who help maintain the grounds and individual support programmes for our trainee placements. To date the volunteers have committed a combined 24 years of their time in this setting and are an integral part of the team

(3) Education and Learning Services

VSA has a proud history of delivering exceptional care and support for individuals with additional support needs. The education and learning service at the Linn Moor Campus continued to provide outcome-driven care and education that is responsive to the individual needs and requirements of the children and young people in our care.

The service specialised in providing a structured, nurturing and person-centred approach and was fully committed to a whole life philosophy, enabling children and young people to lead fulfilling lives, to maximise their potential, and to access experiences and opportunities open to other young people in the community.



Linn Moor Residential School

Linn Moor Residential School has a proven track record in providing specialist residential care and education for children and young adults with complex needs. The residential provision consists of seven self-contained group homes, each accommodating between two and four residents.

The campus provides for up to 21 residential/education placements and offers many places for day pupils. Over this financial year, our residential/education placement numbers have remained at 21, with 5 of the young people receiving support through our continuing care programme which allows our young people the opportunity to benefit from additional support from the education and care staff in readiness for their transition to an adult placement.

Our school curriculum continues to benefit from a range of therapeutic approaches including an Occupational Therapist as part of the staff team and visiting Speech & Language, Music Therapists, and Therapists.

Individual Support Plans (ISP) for each child are outcome focused and reflect GIRFEC wellbeing indicators, SHANARRI. ISP's are reviewed through an ongoing process of assessment, planning and evaluation, identifying specific life skills to develop or consolidate. These plans were produced in partnership with the young people, where possible, and also took into account the wishes and expectations of families and other relevant professionals.

The Linn Moor Campus also contributes to practice learning for RGU's social work training programme. Over the academic year, we offer practice placements ranging from 40- 80 days for approximately 18 social workers in training.

Key Outcomes: A total of 25 young people were supported during the financial year (across the full campus, LM & Rowanlea).

Rowanlea House & Cottage (Supporting Young People with the Transition to Adult Life)

The Rowanlea service, situated in the Linn Moor campus, provides intensive housing support and care at home service for young adults aged between 16 and 26 years. The residential provision was split over two separate units, Rowanlea House & Cottage provides supported tenancies for 4 young adults. The aim throughout the year was to build and consolidate the skills already developed during formal education and to enable our tenants to participate as fully as possible in all decisions relating to their lives. The model continues to be based on inclusion, promoting the integration of our tenants in their local and wider communities.

The service focuses on providing an outcome-based approach to support and develop young people across a broad range of life skills and the attainment of educational qualifications. This ethos was designed to encourage and empower young adults to become as independent as possible within a supportive and stimulating environment.

Philanthropy and Income Generation

The work of VSA is supported and enhanced by the generosity of all of those who make donations or by giving up their time. It is thanks to the support we receive financially that we can enhance the lives of the people we care for.



Volunteers are at the heart of VSA. Without the support of individuals, groups, and corporate partners, who generously give up their time each year, we would not be able to provide the vital services and support that we do. Last year we had 21 corporate volunteering groups and 55 individual volunteers.

In 2023/24 we gained various new charity of the year corporate partnerships which are an integral part of helping us make a real difference in the lives of the people we support. Our fundraising team works with corporate partners on a specific programme of corporate volunteering, fundraising events, and philanthropic donations.

VSA has continued to develop and strengthen ties with the communities we work in. We have been in attendance at various challenge events, gala days, and highland games throughout the year. The vital funds and support generated by these events are a reflection of the generosity of the people of the North East and their belief in the essential work that VSA provides.

Thanks to Trusts and Foundations, we have also been able to provide vital upgrades to our property portfolio across our services.

We are always extremely grateful to the people who chose to gift money to VSA and in the last financial year we received £156,000 in legacy income which truly makes a vital difference to the quality of care we deliver.

The return of our annual ball, which was held on Friday 3rd of November raised over £120,000. New and old supporters joined us for an evening of entertainment while raising vital funds for VSA.

A welcome return was also had to annual fundraising awards after covid where we can celebrate in person the amazing achievements of the people who support us, and our colleagues who go above and beyond. We had 9 awards and each of them were very well deserved to our amazing supporters and staff.

Supporters also participated in events such as the London Marathon, Run Balmoral, Kiltwalk, and Banchory Beast.

Other events were organised in aid of VSA that included a Night with JA, Two Tams, Golf Days and Quiz Nights.

Total fundraised income in the financial year amounted to £960,000. The cost of raising funds was £316,000.

Communications and Marketing

During the year, we engage, interact, and communicate effectively with all internal and external stakeholders.

We started working with a local agency M&G to help us raise awareness of the range of VSA's work – with a relationship we have had over 40 pieces of coverage in local press. Covering various highlights of VSA's year including MSPs Visits, new CEO announcement, fundraising activities and a member of staff Sharon Caie who was nominated for a social care award for her outstanding contribution to VSA and the people we support.

Across our social media and digital channels, we have seen an overall increase in supporters and website visits across the year:

- Facebook: 14,494 an increase of 5%
- Instagram: 1,568 an increase of 24%
- Twitter: 3,144 a decrease of 0.02%
- We have had 83.2 % new visitors to our website this year which equates to 19,604 new users, mainly driven from social media and recruitment campaigns.



Throughout the year, we continued to develop relationships with wider media outlets across the region and the wider UK. We remain active and engaged with the Scottish and UK governments aiming to influence policy in relation to the health and social care sector.

HR, LEARNING & DEVELOPMENT

Recruitment

As a Disability Confident Committed employer, VSA is committed to promoting equality and diversity within the workforce by ensuring that no prospective employee is unfairly discriminated against on grounds of disability, sex, gender reassignment, pregnancy and maternity, colour, race, nationality, ethnic or national origins, sexual orientation, age, religion or belief, or requirements which cannot be shown to be justifiable. Working in line with industry recognised "Safer Recruitment" standards (updated March 2024), all procedures relating to recruitment will ensure that individuals are selected and treated on the basis of their relevant merits and abilities, in relation to essential job-related criteria. During the financial year 23/24 our team supported VSA with the recruitment of 150 permanent, contracted staff and a further 120 members of relief staff for our valued pool of flexible resources.

Learning and Development

As an SQA-accredited centre, our skilled qualifications team ensures all staff receives 1:1 support through the achievement of their statutory qualifications, with some 76 active learners supported during the year. Fully funded and with paid time for study, we provide staff with a range of qualifications up to, and including, HNC. We are audited through a rolling programme of annual assessments conducted by both SQA and SDS, with all KPIs identified as Green in the current year review and areas of "best practice" identified and acknowledged. Staff also participate in a rolling programme of skills based, face-to-face training as part of our 3 year rolling competence framework. Face to Face learning content is blended with the annual update of key skills and knowledge using our eLearning portfolio, with all development activity recorded in our LMS "Qintil", which provides reporting to allow managers to track staff progress and compliance with our competence framework and evidence this, as required, to regulators. Our well-established Modern Apprenticeship provides the occupational relevance to "wrap around" our qualification programme, ensuring staff have the confidence to translate the academic content into quality, care practice.

Current qualifications include:

- PDA Health and Social Care Supervision
- PDA Health and Social Care: Administration of Medication
- Professional Development Award Internal Verification of Workplace Assessment
- Professional Development Award Workplace Assessment
- SVQ in Social Services (Children and Young People) level 9
- SVQ in Social Services (Children and Young People) level 7
- SVQ in Social Services and Healthcare level 6
- SVQ in Social Services and Healthcare level 7
- SVQ in Social Services and Healthcare level 9
- SVQ Care Services Leadership and Management
- HNC Social Services



Our application for increased funding for our MA programmes in the year 2024 – 2025 has been approved, with some 54 funded places being approved and underway at the time of writing.

Staff Wellbeing

At VSA we recognise that security of employment and the delivery of fair working practices are key factors in supporting the wellbeing of our team.

We maintain documented employment policies that ensure fair pay, employment, and representation for all staff. Adherence to policy and underpinning principles is monitored by Trustee appointed Audit and Risk Committee. An accredited IIP employer since 2006, we achieved Platinum Status in 2021.

As an employer we aim to ensure that flexible working arrangements are available to all, allowing those with other responsibilities (e.g. caring responsibilities) to pursue a career. Approximately 45% of our staff are currently employed on part-time/less than 30-hour or relief contracts, demonstrating that this approach is embedded.

We formally recognise the Unite Trade Union so staff can be appropriately represented and have fostered an effective working relationship with them. In addition, we have a number of appointed Champions from within the workforce looking at key areas including: Mental Health First Aid, Environmental, Health and Safety, and Equality and Diversity. These individuals actively engage with their colleagues, promoting their views and ideas for the continuous improvement of VSA.

We are fully compliant with all statutory requirements relating to our remuneration practices and are accredited Real Living Wage employers. Recognising the need to offer choice and flexibility, we have a number of highly valued staff who have chosen to be engaged in our Relief Pool, ensuring that there is no inappropriate use of Zero Hour contracts. All individuals in the pool are regularly invited to consider the option of regular, contracted hours and will be paid to attend training to meet the same standards of competence as their contracted colleagues.

Working within a clear pay scale for all employees, VSA's Statutory Annual Reporting evidences that there is no gender pay gap among our employees. With gender split remaining consistent across all pay quartiles, this evidences that progression through salary bandings **does not** unfairly favour either gender.

In support of a mentally and physically healthy workforce, we have an inhouse, dedicated Occupational Health Nurse service, with a well-developed Wellbeing Strategy, including an annual programme of proactive health and wellbeing interventions. During the year, they have delivered 18 Health and Lifestyle clinics to staff with a further 213, one to one OH appointments and reviews along with numerous newsletters offering advice and guidance around a range of health and wellbeing issues.

Health and Safety

VSA is committed to ensuring the health, safety, and wellbeing at work of all employees, contractors/agency staff, visitors, volunteers, and others who may be affected by our activities. To this end, we have a well-developed suite of policy, practice, and auditing against this, and will comply with all applicable laws and codes of practice. The Health and Safety policy statement was updated and signed for adoption by the CEO and Chair of the Board of Trustees in November, 2023 and with 154 audits completed FY23/24 (125 Internal- 29 External), a robust and rolling program is in place to ensure that VSA continues to deliver against its obligations and aspiration.

Detailed reporting is provided on a quarterly basis to the Corporate Services Committee and, where appropriate, the Audit and Risk Committee.

Remuneration Policy

The Board of Trustees developed a Remuneration and Nomination Sub-Committee within the financial year that will advise Trustees on the remuneration policy for both senior personnel and staff at all other grades within the organisation. The Director of Human Resources, Learning & Development provides advice to the Trustees on the review and implementation of VSA's remuneration policies and practices.

In the main, front line staff salaries are directly linked to our statutory funding provisions, with increases in this reporting period for these staff contained in, and determined by, associated contractual revisions.

For those staff who sit outside of this arrangement, recommendations will be made to the board of trustees, with a range of methods used to assist with decisions on employee remuneration. These include; benchmarking exercises within the sector and local economy to ensure VSA is competitively placed; consultation of local and national surveys; seeking legal and professional advice on remuneration to ensure VSA complies with equal pay and living wage requirements.

VSA meets its annual, statutory obligation to report on gender factors affecting remuneration, which in this period, once again confirmed that we effectively do not have any gender pay gap and that gender has no direct bearing on remuneration.

VSA continues to be an Accredited Living Wage Employer, Scotland.

2023/24 notable achievements

During the year we have:

- Increased the number of children and families enjoying Easter Anguston Farm
- Re-connected with our supporters and ran a full year of fundraising and community engagement events increasing supporter awareness of VSA's growing work
- Increased our social media activity sharing more experiences and stories increasing awareness of our life-changing work of VSA
- Participated in the national Fair Work for Social Care Workers campaign
- Partnered with Cyrenians and Cfine to prepare to distribute a larger fuel poverty fund awarded by BP next year.
- Secured a new contract to deliver an Unpaid Carers Service to Aberdeenshire starting next year
- Completed data migrations to two new businesses.

Future Plans

Our plans for the year ahead are to establish the unpaid carers service as a virtual network supporting young and adult carers across the Shire more effectively. To consolidate our care at home service into a sustainable service which compliments VSA's wider role in providing lifelong support to people who need long term care.

We plan to complete a review of income generation and produce a new fundraising communication and marketing strategy, complete the digitisation of all our service case management records, and complete improvement work at QMH Northfield Lodge and Linn Moor School. Complete third-year priorities our of carbon reduction plan and secure new tenants to share the costs of Central Castle Street Premises. Complete an organisation-wide leadership succession plan.



ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
TRUSTEES' REPORT (INCLUDING STRATEGIC REPORT)
FOR THE YEAR ENDED 31 MARCH 2024

The strategic plan started in January 2024 and will be completed by the end of financial year 2024/25. It will set the conditions needed for and identify the development investment capability required to sustain existing VSA services as well as setting out an ambitious role for VSA to work with others in the region to address emerging gaps in community resilience over the next decade.

Organisational Change

As we face a stringent financial period, VSA must ensure that we are maximising the amount of money that offers direct support to those who need our care. As in previous years, we seek to minimise our management overheads and to be effective and efficient in how we deliver our frontline services and our essential support functions.

Financial Review

The financial year 2023/24 was the ninth year of adoption of the Accounting Standard FRS 102 and the Charities Statement of Recommended Practice (SORP).

The financial results of the Charity show a net deficit for the year of £(1,826,000) (2023: net deficit of £(730,000) prior to revaluation of tangible fixed assets. This is further analysed as follows;

	£'000
Net Incoming Resources from charitable activities and trusts & endowments (before Depreciation and expenditure met from Designated Funds)	(102)
Deduct: Depreciation charged to unrestricted funds	(617)
Depreciation charged to revaluation reserve	(256)
Adjustment for: Realised/Unrealised Gain on Investments	203
Adjustments for: Spend for designated purposes	(709)
Adjustments for: expenditure from restricted funds	(308)
Adjustment for movement in debtors and creditors	(37)
Net deficit	(1,826)

A designated fund of £96,000 was brought forward from 2022/23 to allocate the costs of digital business systems. This was fully spent during 2023/24. A further designated fund of £700,000 was brought forward from 2022/23 for Utilities costs. A sum of £273,000 was allocated during the year and £427,000 was transferred, leaving no balance carried forward to the 2024/25 financial year. An additional designated sum of £500,000 was brought forward from 2022/23 to cover refurbishments at Queen Mother House. A sum of £400,000 was transferred leaving £100,000 carried forward to the 2024/25 financial year. One further designated fund of £300,000 was brought forward from 2022/23 to allocate the costs of the Air Cooling Installation at Abergeldie. A sum of £286,000 was allocated during the year and £14,000 was transferred, leaving no balance carried forward to the 2024/25 financial year.

The movement in designated funds, within Unrestricted Funds, is detailed in Note 23 to the Financial Statements.

There was an adjustment for net gains or losses on investments. There was a realised gain on the sale of some investments during the financial year of £10,000 (2023: £24,000), plus an unrealised gain on the value of investments at 31 March 2024 of £193,000 (2023: £263,000 loss).

Capital expenditure incurred during the financial year was £47,000 compared to £638,000 expended in the previous financial year. Capital expenditure incurred included: £31,000 related to the Cloverfield Lift Up-grade and the purchase of a vehicle for property maintenance of £16,000.

Reserves Policy

The charity aims to maintain an adequate level of available reserves to:-

- Provide protection against fluctuations in income from various sources so that existing services remain fully funded.
- Provide a source of funding for new services and capital expenditure programmes.
- Respond to unexpected high priority additional expenditure pressures.

The Trustees considered the following factors in determining an effective reserves policy:-

- Evaluating the current and future financial environment, both internal and external, in which VSA is operating.
- Deciding on what is an appropriate measure of available reserves.
- Determining a target level of available reserves.

The financial environment in which VSA is operating.

The Trustees considered the following factors, with a focus on the 2023/24 financial year:-

- (1) The certainty of future flows of budgeted income, including an assessment of whether service delivery contracts were due for renewal or renegotiation, along with an assessment of funding.
- (2) The potential for unbudgeted expenditure being incurred which cannot be offset, timeously, by reprioritising other areas of spend.
- (3) Future spending plans on large revenue and capital projects and how they are to be funded.
- (5) Policy on use of designated funds within unrestricted reserves.
- (6) The strength of the fundraising resource and fundraising strategies.
- (7) Assessment of the approach to strategic risk management.
- (8) Property asset management planning.

What is an appropriate measure of available reserves?

During the financial year the Trustees confirmed that the measure of available reserves should remain as the level of investments plus cash held in the various bank accounts.

What is the target level of available reserves?

VSA continues to adopt a policy of retaining sufficient reserves to shield it from the financial impact of unforeseen events, or events over which we have no control, such as an economic downturn and local authority budget cuts that could reduce income levels and limit service delivery.

The Directors regularly review the level of reserves designated for future operating costs and capital projects, and consider the risks associated with sustaining income streams and managing expenditure in accordance with budget. They are also cognisant of risks associated with certain balance sheet items, including the potential for unexpected investment losses. The Directors consider it appropriate that a policy of holding reserves for future unanticipated operating costs and capital projects equating to at least 6 months of total operating income, should continue to be in place. The policy will remain under review on at least an annual basis and will be adjusted to respond dynamically to both internal and external financial events

As at 31 March 2024 the actual level of available reserves (investments plus bank balances) was £4,787k. The target level of available reserves, based on 6 months equivalent operational income (excluding legacies and donations) in 2023/24, was £9,662k. The actual level of reserves fell short of this target at 31 March 2024. The Trustees agreed to keep this under close review.

The Trustees continued to review the financial environment on a biannual basis, which in turn informed the determination of the target level of reserves.

Going concern policy

The Trustees believe, after careful consideration of (1) the level of investments (2) review of future funding requirements and (3) cashflow projections, that the Charity has sufficient financial resilience to continue in operational existence for the foreseeable future and has assumed that there will be no changes to the regulatory framework or Government policy that will affect the Charity's viability. The Trustees therefore consider it appropriate to adopt the going concern basis in preparing these financial statements.

Principal Funding Sources

The principal funding sources are currently by way of grants from Aberdeen City Council, both directly and via the Aberdeen City Health & Social Care Partnership, as well as income from board and residential charges. Some services such as Linn Moor School receive funding from local authorities throughout Scotland depending on the clients who make use of the service. Funding is also received from The Scottish Government as well as individual Trusts and Foundations. More detail on grants is given in Note 4 of the Financial Statements.

Investment Powers and Policy

Under the Memorandum and Articles of Association, the Trustees have the power to make any investment for the benefit of the charity but not for the avoidance of tax. The Trustees, having regard to the charity's liquidity requirements, have a policy of keeping an appropriate level of funds available in interest bearing bank accounts to meet short-term operational needs. The remaining funds are held in a portfolio managed by the charity's appointed investment managers, Aberdeen Standard Capital.

The Aberdeen Standard Capital investment portfolio is managed on a discretionary, balanced basis. Dividend income received in 2023/24 was £149k (2022/23 £103k). The level of risk attached to VSA's portfolio was determined by the Trustees as 'medium'. The portfolio investment performance is measured against a composite benchmark index consisting of the following:

FTSE Govt All Stocks Index (15%), Corporate Sterling Bonds Non Gilts Index (10%), FTSE All Share Index (45%), FTSE World ex UK Index (25%), Cash - LIBID 1 month notice Index (5%). The only investment restriction agreed by the Trustees is that the fund is not to invest directly in the tobacco sector.

The market value of the combined portfolio as at 31 March 2024 was £3,077k (2023: £2,895k). There was a realised gain on the sale of some investments during the financial year of £10,000 (2023: £24,000), and an unrealised gain on the value of investments at 31 March 2024 of £193,000 (2023: £263,000 loss).

The overall investment performance of the combined portfolio was slightly ahead of its benchmark over both the rolling 3 and 5 year periods.

Remuneration Policy

VSA's remuneration policy is based on motivating staff to achieve the aims and objectives of the organisation, in line with its charitable aims and objectives.

As a people based organisation, VSA aims to provide a competitive remuneration package to attract, motivate and retain staff at all levels, recognising the local employment market conditions. The Board of Trustees previously appointed a Remuneration Group, which has been absorbed within the remit of the Audit & Risk Committee that will advise Trustees on the remuneration policy for both senior personnel and staff at all other grades within the organisation. The Director of Human Resources, Learning & Development provides advice to the Trustees on the review and implementation of VSA's remuneration policies and practices.

The following methods are used to assist with decisions on employee remuneration;

- To monitor staff retention and recruitment to ensure VSA remains competitive.
- To conduct benchmarking exercises within the sector and local economy to ensure VSA is competitively placed.
- To consult local and national surveys relating to executive and management pay as well as staff at all levels.
- To seek legal and professional advice on remuneration to ensure VSA complies with equal pay and living wage requirements.
- To develop remuneration and benefits strategies which are budgeted and cost effective to retain key personnel (pensions' entitlements, allowances, holiday entitlements, home working arrangements, flexible working arrangements etc.)

The key focus for the charity in recent years has been to ensure that VSA pays frontline staff on or above the Scottish Living Wage. Despite uncertainties around funding levels VSA has been able to achieve this and also manage the knock-on effects relating to salary differentials for all grades across the organisation. Given the challenging local job market it is important that the charity remains competitive to attract quality staff to deliver high quality services to deliver the best of care and achieve the best of lives for the many people we support.

Disability Policy

VSA is an Equal Opportunities employer, seeking to employ a wide range of skills and talents to ensure a diverse and committed workforce. A comprehensive suite of policy and practice, in support of this, is contained in our Employee Handbook. VSA Continues to be a Platinum Member of Investors In People. Our recruitment policy and practices comply with the "Safer Recruitment" Guidelines, a joint publication issued by the SSSC and CI. This is regularly audited during annual CI visits. Our equal opportunities policy extends to include access to our training and development opportunities, making this available for all. VSA continues to be committed to the Disability Confident scheme.

Sustainability Report
Summary of performance

VSA's key sustainability performance indicators are shown below:-

Energy Consumption	Consumption (kWh)		Tonnes CO2e	
	2024	2023	2024	2023
Gas	3,873,574	4,646,272	763	862
Electricity	1,578,672	1,655,178	327	320
Transport	<u>70,149</u>	<u>67,963</u>	<u>16</u>	<u>16</u>
Total	<u>5,752,401</u>	<u>6,369,413</u>	<u>1,106</u>	<u>1,198</u>

The total emissions for during the financial year was 1,106 tCO2e. This amounts to an intensity ratio of 2.74 tonnes CO2e per employee (2023 – 3.08 CO2e) based on full time equivalents employees totalling 403.4 (2023 - 388).

We continue to use tCO2/FTE (tonnes of CO2e per Full Time Equivalent) as the intensity ratio as ours is a people-based organisation. This intensity ratio will best reflect changes in operation and energy consumption over time.

The following methodologies have been used:-

- The GHG Protocol Corporate Accounting and Reporting Standard.
- The 2013 UK Government Environmental Reporting Guidelines (updated March 2019).
- The 2021 UK Government's Conversion Factors for Company Reporting.
- The energy efficiency narrative methodology has been created based on energy management best practice.

Carbon Reduction

It is our aim to ensure our environmental commitments become an integral part of our day-to-day activities, that we seek ways to continually improve our environmental impacts and operate in a responsible manner including reducing waste and making reductions in our carbon emissions from heat, power and travel.

Auditor

The auditors, Hall Morrice LLP, have indicated their willingness to continue in office and a resolution concerning their reappointment will be proposed at the Annual General Meeting of the charity.

The Trustees' Report was approved by the Board of Trustees.



K Shand (Chair of Trustees)

Trustee

12 September, 2024

**ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2024**

The Trustees, who are also the Directors of Aberdeen Association of Social Service (Operating as VSA) for the purpose of company law, are responsible for preparing the Trustees' Report and the 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 year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

Opinion

We have audited the financial statements of Aberdeen Association of Social Service (Operating as VSA) (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Trustees Report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

Opinion on other matter prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 26, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

In identifying and assessing the risk of material misstatement due to non-compliance with laws and regulations we have:-

- Ensured that the engagement team had the appropriate competence, capabilities and skills to identify or recognize non-compliance with laws and regulations;
- Identified the laws and regulations applicable to the entity through discussions with directors and management and through our own knowledge of the sector;
- Focused on the specific laws and regulations we consider may have a direct effect on the financial statements, including FRS 102, the Charities SORP, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended);
- Focused on the specific laws and regulations we consider may have an indirect effect on the financial statements that are central to the entity's ability to conduct its charitable activities;
- Reviewed the financial statement disclosures and tested to supporting documentation to assess compliance with applicable laws and regulations;
- Made enquiries of management and inspected correspondence with the charity's regulator OSCR and legal correspondence;
- Ensured the engagement team remained alert to instances of non-compliance throughout the audit; and
- Reviewed minutes of meetings of those charged with governance.

In identifying and assessing the risk of material misstatement due to irregularities, including fraud and how it may occur, and the potential for management bias and the override of controls we have:-

- Obtained an understanding of the entity's operations, including the nature of its revenue sources and of its objectives and strategies, to understand the classes of transactions, account balances, expected financial disclosures and business risks that may result in risk of material misstatement;
- Obtained an understanding of the internal controls in place to mitigate risks of irregularities, including fraud;
- Vouched balances and reconciling items in key control account reconciliations to supporting documentation;
- Carried out detailed testing, on a sample basis, to verify the completeness, occurrence, existence and accuracy of transactions and balances;
- Carried out detailed testing to verify the completeness, validity, existence and accuracy of income including cut-off testing and ensure income recognition is in line with stated accounting policies;
- Made enquiries of management as to where they consider there was a susceptibility to fraud, and their knowledge of any actual, suspected or alleged fraud;
- Tested journal entries to identify any unusual transactions;
- Performed analytical procedures to identify any significant or unusual transactions;
- Investigated the business rationale behind any significant or unusual transactions; and
- Evaluated the appropriateness of accounting policies and the reasonableness of accounting estimates.

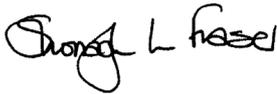
We did not identify any matters relating to non-compliance with laws and Regulations, or relating to fraud.

Because of the inherent limitations of an audit, there is an unavoidable risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk of not detecting a material misstatement due to fraud is inherently more difficult than detecting those that result from error as fraud may involve intentional concealment, forgery, collusion, omission or misrepresentation. Also, the further removed any non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ABERDEEN
ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)**

Use of our report

This report is made exclusively to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charity's Trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the members and the charity's Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity, its members as a body, and its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Shonagh L. Fraser MA CA

Senior Statutory Auditor

For and on behalf of Hall Morrice LLP

Statutory Auditor, 12 September 2024

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Income from:					
Donations and legacies	3	301	659	960	3,042
Charitable activities	4	17,993	997	18,990	18,422
Other trading activities	5	184	-	184	50
Investments	6	149	-	149	103
Total income		<u>18,627</u>	<u>1,656</u>	<u>20,283</u>	<u>21,617</u>
Expenditure on:					
Raising funds	7	<u>314</u>	<u>-</u>	<u>314</u>	<u>236</u>
Charitable activities	8	<u>20,123</u>	<u>1,875</u>	<u>21,998</u>	<u>21,872</u>
Total resources expended		<u>20,437</u>	<u>1,875</u>	<u>22,312</u>	<u>22,108</u>
Net gains/(losses) on investments	12	<u>203</u>	<u>-</u>	<u>203</u>	<u>(239)</u>
Net outgoing resources before transfers		<u>(1,607)</u>	<u>(219)</u>	<u>(1,826)</u>	<u>(730)</u>
Gross transfers between funds		<u>55</u>	<u>(55)</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>(1,552)</u>	<u>(274)</u>	<u>(1,826)</u>	<u>(730)</u>
Revaluation of tangible fixed assets		<u>-</u>	<u>-</u>	<u>-</u>	<u>5,478</u>
Total funds brought forward		<u>41,759</u>	<u>996</u>	<u>42,755</u>	<u>38,007</u>
Total funds carried forward		<u>40,207</u>	<u>722</u>	<u>40,929</u>	<u>42,755</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)**BALANCE SHEET****AS AT 31 MARCH 2024**

	Notes	2024		2023	
		£'000	£'000	£'000	£'000
Fixed assets					
Intangible assets	13		26		27
Tangible assets	14		35,722		36,537
Investments	15		3,077		2,895
			<u>38,825</u>		<u>39,459</u>
Current assets					
Stocks	16		-		-
Debtors	17	1,649		1,939	
Cash at bank and in hand		<u>1,710</u>		<u>2,850</u>	
		3,359		4,789	
Creditors: amounts falling due within one year	18	<u>(1,255)</u>		<u>(1,493)</u>	
Net current assets			2,104		3,296
Net assets			<u>40,929</u>		<u>42,755</u>
Income funds					
Restricted funds	22		722		996
Unrestricted funds					
Designated funds	23	100		1,596	
Revaluation reserve	24	24,296		24,358	
General unrestricted funds		<u>15,811</u>		<u>15,805</u>	
			40,207		41,759
			<u>40,929</u>		<u>42,755</u>

The financial statements were approved by the Trustees and authorised for issue on Thursday 12 September.



K Shand (Chair of Trustees)
Trustee



G Edwards (Treasurer)
Trustee

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024		2023	
		£'000	£'000	£'000	£'000
Cash flows from operating activities					
Cash (absorbedby)/generated from operations	26		(1,252)		109
Investing activities					
Purchase of intangible assets		(10)		(1)	
Purchase of tangible fixed assets		(47)		(638)	
Purchase of investments		(470)		(631)	
Proceeds on disposal of tangible fixed assets		-		1,795	
Proceeds on disposal of investments		490		647	
Investment income		149		103	
Net cash generated from investing activities			112		1,275
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(1,140)		1,384
Cash and cash equivalents at beginning of year			2,850		1,466
Cash and cash equivalents at end of year			<u>1,710</u>		<u>2,850</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Aberdeen Association of Social Service (Operating as VSA) is a private charitable company limited by guarantee incorporated in Scotland (SC018487). The registered office is 38 Castle Street, Aberdeen, AB11 5YU.

Accounting convention

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties, and in accordance with the charity's memorandum and articles of association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £'000.

Going concern

The Trustees believe, after careful consideration of (1) the level of investments (2) review of future funding requirements and (3) cashflow projections for the next 12 months, that the Charity has sufficient financial resilience to continue in operational existence for the foreseeable future and has assumed that there will be no changes to the regulatory framework or Government policy that will affect the Charity's viability. The Trustees therefore consider it appropriate to adopt the going concern basis in preparing these financial statements.

Charitable funds

Unrestricted funds represent funds which are not committed and which can be used in accordance with VSA's charitable objects at the Trustees' discretion. Trustees also have the discretion to set aside part of the unrestricted funds for a particular purpose or commitment. By earmarking such funds in this way Trustees are creating a designated fund that remains within unrestricted funds.

Restricted funds represent funds earmarked either by the donor or by the terms of an appeal or legacy where they have to be expended on particular projects or service area e.g. Older Peoples Service or acquisition of fixed assets. Sufficient resources are held in an appropriate form to enable each fund to be applied in accordance with its restrictions.

Incoming resources

Income is recognised in the monthly period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income is allocated directly to the relevant category on receipt. Income is deferred only when the charity has to fulfill conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Donations and legacies are included when the charity is entitled to the funds, their receipt is probable and the amount receivable can be quantified.

Grants, including government grants, are recognised in the financial statements in the year in which the charity becomes entitled to their receipt or in the year in which receipt is probable and the value can be accurately measured.

Investment income is fully apportioned to unrestricted income.

All capital receipts are credited in full to incoming resources in the statement of financial activities (SOFA) in the year they become receivable.

All resources are recorded gross.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies (Continued)

Resources expended

Resources expended are included in the SOFA on an accruals basis, inclusive of any VAT which cannot be recovered. This is recognised when there is a legal or constructive obligation to pay for expenditure. All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly and others are apportioned.

Costs of generating funds comprise those costs directly attributable to organising fundraising events, administering donations and legacies received, and in managing the charity shop and are allocated directly.

Charitable expenditure comprises those costs incurred by the charity in delivering activities and services for its service users. It includes both costs that can be allocated directly to such activities and indirect costs necessary to support them. These support costs are apportioned in ratio to the total overall support costs element.

No grants to individuals or families are made from VSA funds.

Governance costs include costs associated with meeting constitutional and statutory obligations of the charity and include audit and legal fees and costs linked to the strategic management of the charity and are allocated directly as part of support costs.

Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets represent ICT assets which are not physical in nature, such as software licences and developments costs. Individual and enhanced intangible assets expenditure costing £10,000 or more, are capitalised in the balance sheet at cost.

Amortisation is provided in the year in which the intangible assets are brought into use and is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Software	5 years
----------	---------

Tangible fixed assets

Tangible fixed assets are initially measured at cost. Freehold land and buildings are subsequently measured at valuation on the basis of fair value as defined within FRS 102, net of depreciation; all other assets continue to be recorded on the basis of historic cost.

Valuations are instructed every three years. Changes in valuation are processed through the revaluation reserve unless they result in a cumulative loss in which case changes are processed through the SOFA in the year of revaluation.

Individual tangible assets and subsequent enhanced tangible asset expenditure costing £15,000 or more are capitalised in the balance sheet at cost. Land and assets under construction are not depreciated.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies (Continued)

Depreciation is provided in the year in which the tangible assets are brought into use and is recognised in order to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	10-50 years
Fixtures and fittings	5-10 years
Computers	5 years
Motor vehicles	5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Stocks

A valuation of farm stocks was carried out at the financial year end. Stocks are stated in accordance with this valuation, which is at the lower of cost or net realisable value.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies (Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

The charity contributes to three pension schemes, The Pensions Trust, Scottish Teachers Superannuation Scheme and National Employment Savings Trust (NEST).

Within the Pensions Trust there is an Ethical Plan and a Flexible Retirement Plan which are both defined contribution schemes. Prior to January 2009 the charity contributed to Growth Plan Series 3 within the Pensions Trust, which was set up as a defined contribution scheme but the Pension Regulator re-assessed the Growth Plan Series 3 scheme as a defined benefit scheme and as a consequence it was renamed as Growth Plan Series 4. At 1st October 2013 the charity moved all members of the Growth Plan Series 4 to the Flexible Retirement Plan. The charity intends to continue to operate the Flexible Retirement Plan for all existing members and selected future employees.

Scottish Teachers Superannuation Scheme is a defined benefit scheme, but as VSA's share of the underlying assets and liabilities cannot be identified the contributions to the scheme, as advised by the Scottish Office Pension Agency, are accounted for as if it were a defined contribution scheme and are charged to the income and expenditure account so as to spread the cost of pensions over the period during which the company benefits from the employees' services.

National Employment Savings Trust is a defined contribution scheme which the company will operate for all other employees. The pension costs charged to the income and expenditure account are the contributions payable in the year.

Leases

Rentals payable under operating leases, including any lease incentives received, are charged to expenditure on a straight line basis over the term of the relevant lease.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****2 Critical accounting estimates and judgements**

Preparation of the financial statements requires senior management to make some critical judgements and estimates. These judgements and estimates are continually evaluated and are based on historical experiences, advice from qualified professionals and other factors that are believed to be reasonable in the circumstances. The areas where senior management has made critical assumptions and estimates are:

- the going concern concept including cashflow projections
- allocation of management costs
- depreciation and amortisation policies
- reserves policies

3 Donations and legacies	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Donations and gifts	139	451	590	691
Legacies received	56	102	158	1,447
Trust funds	106	106	212	904
For the year ended 31 March 2024	<u>301</u>	<u>659</u>	<u>960</u>	<u>3,042</u>
For the year ended 31 March 2023	<u>609</u>	<u>2,433</u>		<u>3,042</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities

	Children & Family £'000	Adult & Older People £'000	Carers Services £'000	Training Income £'000	Other Income £'000	Total 2024 £'000	Total 2023 £'000
For the year ended 31 March 2024							
Board charges and free personal care	6,160	8,050	-	-	-	14,210	12,905
Revenue grants	59	938	-	-	-	997	1,131
Support	-	3,347	-	-	-	3,347	3,358
Training income	7	148	-	113	-	268	309
Other income	7	71	-	25	65	168	719
	<u>6,233</u>	<u>12,554</u>	<u>-</u>	<u>138</u>	<u>65</u>	<u>18,990</u>	<u>18,422</u>
Analysis by fund							
Unrestricted funds	6,174	11,616	-	138	65	17,993	
Restricted funds	59	938	-	-	-	997	
	<u>6,233</u>	<u>12,554</u>	<u>-</u>	<u>138</u>	<u>65</u>	<u>18,990</u>	
For the year ended 31 March 2023							
Unrestricted funds	5,651	11,424	-	200	16		17,291
Restricted funds	67	1,063	-	1	-		1,131
	<u>5,718</u>	<u>12,487</u>	<u>-</u>	<u>201</u>	<u>16</u>		<u>18,422</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities (Continued)

	Children & Family £'000	Adult & Older People £'000	Carers Services £'000	Training Income £'000	Other Income £'000	Total 2023 £'000	Total 2022 £'000
For the year ended 31 March 2023							
Board charges and free personal care	5,632	7,273	-	-	-	12,905	11,691
Revenue grants	67	1,063	-	1	-	1,131	2,280
Support	-	3,358	-	-	-	3,358	2,221
Training income	-	142	-	167	-	309	224
Other income	19	651	-	33	16	719	1,042
	<u>5,718</u>	<u>12,487</u>	<u>-</u>	<u>201</u>	<u>16</u>	<u>18,422</u>	<u>17,458</u>
Analysis by fund							
Unrestricted funds	5,651	11,424	-	200	16	17,291	
Restricted funds	67	1,063	-	1	-	1,131	
	<u>5,718</u>	<u>12,487</u>	<u>-</u>	<u>201</u>	<u>16</u>	<u>18,422</u>	
For the year ended 31 March 2022							
Unrestricted funds	5,316	9,531	-	192	149		15,188
Restricted funds	357	1,850	-	6	57		2,270
	<u>5,673</u>	<u>11,381</u>	<u>-</u>	<u>198</u>	<u>206</u>		<u>17,458</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

5 Other trading activities	2024 £'000	2023 £'000
Fundraising events	147	9
Fundraising bookshop	21	17
Other trading activities	16	24
	<u>184</u>	<u>50</u>

All other trading activities were recorded in unrestricted funds in 2024 and 2023.

6 Investments	2024 £'000	2023 £'000
Income from listed investments	88	95
Interest receivable	61	8
	<u>149</u>	<u>103</u>

All investment income was recorded in unrestricted funds in 2024 and 2023.

7 Raising funds	2024 £'000	2023 £'000
<u>Fundraising and publicity</u>		
Other fundraising costs	293	215
<u>Trading costs</u>		
Operating charity shops	4	4
<u>Investment management</u>	17	17
	<u>314</u>	<u>236</u>

Expenditure on raising funds in the year amounted to £314,000 (2023: £236,000), all of which related to unrestricted funds.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

8 Charitable activities

	Children & Family £'000	Adult & Older People £'000	Carers Services £'000	Training Income £'000	Other Income £'000	Total 2024 £'000	Total 2023 £'000
For the year ended 31 March 2024							
Staff costs	4,003	8,615	-	419	-	13,037	12,427
Property costs	528	2,290	-	-	251	3,069	2,729
Supplies & services	236	650	-	-	31	917	1,561
	<u>4,767</u>	<u>11,555</u>	<u>-</u>	<u>419</u>	<u>282</u>	<u>17,023</u>	<u>16,717</u>
Share of support costs (see note 9)	1,340	2,511	-	15	778	4,644	4,848
Share of governance costs (see note 9)	-	-	-	-	331	331	307
	<u>6,107</u>	<u>14,066</u>	<u>-</u>	<u>434</u>	<u>1,391</u>	<u>21,998</u>	<u>21,872</u>
Analysis by fund							
Unrestricted funds	5,987	12,312	-	434	1,390	20,123	
Restricted funds	120	1,754	-	-	1	1,875	
	<u>6,107</u>	<u>14,066</u>	<u>-</u>	<u>434</u>	<u>1,391</u>	<u>21,998</u>	
For the year ended 31 March 2023							
Unrestricted funds	5,464	11,217	-	420	1,792		18,893
Restricted funds	235	2,719	-	-	25		2,979
	<u>5,699</u>	<u>13,936</u>	<u>-</u>	<u>420</u>	<u>1,817</u>		<u>21,872</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA) NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

8 Charitable activities (Continued)

	Children & Family	Adult & Older People	Carers Services	Training Income	Other Income	Total 2023	Total 2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
For the year ended 31 March 2023							
Staff costs	3,817	8,206	-	404	-	12,427	11,918
Property costs	438	2,064	-	-	227	2,729	2,054
Supplies & services	186	1,265	-	-	110	1,561	1,005
	<u>4,441</u>	<u>11,535</u>	<u>-</u>	<u>404</u>	<u>337</u>	<u>16,717</u>	<u>14,977</u>
Share of support costs (see note 9)	1,258	2,401	-	16	1,173	4,848	3,910
Share of governance costs (see note 9)	-	-	-	-	307	307	308
	<u>5,699</u>	<u>13,936</u>	<u>-</u>	<u>420</u>	<u>1,817</u>	<u>21,872</u>	<u>19,195</u>
Analysis by fund							
Unrestricted funds	5,464	11,217	-	420	1,792	18,893	
Restricted funds	235	2,719	-	-	25	2,979	
	<u>5,699</u>	<u>13,936</u>	<u>-</u>	<u>420</u>	<u>1,817</u>	<u>21,872</u>	
For the year ended 31 March 2022							
Unrestricted funds	5,203	9,685	-	362	1,357		16,607
Restricted funds	401	2,112	-	6	69		2,588
	<u>5,604</u>	<u>11,797</u>	<u>-</u>	<u>368</u>	<u>1,426</u>		<u>19,195</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

9 Support costs	Support costs £'000	Governance costs £'000	Total 2024 £'000	Total 2023 £'000
Staff costs	-	280	280	257
Management	1,584	-	1,584	1,633
Finance & ICT	943	-	943	972
HR	528	-	528	544
General	490	-	490	505
Property	226	-	226	233
Depreciation / Amortisation	873	-	873	961
Loss on Sale of Assets	-	-	-	-
Audit fees	-	22	22	22
Consultancy	-	29	29	28
	4,644	331	4,975	5,155
Analysed between				
Charitable activities	4,644	331	4,975	5,155

Support costs are directly attributed costs which have been charged to the operating cost centres, including governance.

The principal central administration and staffing costs including HR, Finance, H&S, Property, ICT, Key Management Personnel and Quality Assurance are calculated in full. This total cost is then recharged out to all performing locations as follows:-

- Principal Property Costs – recharge use of Principal Office and other owned buildings by estimated area and/or rateable value.
- Insurance – estimated by area/rateable value and by specific area of use
- Grounds & Property Maintenance – allocated by area by specific locations of use.
- Management Recharges – estimated as:-
 - 12.5% recharge on total costs to the City Mental Health St Aubin's Group
 - 10% recharge on all other locations on their respective total costs
 - Balance of recharge is absorbed through prime locations which have high levels of administration, such as Linn Moor, to the full extent of recovering the 100% of the principal costs and is at senior management discretion. This balancing recharge fluctuates on a year by year basis.

Governance costs includes payments to the auditors and their associates of £21,600 (2023: £21,600) for audit fees and £nil (2023: £nil) for other financial services.

10 Trustees

None of the Trustees (or any persons connected with them) were reimbursed any expenses or received any remuneration or benefits from the charity during the year.

The sum of £2,033 (2023: £1,848) was incurred during the year for the purchase of insurance to indemnify the against the consequences of any neglect or defaults.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

11 Employees

Number of employees

The average monthly number of employees during the year was 508 (2023: 499).

	2024	2023
	£'000	£'000
Employees by full time equivalent:		
Children & family services	126	124
Adult & older people	227	228
Carers services	-	1
Training	7	9
Other	52	45
	<u>412</u>	<u>407</u>

Employment costs

Wages and salaries	13,548	12,630
Social security costs	1,090	1,050
Other pension costs	397	389
	<u>15,035</u>	<u>14,069</u>

During the year the charity made redundancy payments totalling £138,052 (2023: £54,759).

The number of employees whose annual remuneration (including employer's national insurance contributions) was £60,000 or more were:

	2024	2023
	Number	Number
£60,001 - £70,000	3	2
£70,001 - £80,000	-	1
£80,001 - £90,000	2	1
£90,001 - £100,000	2	2
£100,001 - £110,000	1	1
£110,000 - £120,000	1	1

Nine of the employees (2023: eight) are members of The Pension Trust and contributions amounting to £48,653 (2023: £48,441) were made to their pension scheme during the year.

The Chief Executive received Benefits in Kind during the year equivalent in value to £1,934 (2023: £2,056).

The key management personnel of the charity are defined as the Chief Executive & Company Secretary and the Senior Management Team as detailed in the Trustees' Report. The remuneration of key management personnel in the year amounted to £617,463 (2023: £663,337).

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

12 Net gains/(losses) on investments	2024	2023
	£'000	£'000
Revaluation of investments	193	(263)
Gains on sale of investments	10	24
Net gains/(losses) on investments	<u>203</u>	<u>(239)</u>
13 Intangible fixed assets		Software
		£'000
Cost		
At 1 April 2023		411
Additions - separately acquired		10
At 31 March 2024		<u>421</u>
Amortisation and impairment		
At 1 April 2023		384
Amortisation charged for the year		11
At 31 March 2024		<u>395</u>
Carrying amount		
At 31 March 2024		<u>26</u>
At 31 March 2023		<u>27</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR

THE YEAR ENDED 31 MARCH 2024

14 Tangible fixed assets	Freehold land and buildings £'000	Assets under construction £'000	Fixtures and fittings £'000	Computers £'000	Motor vehicles £'000	Total £'000
Cost or valuation						
At 1 April 2023	36,401	-	1,666	301	337	38,705
Additions	31	-	-	-	16	47
Disposals	-	-	-	-	-	-
Revaluation	-	-	-	-	-	-
At 31 March 2024	<u>36,432</u>	<u>-</u>	<u>1,666</u>	<u>301</u>	<u>353</u>	<u>38,752</u>
Depreciation and impairment						
At 1 April 2023	-	-	1,604	301	263	2,168
Depreciation charged in the year	809	-	20	-	33	862
Disposals	-	-	-	-	-	-
Revaluation	-	-	-	-	-	-
At 31 March 2024	<u>809</u>	<u>-</u>	<u>1,624</u>	<u>301</u>	<u>296</u>	<u>3,030</u>
Carrying amount						
At 31 March 2024	<u>35,623</u>	<u>-</u>	<u>42</u>	<u>-</u>	<u>57</u>	<u>35,722</u>
At 31 March 2023	<u>36,401</u>	<u>-</u>	<u>62</u>	<u>-</u>	<u>74</u>	<u>36,537</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

14 Tangible fixed assets (Continued)

The freehold heritable properties were independently valued as at 31 March 2023. The properties have been valued using either the Depreciated Replacement Cost (DRC) or Fair Value methodology.

At 31 March 2024, had the revalued assets been carried at historic cost less accumulated depreciation and accumulated impairment losses, their carrying amount would have been approximately £14,192,552 (2023: £12,797,000).

At the year end the charity had committed to £nil (2023: £30,000) of capital expenditure all in respect of land and buildings (2023: all in respect of land and buildings). See note 29.

15 Fixed asset investments

	Listed investments £'000	Cash in portfolio £'000	Total £'000
Cost or valuation			
At 1 April 2023	2,867	28	2,895
Additions	470	-	470
Valuation changes	191	-	191
Net movement in cash held awaiting investment	-	35	35
Disposals	(514)	-	(514)
At 31 March 2024	<u>3,014</u>	<u>63</u>	<u>3,077</u>
Carrying amount			
At 31 March 2024	<u>3,014</u>	<u>63</u>	<u>3,077</u>
At 31 March 2023	<u>2,867</u>	<u>28</u>	<u>2,895</u>

16 Stocks

	2024 £'000	2023 £'000
Finished goods and goods for resale	<u>-</u>	<u>-</u>

17 Debtors

	2024 £'000	2023 £'000
Amounts falling due within one year:		
Trade debtors	615	530
Other debtors	32	-
Prepayments and accrued income	1,002	1,409
	<u>1,649</u>	<u>1,939</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

18 Creditors: amounts falling due within one year	Notes	2024 £'000	2023 £'000
Trade creditors		412	564
Other taxation and social security		237	232
Deferred income	20	40	25
Bank loans		-	-
Other creditors		65	50
Accruals		501	622
		1,255	1,493
 19 Financial instruments		 2024 £'000	 2023 £'000
Carrying amount of financial assets			
Debt instruments measured at amortised cost		647	529
Equity instruments measured at fair value through income and expenditure		3,016	2,867
		979	1,237
Carrying amount of financial liabilities			
Measured at amortised cost		979	1,237
 20 Deferred income		 2024 £'000	 2023 £'000
Other deferred income		40	25
		40	25
Deferred income is included in the financial statements as follows:			
Current liabilities		40	25
		40	25

During the year £24,614 (2023: £44,024) of deferred income brought forward from the prior year was released to the Statement of Financial Activities. The remaining £nil (2023: £nil) is included in deferred income at the year end in addition to £39,976 (2023: £25,055) of income received in the year which has also been deferred.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

21 Heritable property

The company owned, at 31 March 2024, the following subjects in Aberdeen, unless otherwise stated:

Name/Description	Location	Main Use
Head Office	Castle Street	Main Registered Office & Book Shop
Cloverfield Grove	Bucksburn	Housing with Care for Older People
Broomhill Park	Broomhill Road	Housing with Care for Older People
Ruthrieston House	Broomhill Road	Residential Care for Older People
Crosby House	May Baird Avenue	Residential Care for Older People
Forestgait Lodge/Richmondhill Court	Richmondhill Place	Sheltered Housing & Residential Flats 1-20
Broomhill Activity Centre	Broomhill Road	Activity Centre
Richmondhill House	Richmondhill Place	Administration
Maisie Munro's	Richmondhill Place	Administration
Linn Moor School	Peterculter	Residential School
Rowanlea House	Peterculter	Transition to Adult Supported Housing
Rowanlea Cottage (Lyll)	Peterculter	Transition to Adult Supported Housing
Apache Cottage	Peterculter	Residential for Linn Moor School
Arrdeir House	Mannofield	Residential Care for Adults
St Aubins	South Anderson Drive	Residential Care for Adults
Northfield Lodge	Provost Fraser Drive	Residential Care for Adults
450	450 Holburn Street	Residential Care for Adults
Queen Mother House	18 Claremount Street	Residential Care for Adults
Easter Anguston:		
- Farm Land & Buildings	Peterculter	Supported Adult Training & Visitor
- Crichton House	Peterculter	Café
4 Crown Crescent	Peterculter	Adult Housing with Support
40 Crown Crescent	Peterculter	Adult Housing with Support
1-4 Craigton Grove	Peterculter	Adult Housing with Support

The freehold heritable properties and land were independently valued as at 31 March 2023 by Graham & Sibbald, Chartered Surveyors, in accordance with RICS appraisal and valuation methodology.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

22 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 31 March 2024 £'000
	Balance at 1 April 2023 £'000	Incoming resources £'000	Resources expended £'000	Transfers £'000	
Residents Amenities Fund	-	7	(7)	-	-
Grant Funding	-	997	(942)	(55)	-
Restricted Trust Funds	8	6	(12)	-	2
Aberdeen District Nurses Benevolent Fund	17	-	(1)	-	16
Crisis Fund	41	2	-	-	43
Fuel Fund	127	430	(110)	-	447
ACVO Fund	-	1	(1)	-	-
Barrack Trust	-	10	(2)	-	8
Boshier-Hilton Foundation	-	1	(1)	-	-
Christmas Funds	-	2	(2)	-	-
Mains of Loriston Charitable Trust	-	16	(16)	-	-
John Shivas Trust	-	35	-	-	35
John Gordon Charitable Fund	-	20	(20)	-	-
M Duncan Fund	207	-	(207)	-	-
C&R Hutchison Fund	-	1	(1)	-	-
D Simpson Fund	-	95	-	-	95
H McDonald Fund	59	-	(48)	-	11
A Cheyne Fund	-	6	(6)	-	-
Ithaca Energy Fund	58	13	(63)	-	8
Restricted Donations	-	1	(1)	-	-
A & D Emslie Fund	287	-	(287)	-	-
P C Martin Fund	149	-	(97)	-	52
CNOOC International Fund	18	-	(18)	-	-
Communities Health & Wellbeing Fund	11	-	(11)	-	-
Workforce Wellbeing Fund	14	-	(14)	-	-
Ina Scott Sutherland Foundation	-	10	(5)	-	5
Nineveh Trust	-	3	(3)	-	-
	<u>996</u>	<u>1,656</u>	<u>(1,875)</u>	<u>(55)</u>	<u>722</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

22 Restricted funds (Continued)

	Balance at 1 April 2022 £'000	Movement in funds			Balance at 31 March 2023 £'000
		Incoming resources £'000	Resources expended £'000	Transfers £'000	
Residents Amenities Fund	-	3	(3)	-	-
Grant Funding	-	1,131	(1,122)	(9)	-
Restricted Trust Funds	72	699	(714)	(49)	8
Aberdeen District Nurses Benevolent Fund	18	-	(1)	-	17
Crisis Fund	39	2	-	-	41
Fuel Fund	25	104	(2)	-	127
Abergeldie Fund	1,386	-	-	(1,386)	-
EAF Education Room Fund	75	-	-	(75)	-
BP Woodland Path Fund	13	-	-	(13)	-
Linn Moor Minibus Fund	41	-	-	(41)	-
A Watt Fund	127	-	-	(127)	-
M Duncan Fund	207	90	(90)	-	207
H McDonald Fund	59	-	-	-	59
A Cheyne Fund	-	60	(60)	-	-
Ithaca Energy Fund	-	150	(92)	-	58
Restricted Donations	73	78	(151)	-	-
A & D Emslie Fund	-	729	(442)	-	287
P C Martin Fund	-	426	(277)	-	149
CNOOC International Fund	-	18	-	-	18
Communities Health & Wellbeing Fund	-	11	-	-	11
Workforce Wellbeing Fund	-	14	-	-	14
Heritage Project	-	49	(25)	(24)	-
	<u>2,135</u>	<u>3,564</u>	<u>(2,979)</u>	<u>(1,724)</u>	<u>996</u>

Fund Descriptions:

Residents Amenities Fund – to fund outings, entertainment, and small gifts for residents

Grant Funding – to cover costs of meeting contract specifications on running and providing services

Restricted Trust Funds – to fund a specific service at a specified location as nominated by the donor

Aberdeen District Nurses Benevolent Fund – to provide financial and material aid to retired registered nurses

Crisis Fund – to assist to those in urgent financial need due to unforeseen circumstances outwith their control

Fuel Fund – to assist with winter heating bills and heating efficiency systems

ACVO Fund – to cover expenditure for a carnival at Cloverfield care home

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Barrack Charitable Trust - to fund expenditure towards the refurbishment of Queen Mother House

Boshier -Hinton Foundation- to fund the purchase of sensory equipment at Linn Moor

Christmas Funds – to cover parties and gifts to service users over the festive period

Mains of Loriston Charitable Trust - to fund expenditure towards the irrigation project at Easter Anguston Farm

John Shivas Memorial Trust – for expenditure at Linn Moor residential school

The John Gordon Charitable Fund – to fund expenditure towards the refurbishment of Queen Mother House

M Duncan Fund – for expenditure at Older People’s Services

C&R Hutchison Fund – for expenditure at Older People Services and Easter Anguston Farm

D Simpson Fund - for expenditure at Easter Anguston Farm

H McDonald Fund - for expenditure at Linn Moor residential school

A Cheyne – for expenditure at Linn Moor residential school and Older People Services

Ithaca Energy Fund – to fund expenditure towards the refurbishment of Queen Mother House

Restricted Donations – to fund a specific service at a specified location as nominated by the donor

A & D Emslie Fund - for expenditure at Older People Services

P C Martin Fund - for expenditure at Easter Anguston Farm

CNOOC International Fund - for expenditure at Easter Anguston Farm

Communities Mental Health & Wellbeing Fund - for expenditure at Care @ Home service

Workplace Wellbeing Fund - for expenditure at various sites

Ina Scott Sutherland Foundation - for expenditure towards Queen Mother House refurbishments and Broomhill Activity Centre flooring

Nineveh Trust - for expenditure at Easter Anguston Farm

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****23 Designated funds**

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2023 £'000	Incoming resources £'000	Resources expended £'000	Transfers	Balance at 31 March 2024 £'000
Business Systems	96	-	(96)	-	-
Utilities	700	-	(273)	(427)	-
QMH Refurbishments	500	-	-	(400)	100
Air cool installation Abergeldie	300	-	(286)	(14)	-
	<u>1,596</u>	<u>-</u>	<u>(655)</u>	<u>(841)</u>	<u>100</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****24 Revaluation reserve**

Movement in the revaluation reserve, which is included in unrestricted funds, during the year was as follows:

	Balance at 1 April 2022 £'000	Movement in funds		Balance at 31 March 2023 £'000
		Revaluation £'000	Release to Unrestricted Funds £'000	
Revaluation reserve	19,467	5,478	(587)	24,358

	Balance at 1 April 2023 £'000	Movement in funds		Balance at 31 March 2024 £'000
		Revaluation £'000	Release to Unrestricted Funds £'000	
Revaluation reserve	24,358	-	(62)	24,296

25 Analysis of net assets between funds

	Unrestricted funds £'000	Restricted funds £'000	Total £'000
Fund balances at 31 March 2024 are represented by:			
Intangible fixed assets	26	-	26
Tangible assets	35,722	-	35,722
Investments	3,077	-	3,077
Net current assets	1,382	722	2,104
	<u>40,207</u>	<u>722</u>	<u>40,929</u>

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024**

26 Cash (absorbed by)/generated from operations	2024	2023
	£'000	£'000
Net outgoing resources for the year	(1,826)	(730)
Adjustments for:		
Investment income recognised in statement of financial activities	(149)	(103)
Gain on disposal of investments	(10)	(24)
Fair value (gains)/losses on investments	(193)	266
Amortisation and impairment of intangible assets	11	26
Depreciation and impairment of tangible fixed assets	862	936
(Gain)/loss on disposal of tangible fixed assets	-	(593)
Movements in working capital:		
Decrease in stocks	-	-
Decrease in debtors	290	65
(Decrease)/increase in creditors	(252)	285
Increase/(decrease) in deferred income	15	(19)
Cash (absorbed by)/generated from operations	(1,252)	109

Net debt reconciliation

	At 1 April 2023	Cash flows	Non-cash movements	At 31 March 2024
Cash and cash equivalents	2,850	(1,140)	-	1,710
Debt: amounts falling due within 1 year	-	-	-	-
Debt: amounts falling due after 1 year	-	-	-	-
Total net debt	2,850	(1,140)	-	1,710

27 Pension costs

During the year, the charity contributed to three pension schemes for certain employees. The details of these schemes are shown below:

a) The Pensions Trust

The charity participates in the Pensions Trust's Flexible Retirement Plan and Ethical Plan. Both plans are non-contracted out defined contribution schemes which are not affected by the debt on withdrawal legislation. The charity offers membership of the Flexible Retirement Plan or membership of the Ethical Plan to all managerial staff.

There were 33 active members of the Flexible Retirement Plan at 31 March 2024 (2023: 34). There were 5 active members of the Ethical Plan at 31 March 2024 (2023: 5).

The charity paid contributions at a rate of 7.25% during the accounting year. Members paid contributions at the rate of 4% during the accounting year.

A charge of £115,407 (2023: £123,813) has been made in the year. Employer contributions totalling £8,483 (2023: £8,982) were payable to the pension fund at 31 March 2024 and are included in creditors.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 MARCH 2024****27 Pension costs (continued)**

b) Scottish Teachers Superannuation Scheme

The scheme is an unfunded multi-employer defined benefit scheme. It is accepted that the treatment can be as a defined contribution scheme as the charity is unable to identify its share of the underlying assets and liabilities of the scheme. As the scheme is unfunded there can be no surplus or shortfall. Pension contribution rates are set by the scheme actuary at a level to meet the cost of the pensions as they accrue.

A revised Scottish Teachers' Pension Scheme (STPS) was introduced from 1st April 2015, which meets the requirements of the UK Government's reform program. For the purposes of the reform process, HM Treasury set a benchmark scheme for the STPS which was based upon the new 2015 Teachers' Pension Scheme for England and Wales. Therefore, by definition, the new Scottish Teachers' Pension Scheme design meets the cost envelope set by HM Treasury without requiring any further detailed actuarial analysis.

There were 4 active members of the scheme as at 31 March 2024 (2023: 5). Contributions rates were payable by the charity at 23% (2023: 23%) of pensionable salaries. Members also contributed on salary based sliding scale percentage as follows:

Actual Pensionable Salary	Contributions for 2023/24 (% of pensionable Salary)
Up to and including £29,187	7.2%
£29,188 to £39,290	8.7%
£39,291 to £46,586	9.7%
£46,587 to £61,742	10.4%
£61,743 to £84,193	11.5%
£84,194 and above	11.9%

The total STSS pension costs for the charity were £56,147 (2023: £53,414) and these contributions were made to their pension scheme during the year.

Employer contributions totalling £3,302 (2023: £4,730) were payable to the pension fund at 31 March 2024 and are included in creditors.

c) National Employment Savings Trust

The charity joined the National Employment Savings Trust (NEST) on 1 November 2013. This pension scheme was chosen to comply with automatic enrolment legislation.

NEST is run by NEST Corporation, a trustee body who set the strategic direction and objectives for NEST. NEST Corporation is a non-departmental public body that operates at arm's length from the government and is accountable to Parliament through the Department for Work and Pensions.

All staff below managerial level are automatically enrolled into this scheme. There were 387 active members of NEST at 31 March 2024 (2023: 378).

The charity paid contributions at a rate of 3% and members paid contributions at a rate of 5.0% respectively during the accounting year.

A charge of £241,742 (2023: £227,302) has been made in the year. Employer contributions totalling £20,638 (2023: £20,150) were payable to the pension fund at 31 March 2024 and are included in creditors.

ABERDEEN ASSOCIATION OF SOCIAL SERVICE (OPERATING AS VSA)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

28 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £'000	2023 £'000
Within one year	34	39
Between one and five years	22	7
	<u>56</u>	<u>46</u>

Lease commitments are for buildings, vehicles and equipment. The lease expenditure charged to income and expenditure in the year was £59,000 (2023: £64,000).

29 Capital commitments

At 31 March 2024 the charity had capital commitments as follows:

Contracted for but not provided in the financial statements:
Acquisition of tangible non-current assets

	2024 £'000	2023 £'000
	<u>-</u>	<u>30</u>

30 Related party transactions

There are no related party transactions to disclose.

31 Members' liability

Members' liability is limited by guarantee not in excess of £1 per member.

32 Investments

Our overall portfolio value increased during the year to £3,077k (2023: £2,895k).



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