

COMPANY REGISTRATION NUMBER: SC394284

CHARITY REGISTRATION NUMBER:SC022263

**Fife Employment Access Trust
Company Limited by Guarantee
Financial Statements
31 March 2022**

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PATERSON BOYD & Co.
Chartered Accountants

Fife Employment Access Trust

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2022

	Page
Trustees' annual report (incorporating the directors' report)	1
Independent auditor's report to the members	14
Consolidated statement of financial activities (including income and expenditure account)	19
Company statement of financial activities (including income and expenditure account)	20
Consolidated statement of financial position	21
Company statement of financial position	22
Consolidated statement of cash flows	23
Company statement of cash flows	24
Notes to the financial statements	25

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the group for the year ended 31 March 2022.

Reference and administrative details

Registered charity name	Fife Employment Access Trust	
Charity registration number	SC022263	
Company registration number	SC394284	
Principal office and registered office	3 Silverburn Cottages Silverburn Park Largo Road Leven Fife KY8 5PU	
The trustees	Michelle Austin Douglas McPhail Helen Lawrenson Brian Robertson Rose Duncan Kenneth Egan Margaret Guthrie Dr Hannah Robertson Fiona McEwan Aidan Duncan Alister Hynie	(Resigned 1 March 2022) (Resigned 1 March 2022) (Resigned 3 August 2022) (Resigned 30 September 2022) (Appointed 11 February 2022) (Appointed 4 March 2022) (Appointed 18 January 2022)
Company secretary	Duncan Mitchell	
Auditor	Paterson Boyd & Co Limited Chartered Accountants & Statutory Auditor 18 North Street Glenrothes Fife KY7 5NA	
Bankers	Bank of Scotland The Cross Cupar Fife KY15 4BP	

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management

Governing document

The charity is a private company limited by guarantee, incorporated on 25 February 2011. The charity was established under a Memorandum and Articles of Association that has established the objects and powers of the charitable company and is governed by its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1. The charity is regulated by the Office of the Scottish Charity Regulator (OSCR).

Directors and trustees

The directors of the charitable company are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The trustees who served during the period up to the date of this report are as detailed on page 1 of the financial statements.

Organisational structure

The affairs of the charity are managed by a committee of between 5 and 12 voluntary people, which meets not less than 6 times a year.

Only full members of the charity, whether individual or representative, shall be eligible to stand for election to the management committee. It has been agreed to stagger retirements from the committee to ensure continuity of operations and also to ensure that the charity is always quorate. This being said, all trustees stand down at the AGM and have to be reappointed by the members. The committee members meet occasionally outside the scheduled meetings as necessary and there is a regular communication process between the office bearers and the project manager to ensure the effective management of the charity.

Committee members can serve for a term of no longer than 6 years from the date of appointment/reappointment. They must break for one year before being eligible for re-election.

Trustee induction and training

Trustees are recruited and appointed according to the terms laid down in the constitution. The staff and management committee have introduced an induction pack for new trustees as well as a training programme, both as part of the induction of new trustees and also for existing trustees in light of the new charity regulations.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Structure, governance and management *(continued)*

Pay policy for senior staff

The trustees consider the board of trustees and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All trustees give of their time freely and no trustee received remuneration or expenses in the year.

The pay of senior staff is reviewed annually and normally increased in accordance with average earnings.

Related parties

None of the trustees receive remuneration or other benefits from their work with the charity. Any connection between a trustee or senior staff of the charity must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Objectives and activities

As a registered charity and company limited by guarantee, Fife Employment Access Trust's (FEAT) objectives are to relieve the needs of individuals with disabilities, to advance education and promote equality and diversity.

In furtherance of these objectives, FEAT shall undertake the following activities:

- Supporting people with disabilities who are working or seeking work in integrated settings;
- Promoting employment opportunities for people with disabilities, with a view to people with disabilities being integrated into the workforce;
- Disseminating information and seeking to increase understanding in relation to people with disabilities within the workforce;
- Encouraging the employment of people with disabilities; and
- Providing appropriate support which will enable people with disabilities to use their skills and abilities to obtain and retain employment.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Achievements and performance

The effects of the Covid19 pandemic continued to present challenges to our service delivery throughout the year and the majority of our programmes remained online and staff continued to work from home. However, as our client group (and staff) became more adept at operating in the virtual world, engagement levels from participants were higher and more sustained than during the first year of the pandemic disruption.

Despite the ongoing difficulties created by the pandemic and subsequent restrictions, there were some outstanding achievements realised, culminating in successfully securing the significant level of funding required to move forward with plans to renovate the B-listed former flax mill in our base at Silverburn Park – with the long-term aim of the enterprising activity in the mill generating an ongoing income for the charity and eventually reduce our reliance on grant funding. Almost ten years on from our first expression of interest in taking on responsibility for the Park from the local authority, that original ambitious aspiration is now on track to succeed.

A summary of the achievements and performance from our range of projects is below:

Individual Placement & Support (IPS)

IPS is a proven way of helping people who have a complex mental health condition and want to work and sustain employment. Dedicated 1-1 support from Employment Specialists enables participants to focus on applying for work in roles they are interested in – rather than just finding any job.

This was a challenging year for Fife IPS - fraught with a high demand for the service and high waiting lists as the team faced staff shortages, hampered further by recruitment challenges and delays and sickness absences within the team. Due to these staff shortages, 45 people were supported in IPS in the year - whilst that number is lower than previous years, it was close to 95% capacity over the year, bearing in mind maximum caseload sizes for Employment Specialists. Fourteen participants in the year did secure their goal of gaining employment and others continue to work towards that goal in a year that has seen a less varied array of vacancies than in previous years, the pandemic and aftermath of the pandemic contributing to that. Recruitment was finally successful towards the end of this financial year and the team are looking ahead to the coming year, finally fully staffed and raring to go!

Team members also completed training on the “Turn2Us” benefits calculator, enabling them to carry out more in-depth analysis of clients’ welfare benefits and any potential impact of various work roles and incomes.

Our external fidelity review was concluded in March 2022 and we retained our status as “good” on the fidelity scale. We aspire to achieve the “exemplary” standard, however given a large number of changes were made to the model of delivery of all of FEAT’s services throughout the height of the pandemic and with employer engagement and partnership working with NHS and DWP colleagues paused for extended periods, retaining our “good” status was indeed a good result.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Employ your Mind & Grow your Mind

Employ your Mind has been running since 2012 and provides people with severe and enduring mental health conditions a 26-week programme of self-management, personal development and employability, including the opportunity to gain a recognised qualification, to help them reach their aspirations that previously felt like they were out of reach.

In this year, as last year, pandemic restrictions hampered service delivery – the work experience element of the programme had been paused as many employers could not allow placements into their workplaces which in turn limited the number of participants who were able to complete the full “Steps to Work” qualification we deliver – the work experience being a critical part of that.

The original model also had a strong partnership focus with NHS teams and again the redeployment of many of these staff to support the frontline battle against Covid19 meant it was more challenging to organise cohorts of participants from one community mental health at a time – therefore groups of participants came from a range of different NHS colleagues as well as Skills Development Scotland, Fife Council, Positive You and a private psychologist practice. All cohorts were delivered online this year, again to guard against the potential transmission of Covid19.

Despite the challenges, we did support 44 students over this reporting period – 33 adults and 11 young people (who take part in an adapted slightly shorter version of the programme). Of the 33 adults, 16 did complete the partial qualification and 7 completed the full award. Three of the young people have completed the partial qualification and the others remain on progress to achieve during the coming year.

Grow your Mind is a further adaptation of the programme which proved hugely beneficial in these times of pandemic restrictions which particularly affected indoor service delivery. Grow your Mind follows the same framework as Employ your Mind but is delivered outdoors, with an added focus of undertaking practical tasks. Funding from both the Armed Forces Covenant Trust Fund and the Veterans' Foundation also meant the focus of Grow your Mind this year was veterans with mental health conditions. Supported by Veterans First Point, 16 veterans took part in the programme this year, with 3 completing the partial qualification and a further 6 ongoing towards that achievement.

Feedback from all partners and the vast majority of participants has been hugely positive once again, though the staff team are keen to continue to improve and develop these programmes and began a formal review during the year to help plan for the future, including a return to face-to-face indoor sessions for the Employ your Mind courses.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Journey to Work

Journey to Work is the overarching title for a series of courses and some 1-to-1 sessions to help participants focus on gaining work. Participants don't need to take part in all the elements of the programme as a plan is created for each individual. In this year, 21 people started the Mind Works course; 20 started ACTion and 14 started STARS, with 29 people completing their programmes, 5 ongoing into the new financial year and two participants to date have secured paid employment.

We also delivered a sub-contract with Fife Employment & Training Consortium, focusing on delivering these courses to a group of families. As the programme developed, it became less about running the actual course sessions and more about working collaboratively with the families in a solution focused approach to make best use of sessions towards their various goals.

NIDMAR

The Scottish Government-funded NIDMAR programme is a 5-year commitment to train employability professionals across the country in the National Institute of Disability Management & Research (NIDMAR) qualification in disability management and return to work support, including Certified Disability Management Professional (CDMP) registration. FEAT operate the service level agreement with the Scottish Government to deliver and evaluate this training.

The programme had an initial 6-month set-up period in 2018 with 37 participants testing out the training structure in preparation for the first full training year, starting in 2019 with 66 participants. This continued undeterred by Covid19 in 2020 with a further 60 participants and in 2021 another 77 enrolled.

Over this period, of the 240 total participants, 188 have successfully passed the exam, 5 deferred, 38 withdrew and only 9 to date failing the final exam (with an opportunity to re-sit). The training has been delivered throughout Scotland with a combination of in-person and online sessions with Ayrshire & Arran having 39 participants, Tayside 34, Lothian 33, Fife 31 (including a number of our own staff from FEAT), 30 from Glasgow and the remainder from Highland, Grampian, Lanarkshire, Dumfries & Galloway, Argyll & Bute, Forth Valley and one from the Borders. 44% of participants have come from third sector organisations, 29% from Health & Social Partnerships, 20% from local authorities, 5% from the private sector and the remainder from the Department of Work & Pensions.

The provision has also included a fast-track training programme to upskill existing supported employment case managers. This included a 3-day condensed IPS training programme to improve service delivery and enhance understanding of the IPS approach followed by a 4-day condensed NIDMAR programme. 17 out of the 20 participants on this condensed programme successfully passed the final exam, with 2 withdrawals and just one failed exam (again with the opportunity to re-sit in future).

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Cognitive Remediation Therapy (CRT)

In this period, our use of CRT included a series of one-to-one sessions with adults, a drop-in group and delivery of "In the Mind for Work" courses. All of the sessions have been delivered online and whilst numbers of participants has been lower than anticipated (13), two have secured paid employment and 2 were already in employment but used the sessions to help them stay in work. For the coming year, we are anticipating larger volumes of referrals as our NHS colleagues and other referrers return to something more like "business as usual" after the pandemic and we are aiming to develop a long-covid cognitive remediation pilot, following early research conducted in the USA showing the relevance of CRT as a therapy for this client group.

Head Outdoors

Head Outdoors was a new project piloted this year, with one adult cohort and one group of young people all from Levenmouth Academy. The programme was delivered in Falkland Estate over six sessions, one day per week, with the aim of promoting the "five ways to wellbeing" model and utilising the outdoors. 11 participants took part, and whilst just 6 completed, all the feedback demonstrated that the course was worthwhile and a positive experience. Indeed, Levenmouth Academy are keen to continue to with this project into the next financial year and a small grant has been secured to run three further groups in that period, moving base camp to Silverburn Park.

Heart, Mind & Soul

"Heart, Mind & Soul" has been a useful tag-line to explain our ambitious plans for the redevelopment of Silverburn Park and we used the phrase as the name for a new pilot project commencing in November 2021 funded by the UK Government's Community Renewal Fund. The fund was looking for new ideas to pilot employability services and we secured support to run a volunteering progression programme within the Park – with staff from the Charity and our subsidiary working together to develop a more structured programme of volunteering for participants and for those who were utilising volunteering to improve their CV, an added element of employability support. Additional park master-planning was built in to the programme, to assist us to work out the key volunteering tasks that could be delivered to help meet the requirements of the conservation management plan and urban woodland management plan, ensuring therefore that volunteers were making a beneficial contribution to the ongoing maintenance and management of the Park, whilst gaining support and training.

Peer support was also trialled in the package of support for volunteers and an in-depth look at developing the range of accredited Scottish Qualifications Authority (SQA) approved qualifications we could offer to both clients of the charity and volunteers in the Park in the future. During March we also had an SQA Systems Internal Verification audit – over 150 documents scrutinised by the assessor, however resulted in a successful pass mark to the delight and relief of all staff involved.

Staffing for the pilot has largely been from existing FEAT and CIC staff moving into secondments as there was a very narrow window for recruitment, with funding confirmed only shortly before service delivery was due to take place.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Heart, Mind & Soul *(continued)*

At the end of this financial year, the project is fully underway with 24 volunteers registered. The pilot is scheduled to come to a close by July 2022. An independent evaluation consultant has been engaged to monitor the programme and help us use the experience from the pilot to take forward into future service delivery.

Flax Mill Development - Silverburn Park

We successfully completed the National Lottery Heritage Fund's development phase this year and secured their commitment to fund the project into the delivery phase, with a grant in excess of £3 million confirmed in November 2021, bolstered by funding from a range of other sources to reach the target total of over £9 million.

This truly was an outstanding achievement with a contribution from over 30 individuals at different stages of the development phase comprising specialisms in areas such as fundraising, architecture, industrial archaeology, business planning and everything in between! The delivery phase will get underway in the new financial year with final design specifications and surveys concluded before going out to tender for the actual construction contract – with construction works scheduled to commence in March/April 2023.

In the lead-up to the construction works, a rich programme of activities will take place, beginning in the new financial year, with a focus on heritage, skills and wellbeing - keeping people engaged and informed whilst we wait for the construction works to end and the doors open to the general public in early 2026.

Silverburn Park

In addition to the Community Renewal Fund project and the flax mill development which are led by the charity, a wide range of activities have continued at the Park throughout the year led by our community interest company subsidiary (FEAT Trading CIC). However, we were again thwarted by the pandemic restrictions and unable to stage the main event of the year – the Silverburn Music Festival and also had to delay or reduce in scale regular volunteering opportunities, at least until the aforementioned pilot project came into being.

The enterprising activities at the Park did continue to benefit from the aftermath of the pandemic – with people still keen to travel short distances for their holidays or short breaks the Silverburn Park Campsite continued to record high occupancy levels throughout the year, and with some funding from the Scottish Government, were also able to offer free breaks to local people with disabilities or facing disadvantage.

The “Cottage Window Café” also continued to perform strongly as the increasing footfall numbers approaching 250,000 visitors (collated from our electronic people counters) led to more people stopping off for food and refreshments during their visit.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Silverburn Park *(continued)*

A 3 month period of community consultation took place in January-March 2022 to get views from park visitors about what further improvements and community activities they would like to see in the Park and with funding from the Rural Communities into Action fund, our subsidiary staff were able to put some of those requests into place very quickly, including more picnic benches, cycle storage and baby-changing facilities in the public and campsite toilets.

From March 2022 we are also offering a new series of Mindfulness-based Stress Resilience sessions within the Park and a weekly "Falling Up Living in Art" programme of outdoor creativity, having secured some funding from Fife Council's "No-one Left Behind" provision to run these programmes throughout 2022.

Coalfields Worx

FEAT began a partnership with the Coalfields Regeneration Trust to deliver a series of community and environmental improvements to Kincardine and the surrounding area in January 2020. "Coalfields Worx" however came to an end in March 2022 with an impressive 100% outcome rate from the 6 participants who took part over the programme over the two years.

All 6 participants joined us on a paid basis from the outset of their programme, however the aim was always to move them into longer-term sustainable employment during their time with us and achieving the 100% outcome rate was testament to the efforts of our Project Supervisor, who has also secured alternative and longer-term employment for the new financial year.

Whilst FEAT are no longer therefore engaged in this service, the success has led the Coalfields Regeneration Trust to replicate it in other areas of Scotland for the coming year.

External Training

Staff members were delighted when we secured a training partnership with Well Working Matters to deliver IPS training to staff from Allianz in Australia in the previous year – however the difficulties caused by the pandemic meant the original plan of our staff team going to Australia in person to deliver the training was changed and the sessions were delivered online – in the early hours of the morning UK-time. However, the feedback from participants was very positive and more locally we also delivered this training to NHS Tayside staff and students on the NIDMAR programme as part of the IPS fast-track model, described above.

We have also delivered a number of "good conversations" training sessions and follow-up sessions to frontline employability workers across Fife. The training is based on a Solution Focused Brief Therapy model with a view to providing a more holistic practice and as a tool for practitioners to support their clients in a more empowering way.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Achievements and performance *(continued)*

Case Studies

With more and more funders requesting case studies as part of our monitoring and evaluation processes, we have developed a template for participants to complete, if they wish. A selection of these are posted on our website and circulated to funders.

Financial review

The Trustees continued to be pleased with operations and performance of the charity, with the ever watchful eye on cashflow as delays in receiving European Social Investment funding continued to cause concern. Funding is continuing for core service delivery through the Scottish Government's "No-one Left Behind" strategy and with the formal ending of European funding to UK organisations this year, the UK Government's Shared Prosperity Fund and Levelling Up Fund will be two of the main targets to secure the balance of funding required to retain all of our employability services throughout the coming years.

Having secured significant funding and pledges towards the flax mill redevelopment over the coming four-year period, confidence is high that the construction and activities programme can be delivered to schedule, though again cognisant that cashflow must be carefully monitored as many of the funding sources secured will pay their grants in arrears rather than up-front. During this year, the charity also opted to register for VAT, to enable the reclaim of VAT expenses on the flax mill development.

Reserves Policy

The reserve fund of £338,010 (2021: £269,797) represents the unrestricted funds arising from past operating results. The trustees are aware that the contingency fund of £138,000 held within the unrestricted funds approximates to around two and a half month's operating expenditure which is satisfactory given the revenue funding presently secured. The trustees have examined the requirement to maintain free reserves and concluded that the most appropriate level is between three to six months of operational expenditure, and this will continue to be addressed over the next few years.

Designated funds have been set up to cover potential future liabilities on the Brag Enterprises Ltd offer as detailed in note 26 and to cover any shortfall in funding on Fife Individual Placement & Support (IPS) Service as detailed in note 27.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Financial review *(continued)*

Risk Management

The trustees apply high priority to assessing and evaluating the risks to which FEAT is exposed and ensuring that effective processes and systems are in place to mitigate those risks. FEAT's risk register is reviewed by the board annually.

Significant financial risks include the potential for under funding by statutory authorities and funders in the future. This risk is managed by ongoing financial monitoring by the board of trustees and senior management and through ongoing discussions with funders regarding financial support for the future.

The trustees are satisfied that the management of those risks is effective and sufficient.

Connected Bodies

FEAT Trading Community Interest Company is a wholly owned subsidiary company through which the regeneration and renovation of Silverburn Park will operate.

FEAT Trading CIC shares its principal address with FEAT. Gross income for the year to 31 March 2022 was £350,821 (2021: £374,408).

Future Plans

As highlighted earlier, there will be a major focus on ensuring the flax mill redevelopment programme gets fully underway and remains on schedule for an official opening in early 2026. We have an exciting opportunity through the Activities Programme to provide a wide-ranging programme aimed at people from all backgrounds and of all age groups – with specific activities ranging from flax growing and processing through to hard hat tours to building pizza ovens to social portraiture and many more!

However, we must also continue to focus on our core objective – supporting people with mental health conditions to reach their aspirations and strategic planning sessions will continue with both staff and trustees to ensure our approaches remain relevant and effective.

We are part-way through a pilot programme that sees charity staff and our subsidiary staff working more closely together than ever before and the learning from this pilot will feed directly into our future strategic planning. Added to this is a review of the Employ your Mind provision involving staff, service users and partners as the programme celebrates its 10th anniversary in 2022-23.

We are also keen to continue to improve and monitor our information governance, developing robust policies for data protection, GDPR, cyber security and ensuring all staff and Trustees are familiar with all their legal requirements and responsibilities, as well as our Human Resources approach, ensuring our staff remain supported to maintain healthy work-life balances.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Trustees' responsibilities statement

The trustees, who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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 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.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

A resolution to reappoint Paterson Boyd & Co Limited as auditors will be proposed at the forthcoming Annual General Meeting.

Fife Employment Access Trust

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2022

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report (incorporating the directors' report) was approved on 16 December 2022 and signed on behalf of the board of trustees by:

Helen Lawrenson

Helen Lawrenson
Chair

Fife Employment Access Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Fife Employment Access Trust

Year ended 31 March 2022

Opinion

We have audited the financial statements of Fife Employment Access Trust (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2022 which comprise the consolidated statement of financial activities (including income and expenditure account), the company statement of financial activities (including income and expenditure account), consolidated statement of financial position, company statement of financial position, consolidated statement of cash flows, company statement of cash flows and the related notes, 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 group's and the parent charitable company's affairs as at 31 March 2022 and of the group's and parent charitable company's 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;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 group and parent 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 group and parent 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.

Fife Employment Access Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Fife Employment Access Trust

Year ended 31 March 2022

Other information

The other information comprises the information included in the annual 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 or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the 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 group and parent 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 in relation to which the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report included within the trustees' annual report, and from the requirements to prepare a strategic report.

Fife Employment Access Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Fife Employment Access Trust

Year ended 31 March 2022

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 group's and parent 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 group or parent 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the group and parent charitable company and industry, we identified that the principal risks of non-compliance with laws and regulations related to breaches of UK regulations and prohibited business practices, and we considered that the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override controls), and determined that the principal risks were related to the potential posting of inappropriate journal entries to manipulate financial results and management bias in accounting estimates.

Fife Employment Access Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Fife Employment Access Trust

Year ended 31 March 2022

Audit procedures performed by the engagement team included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Reviewing minutes of meetings of those charged with governance including the Board.
- Evaluation and testing of the operating effectiveness of management's controls designed to prevent and detect irregularities.
- Identifying and testing journal entries based on risk criteria.
- Designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing.
- Testing transactions entered into outside of normal course of business.
- Investigated the rationale behind significant or unusual transactions.
- Reviewed accounting estimates for evidence of bias.
- Performed analytical review and sample testing of income.
- Agreed financial statement disclosures to supporting documentation.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Fife Employment Access Trust

Company Limited by Guarantee

Independent Auditor's Report to the Members of Fife Employment Access Trust

Year ended 31 March 2022

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the group and parent charitable company's members, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the group and parent charitable company's members 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 group and parent charitable company and the group and parent charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Neil Paterson

Neil Paterson B.A. C.A. (Senior Statutory Auditor)

For and on behalf of
Paterson Boyd & Co Limited
Chartered Accountants & Statutory Auditors
18 North Street
Glenrothes
Fife
KY7 5NA

Paterson Boyd & Co Limited are eligible to act as auditors under the terms of Section 1212 of the Companies Act 2006.

Date: 16 December 2022

Fife Employment Access Trust
Company Limited by Guarantee
Group Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income and endowments					
Donations and legacies	5	270,672	532,705	803,377	1,022,573
Other trading activities	6	156,434	-	156,434	97,558
Charitable activities	6	2,789	-	2,789	41,965
Total income		<u>429,895</u>	<u>532,705</u>	<u>962,600</u>	<u>1,162,096</u>
Expenditure					
Expenditure on charitable activities	7,8	16,017	642,285	658,302	627,804
Operating of Community Interest Company		327,506	-	327,506	333,391
Total expenditure		<u>343,523</u>	<u>642,285</u>	<u>985,808</u>	<u>961,195</u>
Net income		<u>86,372</u>	<u>(109,580)</u>	<u>(23,208)</u>	<u>200,901</u>
Transfers between funds		(50)	50	-	-
Net movement in funds		<u>86,322</u>	<u>(109,530)</u>	<u>(23,208)</u>	<u>200,901</u>
Reconciliation of funds					
Total funds brought forward		368,410	248,469	616,879	415,978
Total funds carried forward		<u>454,732</u>	<u>138,939</u>	<u>593,671</u>	<u>616,879</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 25 to 45 form part of these financial statements.

Fife Employment Access Trust

Company Limited by Guarantee

Parent Company Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Income and endowments					
Donations and legacies	5	78,427	532,705	611,132	781,630
Other trading activities	6	5,853	-	5,853	25,259
Total income		<u>84,280</u>	<u>532,705</u>	<u>616,985</u>	<u>806,889</u>
Expenditure					
Expenditure on charitable activities	7,8	16,017	642,285	658,302	627,804
Total expenditure		<u>16,017</u>	<u>642,285</u>	<u>658,302</u>	<u>627,804</u>
Net income		<u>68,263</u>	<u>(109,580)</u>	<u>(41,317)</u>	<u>179,085</u>
Transfers between funds		(50)	50	-	-
Net movemen in funds		<u>68,213</u>	<u>(109,530)</u>	<u>(41,317)</u>	<u>179,085</u>
Reconciliation of funds					
Total funds brought forward		269,797	248,469	518,266	339,181
Total funds carried forward		<u>338,010</u>	<u>138,939</u>	<u>476,949</u>	<u>518,266</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 25 to 45 form part of these financial statements.

Fife Employment Access Trust
Company Limited by Guarantee
Group Statement of Financial Position
31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	14	93,213	104,207
Current assets			
Debtors	16	415,293	469,310
Cash at bank and in hand		216,283	256,792
		<u>631,576</u>	<u>726,102</u>
Creditors: amounts falling due within one year	17	<u>126,689</u>	<u>188,702</u>
Net current assets		<u>504,887</u>	<u>537,400</u>
Total assets less current liabilities		598,100	641,607
Creditors: amounts falling due after more than one year	18	-	20,000
Provisions	19	4,429	4,728
		<u>4,429</u>	<u>4,728</u>
Net assets		<u>593,671</u>	<u>616,879</u>
Funds of the charity			
Restricted funds		138,939	248,469
Unrestricted funds		454,732	368,410
		<u>454,732</u>	<u>368,410</u>
Total charity funds	23	<u>593,671</u>	<u>616,879</u>

The trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 44 of the Charities and Trustee Investment (Scotland) Act 2005. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and for circulation to the members of the company.

These financial statements were approved by the board of trustees and authorised for issue on 16 December 2022, and are signed on behalf of the board by:

Rose Duncan

Rose Duncan
Trustee

The notes on pages 25 to 45 form part of these financial statements.

Fife Employment Access Trust
Company Limited by Guarantee
Parent Company Statement of Financial Position
31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible fixed assets	14	56,921	66,066
Investments	15	100	100
		<u>57,021</u>	<u>66,166</u>
Current assets			
Debtors	16	417,767	479,748
Cash at bank and in hand		95,485	157,108
		<u>513,252</u>	<u>636,856</u>
Creditors: amounts falling due within one year	17	<u>93,324</u>	<u>164,756</u>
Net current assets		<u>419,928</u>	<u>472,100</u>
Total assets less current liabilities		476,949	538,266
Creditors: amounts falling due after more than one year	18	-	20,000
Net assets		<u>476,949</u>	<u>518,266</u>
Funds of the charity			
Restricted funds		138,939	248,469
Unrestricted funds		338,010	269,797
Total charity funds	23	<u>476,949</u>	<u>518,266</u>

The trustees have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 44 of the Charities and Trustee Investment (Scotland) Act 2005. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and for circulation to the members of the company.

These financial statements were approved by the board of trustees and authorised for issue on 16 December 2022, and are signed on behalf of the board by:

Rose Duncan

Rose Duncan
Trustee

The notes on pages 25 to 45 form part of these financial statements.

Fife Employment Access Trust

Company Limited by Guarantee

Group Statement of Cash Flows

Year ended 31 March 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net income	(23,208)	200,901
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	8,198	8,523
Loss on disposal of tangible assets	3,302	-
Tax on profit	3,725	5,182
Interest payable and similar charges	6,162	5,552
Accrued (income)/expenses	25,155	(125,036)
<i>Changes in:</i>		
Trade and other debtors	29,537	(46,805)
Trade and other creditors	41,346	13,073
Cash generated from operations	<u>94,217</u>	<u>61,390</u>
Interest paid	(6,162)	(5,552)
Tax paid	(8,059)	-
Net cash used in operating activities	<u>79,996</u>	<u>55,838</u>
Cash flows from investing activities		
Purchase of tangible assets	(144,506)	(65,448)
Grant income received for capital purchases	144,001	6,344
Net cash used in investing activities	<u>(505)</u>	<u>(63,418)</u>
Cash flows from financing activities		
Proceeds from borrowing	(120,000)	140,000
Net cash from financing activities	<u>(120,000)</u>	<u>140,000</u>
Net increase/(decrease) in cash and cash equivalents	(40,509)	132,420
Cash and cash equivalents at beginning of year	<u>256,792</u>	<u>124,372</u>
Cash and cash equivalents at end of year	<u>216,283</u>	<u>256,792</u>

The notes on pages 25 to 45 form part of these financial statements.

Fife Employment Access Trust
Company Limited by Guarantee
Parent Company Statement of Cash Flows
Year ended 31 March 2022

	2022	2021
	£	£
Cash flows from operating activities		
Net income	(41,317)	179,085
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	1,102	336
Interest payable and similar charges	6,057	5,552
Accrued income	34,195	(126,046)
<i>Changes in:</i>		
Trade and other debtors	28,050	(44,829)
Trade and other creditors	28,304	8,557
Cash generated from operations	<u>56,391</u>	<u>22,655</u>
Interest paid	<u>(6,057)</u>	<u>(5,552)</u>
Net cash used in operating activities	<u><u>50,334</u></u>	<u><u>17,103</u></u>
Cash flows from investing activities		
Purchase of tangible assets	(135,958)	(65,448)
Grant income received for capital purchases	144,001	6,344
Net cash (used)/received in investing activities	<u>8,043</u>	<u>(59,104)</u>
Cash flows from financing activities		
Proceeds from borrowing	(120,000)	140,000
Net cash from financing activities	<u>(120,000)</u>	<u>140,000</u>
Net increase/(decrease) in cash and cash equivalents	(61,263)	97,999
Cash and cash equivalents at beginning of year	<u>157,108</u>	<u>59,109</u>
Cash and cash equivalents at end of year	<u><u>95,485</u></u>	<u><u>157,108</u></u>

The notes on pages 25 to 45 form part of these financial statements.

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in Scotland and a registered charity in Scotland. The address of the registered office is 3 Silverburn Cottages, Silverburn Park, Largo Road, Leven, Fife, KY8 5PU.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)), the Charities Accounts Scotland Regulations 2006 (as amended), the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Pensions

The charity operates a defined contribution pension scheme. Pension costs charged in the accounts and detailed in note 21 represent contributions payable by the charity in the year.

Employee benefits

The cost of 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.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Fife Employment Access Trust
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustee for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

Income consists of grants, donations and other income and is credited in the year in which it is receivable except where the donors specify that the donations or grants must be used in future accounting periods, or conditions are imposed, which have to be fulfilled before the charity is entitled to use such income.

Grants relating to assets are recognised in income on a systematic basis over the expected useful life of the asset.

Resources expended

Expenditure is debited to the Statement of Financial Position on an accruals basis and attributed directly to grant earning income as disclosed in the Statement of Financial Activities.

Costs of charitable activities comprise those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Governance costs include those costs associated with meeting constitutional and statutory requirements. Direct basis of allocation of cost was used.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration and staff costs.

Taxation

The charity is exempt from tax on income and gains falling within section 505(1) of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. It is registered for VAT and expenditure is shown net of recoverable VAT.

Operating leases

Rentals applicable to operating leases, where substantially all benefits and risks of ownership remain with the lessor, are charged to the income and expenditure account as incurred.

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible Assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures & Fittings	- straight line over 50 years
Plant & Machinery	- 25% reducing balance
Motor vehicles	- 25% reducing balance
Computer equipment	- straight line over 3 years
Construction in Progress	- Nil

Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at the carrying value plus accrued interest less repayments. The financing charge to expenditure is at a constant rate calculated using the effective interest method.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

Consolidation

The financial statements consolidate the financial statements of Fife Employment Access Trust and its subsidiary FEAT Trading Community Interest Company.

The parent company has applied for the exemption contained in section 408 of the Companies Act 2006 and has not presented its individual profit and loss account.

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

4. Limited by guarantee

The charity is a company limited by guarantee. The company is a membership organisation and the trustees named on page 1 were elected or appointed under the Memorandum and Articles of Association. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

5. Donations and legacies

	Group		Total Funds
	Unrestricted Funds	Restricted Funds	
	£	£	2022
			£
Donations	7,564	12,668	20,232
<u>Grants</u>			
Adapt & Thrive	49,397	-	49,397
Alpkit Foundation	200	-	200
Armed Forces Covenant Fund Trust	-	35,000	35,000
Arnold Clark	-	1,000	1,000
BBC Children in Need	-	8,866	8,866
National Lottery Community Fund	34,738	-	34,738
BRAG – NOLB	-	12,080	12,080
Business Gateway	18,000	-	18,000
Coalfield Regeneration Fund	91,320	-	91,320
Community Enterprise	400	-	400
Co-op Local Community Fund	-	400	400
Fife Health & Social Care Partnership	-	34,763	34,763
Fife Council ESIF	-	21,803	21,803
Fife Council – NOLB	-	39,743	39,743
Fife Council – NOPO NHS	-	39,743	39,743
Fife Council – Journey to Work	-	120,660	120,660
Fife Voluntary Action Fund	19,975	14,863	34,838
Foundation Scotland	4,000	-	4,000
Inspiring Scotland	28,456	-	28,456
Nineveh Trust	5,000	-	5,000
National Lottery Heritage Fund	-	70,207	70,207
Ramblers Holidays Charitable Trust	1,500	-	1,500
School for Social Entrepreneurs	1,000	-	1,000
Scottish Forestry	4,122	-	4,122
Scottish Government – NIDMAR	-	85,000	85,000
SSE	4,000	-	4,000
Tesco Community Grants	-	500	500
Veterans' Foundation	-	30,000	30,000
Virgin Media	1,000	-	1,000
WISE Melbourne Funding	-	5,409	5,409
	<u>270,672</u>	<u>532,705</u>	<u>803,377</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies <i>(continued)</i>	Group		Total Funds 2021 £
	Unrestricted Funds £	Restricted Funds £	
Donations	33,800	2,508	36,308
<u>Grants</u>			
National Lottery Community Fund	32,198	-	32,198
Fife Health & Social Care Partnership	-	34,763	34,763
Alfred Dunhill Links Foundation	-	1,500	1,500
Fife Council ESIF	-	(11,721)	(11,721)
The Robertson Trust	-	15,000	15,000
Foundation Scotland	16,000	5,000	21,000
Fife LEADER Local Action Group	23,887	-	23,887
Ramblers Holidays Charitable Trust	2,000	-	2,000
Coalfield Regeneration Fund	39,515	3,500	43,015
The Big Bike Revival	2,401	-	2,401
Fife Council	17,500	-	17,500
Bruce Wake Foundation	2,500	-	2,500
Business Gateway	18,000	-	18,000
Chance to Succeed	-	10,000	10,000
National Lottery Heritage Fund	-	52,375	52,375
Co-op Local Community Fund	-	1,243	1,243
The Architectural Heritage Fund	-	10,690	10,690
Corra Foundation	-	34,750	34,750
Fife Charities Fund	1,700	-	1,700
Fife Council – Coastal Communities Fund	31,471	-	31,471
Scottish Government – Aspiring Communities	72,535	-	72,535
Fife Environment Trust	2,800	-	2,800
Fife Council - IPS	-	157,013	157,013
Scottish Enterprise – Resilience Fund	25,000	-	25,000
Scottish Government	5,965	34,000	39,965
Health & Social Care Alliance Scotland	5,000	12,139	17,139
St. Andrews University	1,450	-	1,450
Armed Forces Covenant Fund Trust	-	33,250	33,250
The Pixel Fund	-	1,750	1,750
Visit Scotland	-	4,900	4,900
Community Wellbeing Fund	2,000	-	2,000
Fife Council – Journey to Work	-	284,191	284,191
	<u>335,722</u>	<u>686,851</u>	<u>1,022,573</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies <i>(continued)</i>	Company		Total Funds 2022 £
	Unrestricted Funds £	Restricted Funds £	
Donations	7,430	12,668	20,098
<u>Grants</u>			
Adapt & Thrive	49,397	-	49,397
Alpkit Foundation	200	-	200
Armed Forces Covenant Fund Trust	-	35,000	35,000
Arnold Clark	-	1,000	1,000
BBC Children in Need	-	8,866	8,866
BRAG – NOLB	-	12,080	12,080
Business Gateway	18,000	-	18,000
Community Enterprise	400	-	400
Co-op Local Community Fund	-	400	400
Fife Council – NOLB	-	39,743	39,743
Fife Council – NOPO NHS	-	39,743	39,743
Fife Council – Journey to Work	-	120,660	120,660
Fife Council - ESIF	-	21,803	21,803
Fife Health & Social Care Partnership	-	34,763	34,763
Communities Mental Health and Wellbeing Fund (adults)	-	14,863	14,863
Foundation Scotland	1,000	-	1,000
National Lottery Heritage Fund	-	70,207	70,207
School for Social Entrepreneurs	1,000	-	1,000
Scottish Government - NIDMAR	-	85,000	85,000
Tesco Community Grants	-	500	500
Veterans' Foundation	-	30,000	30,000
Virgin Media	1,000	-	1,000
WISE Melbourne Funding	-	5,409	5,409
	<u>78,427</u>	<u>532,705</u>	<u>611,132</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

5. Donations and legacies <i>(continued)</i>	Company		
	Unrestricted	Restricted	Total Funds
	Funds	Funds	2021
	£	£	£
Donations	42,079	6,708	48,787
<u>Grants</u>			
Business Gateway	18,000	-	18,000
Community Wellbeing Fund	2,000	-	2,000
Fife Council	17,500	-	17,500
Fife Health & Social Care Partnership	-	34,763	34,763
Fife Council - IPS	-	157,013	157,013
Fife Council – Journey to Work	-	284,191	284,191
Scottish Government	-	34,000	34,000
The Robertson Trust	-	15,000	15,000
National Lottery Heritage Fund	-	52,375	52,375
Foundation Scotland	6,000	5,000	11,000
Health & Social Care Alliance Scotland	5,000	12,139	17,139
Fife Council ESIF	-	(11,721)	(11,721)
Alfred Dunhill Links Foundation	-	1,500	1,500
The Architectural Heritage Fund	-	10,690	10,690
The Pixel Fund	-	1,750	1,750
Chance to Succeed	-	10,000	10,000
Coalfields Regeneration Fund	-	3,500	3,500
Armed Forces Covenant Fund Trust	-	33,250	33,250
Corra Foundation	-	34,750	34,750
Visit Scotland	-	4,900	4,900
Co-op Local Community Fund	-	1,243	1,243
	<u>90,579</u>	<u>691,051</u>	<u>781,630</u>
6. Other trading activities	Group		
	Unrestricted	Restricted	Total Funds
	Funds	Funds	2022
	£	£	£
Miscellaneous income	157,162	-	157,162
Training fee income	(728)	-	(728)
	<u>156,434</u>	<u>-</u>	<u>156,434</u>
	Unrestricted	Restricted	Total Funds
	Funds	Funds	2021
	£	£	£
Miscellaneous income	82,314	911	83,225
Training fee income	14,333	-	14,333
	<u>96,647</u>	<u>911</u>	<u>97,558</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

6. Other trading activities *(continued)*

	Company		Total Funds 2022
	Unrestricted Funds	Restricted Funds	
	£	£	£
Miscellaneous income	6,581	-	6,581
Training fee income	(728)	-	(728)
	<u>5,853</u>	<u>-</u>	<u>5,853</u>

	Company		Total Funds 2021
	Unrestricted Funds	Restricted Funds	
	£	£	£
Miscellaneous income	10,015	911	10,926
Training fee income	14,333	-	14,333
	<u>24,348</u>	<u>911</u>	<u>25,259</u>

Income from charitable activities

	Group		Total Funds 2022
	Unrestricted Funds	Restricted Funds	
	£	£	£
Community Jobs Scotland	2,789	-	2,789

	Group		Total Funds 2021
	Unrestricted Funds	Restricted Funds	
	£	£	£
Community Jobs Scotland	41,965	-	41,965

7. Expenditure on charitable activities by fund type

	Group and Company		Total Funds 2022
	Unrestricted Funds	Restricted Funds	
	£	£	£
Charitable activities	11,415	605,231	616,646
Support costs	4,602	37,054	41,656
	<u>16,017</u>	<u>642,285</u>	<u>658,302</u>

	Group and Company		Total Funds 2021
	Unrestricted Funds	Restricted Funds	
	£	£	£
Charitable activities	13,563	549,867	563,430
Support costs	6,603	57,771	64,374
	<u>20,166</u>	<u>607,638</u>	<u>627,804</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

8. Expenditure on charitable activities by activity type	Group and Company			
	Activities undertaken directly	Support costs	Total Funds 2022	Total Funds 2021
	£	£	£	£
Charitable activities	616,646	33,953	650,599	621,949
Governance costs	-	7,703	7,703	5,854
	<u>616,646</u>	<u>41,656</u>	<u>658,302</u>	<u>627,803</u>

9. Analysis of support costs	Group and Company		
	Direct service provision	Total 2022	Total 2021
	£	£	£
Staff costs			-
Communications and IT	5,272	5,272	7,545
General office	8,010	8,010	8,239
Governance costs	7,703	7,703	5,854
Consultancy fees	18,812	18,812	30,087
Legal fees	1,859	1,859	12,649
	<u>41,656</u>	<u>41,656</u>	<u>64,374</u>

10. Net income	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Net income is stated after charging/(crediting):				
Depreciation on tangible fixed assets	<u>8,197</u>	<u>8,523</u>	<u>1,102</u>	<u>336</u>

11. Auditor's remuneration	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Fees payable for the audit of the financial statements	<u>4,261</u>	<u>2,160</u>	<u>2,961</u>	<u>2,160</u>

Fife Employment Access Trust
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Wages and salaries	674,567	619,503	492,315	444,812
Social security costs	46,321	41,338	39,801	35,622
Employer contributions to pension plans	27,469	24,232	19,637	19,809
	<u>748,357</u>	<u>685,073</u>	<u>551,753</u>	<u>500,243</u>

The average head count of employees during the year was as follows:

	Group		Company	
	2022	2021	2022	2021
	<u>32</u>	<u>30</u>	<u>18</u>	<u>18</u>

No employee received employee benefits of more than £60,000 during the year (2021: nil).

During the financial year the total remuneration of key management personnel was £174,503 (2021: £44,801).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

14. Tangible fixed assets

	Plant & Machinery £	Fixtures & fittings £	Motor vehicles £	Computer Equipment £	Equipment £	Construction in Progress £	Group Totals £
Cost							
At 1 April 2021	46,237	13,812	11,850	801	2,242	65,448	140,390
Additions	8,548	-	-	-	2,962	132,996	144,506
Disposals	(3,458)	-	(5,400)	-	-	(144,001)	(152,859)
At 31 March 2022	<u>51,327</u>	<u>13,812</u>	<u>6,450</u>	<u>801</u>	<u>5,204</u>	<u>54,443</u>	<u>132,037</u>
Depreciation							
At 1 April 2021	26,959	552	6,514	534	1,624	-	36,183
Charge for the year	5,645	276	907	267	1,102	-	8,197
Relating to disposals	(1,864)	-	(3,692)	-	-	-	(5,556)
At 31 March 2022	<u>30,740</u>	<u>828</u>	<u>3,729</u>	<u>801</u>	<u>2,726</u>	<u>-</u>	<u>38,824</u>
Carrying amount							
At 31 March 2022	<u>20,587</u>	<u>12,984</u>	<u>2,721</u>	<u>-</u>	<u>2,478</u>	<u>54,443</u>	<u>93,213</u>
At 31 March 2021	<u>19,278</u>	<u>13,260</u>	<u>5,336</u>	<u>267</u>	<u>618</u>	<u>65,448</u>	<u>104,207</u>

Fife Employment Access Trust
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

14. Tangible fixed assets *(continued)*

	Construction in Progress	Equipment £	Company Totals £
Cost			
At 1 April 2021	65,448	2,242	67,690
Additions	132,996	2,962	135,958
Grants funding received	(144,001)	-	(144,001)
At 31 March 2022	<u>54,443</u>	<u>5,204</u>	<u>59,647</u>
Depreciation			
At 1 April 2021	-	1,624	1,624
Charge for the year	-	1,102	1,102
At 31 March 2022	<u>-</u>	<u>2,726</u>	<u>2,726</u>
Carrying amount			
At 31 March 2022	<u>54,443</u>	<u>2,478</u>	<u>56,921</u>
At 31 March 2021	<u>65,448</u>	<u>618</u>	<u>66,066</u>

15. Investments
Company

	Shares in group undertaking £
Cost for valuation	
At 1 April 2021 and 31 March 2022	<u>100</u>
Impairment	
At 1 April 2021 and 31 March 2022	<u>100</u>
Carrying amount	
At 31 March 2022	<u>100</u>
At 31 March 2021	<u>100</u>

Fife Employment Access Trust own 100% of the issued share capital of FEAT Trading Community Interest Company, company registration number SC434244 and registered office at 3 Silverburn Cottages, Silverburn Park, Largo Road, Leven, Fife, KY8 5PU. The principal activity of FEAT Trading Community Interest Company is that of developing volunteers to assist in Silverburn and producing marketing social media networks for people to engage with the company and the estate. At 31 March 2022 the reserves held by FEAT Trading Community Interest Company totalled £116,722 with a profit for the financial year to 31 March 2022 of £18,109.

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

16. Debtors

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Trade Debtors	12,900	-	12,700	-
Prepayments and accrued income	396,997	420,872	399,357	433,520
Other debtors	4,399	2,210	4,164	-
VAT debtor	997	46,228	1,546	46,228
	<u>415,293</u>	<u>469,310</u>	<u>417,767</u>	<u>479,748</u>

17. Creditors: amounts falling due within one year

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Trade creditors	130	24,256	80	20,447
Accruals and deferred income	76,120	18,062	57,149	6,148
Social security costs	24,252	16,310	12,892	14,553
Other creditors	4,357	4,209	3,203	3,608
Bank loan	20,000	120,000	20,000	120,000
Corporation tax	1,830	5,865	-	-
	<u>126,689</u>	<u>188,702</u>	<u>93,324</u>	<u>164,756</u>

18. Creditors: amounts falling due after more than one year

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Bank loans and overdrafts	-	20,000	-	20,000
	<u>-</u>	<u>20,000</u>	<u>-</u>	<u>20,000</u>

19. Provisions

Group	Deferred tax (note 20) £
At 1 April 2021	4,728
Released in year	(299)
At 31 March 2022	<u>4,429</u>

The company does not have any provisions.

Fife Employment Access Trust
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

20. Deferred tax

The deferred tax included in the statement of financial position is as follows:

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Included in provisions (note 19)	4,429	4,728	-	-
	<u>4,429</u>	<u>4,728</u>	<u>-</u>	<u>-</u>

21. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was as follows:

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Defined contribution plans	27,469	24,232	19,637	19,809
	<u>27,469</u>	<u>24,232</u>	<u>19,637</u>	<u>19,809</u>

22. Leasing agreements

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

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Expiring:				
Within one year	2,368	9,804	2,368	7,104
Later than 1 year and not later than 5 years	-	7,768	-	2,368
	<u>2,368</u>	<u>17,572</u>	<u>2,368</u>	<u>9,472</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds

Unrestricted funds

	At 01.04.21	Income Expenditure		Transfers	Group At 31.03.22
	£	£	£	£	£
General funds	211,710	435,101	(348,729)	(50)	298,032
Contingency fund	138,000	-	-	-	138,000
Designated fund – Brag	8,700	-	-	-	8,700
Designated fund – Fife IPS	10,000	-	-	-	10,000
	<u>368,410</u>	<u>435,101</u>	<u>(348,729)</u>	<u>(50)</u>	<u>454,732</u>

Unrestricted funds

	At 01.04.20	Income Expenditure		Transfers	Group At 31.03.21
	£	£	£	£	£
General funds	95,133	474,334	(353,557)	(4,200)	211,710
Contingency fund	138,000	-	-	-	138,000
Designated fund – Brag	8,700	-	-	-	8,700
Designated fund – Fife IPS	10,000	-	-	-	10,000
	<u>251,833</u>	<u>474,334</u>	<u>(353,557)</u>	<u>(4,200)</u>	<u>368,410</u>

Unrestricted funds

	At 01.04.21	Income Expenditure		Transfers	Company At 31.03.22
	£	£	£	£	£
General funds	113,097	84,280	(16,017)	(50)	181,310
Contingency fund	138,000	-	-	-	138,000
Designated fund – Brag	8,700	-	-	-	8,700
Designated fund – Fife IPS	10,000	-	-	-	10,000
	<u>269,797</u>	<u>84,280</u>	<u>(16,017)</u>	<u>(50)</u>	<u>338,010</u>

Unrestricted funds

	At 01.04.20	Income Expenditure		Transfers	Company At 31.03.21
	£	£	£	£	£
General funds	18,336	114,927	(20,166)	-	113,097
Contingency fund	138,000	-	-	-	138,000
Designated fund – Brag	8,700	-	-	-	8,700
Designated fund – Fife IPS	10,000	-	-	-	10,000
	<u>175,036</u>	<u>114,927</u>	<u>(20,166)</u>	<u>-</u>	<u>269,797</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

Restricted funds

	At 01.04.21	Income	Expenditure	Transfers	Group
	£	£	£	£	At 31.03.22
					£
Employ Your Mind	–	–	(153,421)	153,421	–
Fife Employability and Training Consortium	–	12,080	–	(12,080)	–
Fife IPS Service	(186,586)	–	(114,711)	248,695	(52,602)
SCVO Cyber Essentials Grant	–	–	–	–	–
Silverburn	71,610	12,668	–	–	84,278
Journey to Work	284,162	177,226	(145,398)	(315,990)	–
Scottish Govt - NIDMAR	–	85,000	(83,983)	–	1,017
The Robertson Trust	7,500	–	–	(7,500)	–
Heritage Fund - Silverburn Flax Mill	–	70,207	(36,721)	–	33,486
Foundation Scotland	5,000	–	–	–	5,000
The Pixel Fund - EYM	1,750	–	–	(1,750)	–
Chance to Succeed - Employ your Mind	10,000	–	–	(10,000)	–
The Coalfields Regeneration Trust - Grow your Mind	1,700	–	–	(1,700)	–
Armed Forced Covenant Fund	28,333	35,000	–	(39,861)	23,472
Corra Foundation	25,000	–	–	–	25,000
Co-op	–	400	–	–	400
BBC Children in Need	–	8,866	–	(1,298)	7,568
Arnold Clark	–	1,000	–	(1,000)	–
Tesco	–	500	–	(500)	–
Veterans' Foundation	–	30,000	–	–	30,000
FC NOLB	–	39,743	(25,988)	(12,630)	1,125
Communities Mental Health and Wellbeing Fund (adults)	–	14,863	–	(3,028)	11,835
Fife Council NIDMAR	–	39,743	–	(39,743)	–
WISE Melbourne Funding (EYM)	–	5,409	–	–	5,409
GYM	–	–	(43,111)	43,111	–
CRF	–	–	(37,049)	–	(37,049)
Falling Up	–	–	(1,903)	1,903	–
	<u>248,469</u>	<u>532,705</u>	<u>(642,285)</u>	<u>50</u>	<u>138,939</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

Restricted funds *(continued)*

	At 01.04.20	Income	Expenditure	Transfers	Group
	£	£	£	£	At 31.03.21
					£
Employ Your Mind	3,073	4,957	(137,115)	129,085	-
Fife Employability & Training Consortium	40,849	-	-	(40,849)	-
Working Well – Opportunities Fife	372	-	-	(372)	-
Fife Individual Placement and Support (IPS) Service	(137,209)	175,098	(224,475)	-	(186,586)
SCVO Cyber Essentials Grant	1,500	-	(1,500)	-	-
Silverburn	55,466	2,508	(5,973)	19,609	71,610
Journey to Work	200,094	284,672	(112,740)	(87,864)	284,162
Scottish Government - NIDMAR	-	34,000	(34,000)	-	-
The Robertson Trust	-	15,000	(7,500)	-	7,500
Heritage Fund – Silverburn Flax Mill Foundation Scotland	-	52,375	(36,966)	(15,409)	-
Health & Social Care Alliance Scotland	-	5,000	-	-	5,000
Alfred Dunhill Links Foundation	-	12,139	(12,139)	-	-
The Architectural Heritage Fund – Silverburn Flax Mill	-	1,500	(1,500)	-	-
The Pixel Fund – EYM	-	10,690	(10,690)	-	-
Chance to Succeed – Employ Your Mind	-	1,750	-	-	1,750
The Coalfields Regeneration Trust – Grow Your Mind	-	10,000	-	-	10,000
Armed Forces Covenant Fund Trust – Grow Your Mind	-	3,500	(1,800)	-	1,700
Corra Foundation	-	33,250	(4,917)	-	28,333
Visit Scotland – Lantern Project	-	34,750	(9,750)	-	2,500
Co-op	-	5,330	(5,330)	-	-
	-	1,243	(1,243)	-	-
	<u>164,145</u>	<u>687,762</u>	<u>(607,638)</u>	<u>4,200</u>	<u>248,469</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

Restricted funds *(continued)*

	At 01.04.21	Income	Expenditure	Transfers	Company At 31.03.22
	£	£	£	£	£
Employ Your Mind	–	–	(153,421)	153,421	–
Fife Employability and Training Consortium	–	12,080	–	(12,080)	–
Fife IPS Service	(186,586)	–	(114,711)	248,695	(52,602)
SCVO Cyber Essentials Grant	–	–	–	–	–
Silverburn	71,610	12,668	–	–	84,278
Journey to Work	284,162	177,226	(145,398)	(315,990)	–
Scottish Govt - NIDMAR	–	85,000	(83,983)	–	1,017
The Robertson Trust	7,500	–	–	(7,500)	–
Heritage Fund – Silverburn Flax Mill	–	70,207	(36,721)	–	33,486
Foundation Scotland	5,000	–	–	–	5,000
The Pixel Fund - EYM	1,750	–	–	(1,750)	–
Chance to Succeed - Employ your Mind	10,000	–	–	(10,000)	–
The Coalfields Regeneration Trust - Grow your Mind	1,700	–	–	(1,700)	–
Armed Forced Covenant Fund	28,333	35,000	–	(39,861)	23,472
Corra Foundation	25,000	–	–	–	25,000
Co-op	–	400	–	–	400
BBC Children in Need	–	8,866	–	(1,298)	7,568
Arnold Clark	–	1,000	–	(1,000)	–
Tesco	–	500	–	(500)	–
Veterans' Foundation	–	30,000	–	–	30,000
FC NOLB	–	39,743	(25,988)	(12,630)	1,125
Communities Mental Health and Wellbeing Fund (adults)	–	14,863	–	(3,028)	11,835
Fife Council NIDMAR	–	39,743	–	(39,743)	–
WISE Melbourne Funding (EYM)	–	5,409	–	–	5,409
GYM	–	–	(43,111)	43,111	–
CRF	–	–	(37,049)	–	(37,049)
Falling Up	–	–	(1,903)	1,903	–
	<u>248,469</u>	<u>532,705</u>	<u>(642,285)</u>	<u>50</u>	<u>138,939</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

23. Analysis of charitable funds *(continued)*

Restricted funds *(continued)*

	At 01.04.20	Income Expenditure		Transfers	Company
	£	£	£	£	At 31.03.21
					£
Employ Your Mind	3,073	4,957	(137,115)	129,085	-
Fife Employability & Training Consortium	40,849	-	-	(40,849)	-
Working Well – Opportunities Fife	372	-	-	(372)	-
Fife Individual Placement and Support (IPS) Service	(137,209)	175,098	(224,475)	-	(186,586)
SCVO Cyber Essentials Grant	1,500	-	(1,500)	-	-
Silverburn	55,466	2,508	(5,973)	19,609	71,610
Journey to Work	200,094	284,672	(112,740)	(87,864)	284,162
Scottish Government - NIDMAR	-	34,000	(34,000)	-	-
The Robertson Trust	-	15,000	(7,500)	-	7,500
Heritage Fund – Silverburn Flax Mill Foundation Scotland	-	52,375	(36,966)	(15,409)	-
Health & Social Care Alliance Scotland	-	5,000	-	-	5,000
Alfred Dunhill Links Foundation	-	12,139	(12,139)	-	-
The Architectural Heritage Fund – Silverburn Flax Mill	-	1,500	(1,500)	-	-
The Pixel Fund – EYM	-	10,690	(10,690)	-	-
Chance to Succeed – Employ Your Mind	-	1,750	-	-	1,750
The Coalfields Regeneration Trust – Grow Your Mind	-	10,000	-	-	10,000
Armed Forces Covenant Fund Trust – Grow Your Mind	-	3,500	(1,800)	-	1,700
Corra Foundation	-	33,250	(4,917)	-	28,333
Visit Scotland – Lantern Project	-	34,750	(9,750)	-	2,500
Co-op	-	5,330	(5,330)	-	-
	-	1,243	(1,243)	-	-
	<u>164,145</u>	<u>687,762</u>	<u>(607,638)</u>	<u>4,200</u>	<u>248,469</u>

Fife Employment Access Trust

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Group Total Funds 2022 £
Tangible fixed assets	36,292	56,921	93,213
Current assets	456,234	175,342	631,576
Creditors less than 1 year	(33,365)	(93,324)	(126,689)
Provisions	(4,429)	-	(4,429)
Creditors more than 1 year	-	-	-
Net assets	<u>454,732</u>	<u>138,939</u>	<u>593,671</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	38,141	66,066	104,207
Current assets	358,943	367,159	726,102
Creditors less than 1 year	(23,946)	(164,756)	(188,702)
Provisions	(4,728)	-	(4,728)
Creditors more than 1 year	-	(20,000)	(20,000)
Net assets	<u>368,410</u>	<u>248,469</u>	<u>616,879</u>

	Unrestricted Funds £	Restricted Funds £	Company Total Funds 2022 £
Tangible fixed assets	-	56,921	56,921
Investments	100	-	100
Current assets	337,910	175,342	513,252
Creditors less than 1 year	-	(93,324)	(93,324)
Creditors more than 1 year	-	-	-
Net assets	<u>338,010</u>	<u>138,939</u>	<u>476,949</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	-	66,066	66,066
Investments	100	-	100
Current assets	269,697	367,159	636,856
Creditors less than 1 year	-	(164,756)	(164,756)
Creditors more than 1 year	-	(20,000)	(20,000)
Net assets	<u>269,797</u>	<u>248,469</u>	<u>518,266</u>

Fife Employment Access Trust
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

25. Analysis of changes in net debt

	At 01.04.21	Cash flows	Group At 31.03.22
	£	£	£
Cash at bank and in hand	256,792	(40,509)	216,283
	<u> </u>	<u> </u>	<u> </u>
			Company
	At 01.04.21	Cash flows	At 31.03.22
	£	£	£
Cash at bank and in hand	157,108	(61,623)	95,485
	<u> </u>	<u> </u>	<u> </u>