Registered number: SC129889

Charity number: SC017886

SCOTTISH LIBRARY AND INFORMATION COUNCIL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

SCOTTISH LIBRARY AND INFORMATION COUNCIL
(A company limited by guarantee)

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SCOTTISH LIBRARY AND INFORMATION COUNCIL

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2019

Trustees

Ian Ruthven, Chair
Susan Ashworth (appointed 20 June 2018)
Fiona Clark
Fiona Dakers
Carole Gray (resigned 2 November 2018)
Emma Harvey (appointed 23 November 2018)
Kate Ho
Eleanor Logan (resigned 4 March 2019)
Abigail Mawhirt
Kenneth McKinlay
Sha Nazir
Peter Reid
John Scally
Alison Stevenson (appointed 9 November 2018)
Ann Wales
Dilys Young (resigned 10 November 2018)

Company registered number

SC129889

Charity registered number

SC017886

Registered office

Suite 5.5 Fifth Floor, Turnberry House, 175 West George Street, Glasgow, G2 2LB

Company secretary

Kenneth McKinlay

Chief executive officer

Pamela Tulloch

Independent auditors

EQ Accountants LLP, 14 City Quay, Dundee, DD1 3JA

Bankers

Bank of Scotland, Hamilton, ML3 6BZ

Solicitors

Thorntons, 33 Yeamans Shore, Dundee, DD1 4BJ

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019

The Trustees present their annual report together with the audited financial statements for 1 April 2018 to 31 March 2019. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and Activities

a. POLICIES AND OBJECTIVES

The purposes of the charity are:

The Scottish Library and Information Council (SLIC) is the independent advisory body to the Scottish Government on library and information services.

SLIC provides leadership, focus and support to its membership which includes public library services, libraries in schools, colleges, universities and a broad range of specialist information services.

At the heart of its key objectives SLIC: -
- Provides leadership to library and information services and facilitates the co-ordination of these services.
- Promotes understanding of the contribution library and information services make to the life of the nation.
- Monitors standards of provision and advocates for the development required for continuing vitality.
- Advises Scottish Government on library and information service matters.
- Undertakes research and provides information, education and advice to its members.
- Facilitates joint working with key partners.
- Supports innovation and development in Scottish library and information services by awarding grants.

b. STRATEGIES FOR ACHIEVING OBJECTIVES

SLIC's activity is shaped by five key work priorities:

• Advocacy • Standards • Innovation • Partnership • Funding

In targeting these priorities, SLIC contributes to the development of:
- A clear vision of the role and benefits of library and information services in the 21st Century.
- An ethos of self-evaluation and continuous performance monitoring.
- A robust evidence base to demonstrate value, inform policy and support decision-making.
- A climate of innovation and experimentation across the library sector.
- More effective service delivery through increased partnership working across the profession, and with related agencies.
- An appropriately skilled workforce that is well equipped to meet present and future demands.

c. ACTIVITIES FOR ACHIEVING OBJECTIVES

Objectives are largely delivered through initiatives for promoting libraries, in partnership with members and other strategic organisations and the development of network meetings and programmes which support these. SLIC also administers and distributes funding to libraries in line with the terms of grant funding.

d. MAIN ACTIVITIES UNDERTAKEN TO FURTHER THE CHARITY'S PURPOSES FOR PUBLIC BENEFIT

- ADVOCACY

SLIC supported the development and implementation of Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023. The is the first national strategy for school libraries in Scotland and SLIC's role in sector engagement was pivotal to its development.

SLIC has led on the implementation of Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015 2020 which is Scotland's first national strategy for public libraries, at the Scottish Government's request since 2015. SLIC continued to advocate for public libraries through the strategy.

SLIC commissioned and published a review of Mobile Libraries in Scotland, Libraries on the Move in February 2019. This highlighted the valuable impact that mobile libraries play in rural communities to those who are socially isolated and to families.

Staff from SLIC visited the Libraries Team at Local Government Management Agency in Dublin to share ideas about the future development of Public Libraries.

The membership of SLIC has continued to grow and new members have been recruited from libraries in the specialist and FE sectors.

SLIC undertook a membership survey in Dec 2018 to ensure the organisation continues to reflect members needs and to inform future planning of the organisation. The survey indicated high levels of satisfaction across the membership who reported that the information, support and funding provided by SLIC was particularly helpful to them.

SLIC continues to meet with elected members, share best practice in the library sector and ensure clear media messages about libraries continue to be heard.

- STANDARDS

How Good Is Our Public Library Service? (HGIOPLS)

The self-assessment tool How Good is Our Public Library Service? has been adopted by public libraries with two services receiving 'Good' or 'Very Good' ratings from a peer-review during 2018/19. Further reviews are planned for 2019/20.

How Good is Our School Library? (HGIOSL)

SLIC worked with Education Scotland to develop an assessment tool which establishes the impact that school libraries make on school improvement and the contribution that they make to the Curriculum for Excellence. Going forward HGIOSL will sit as part of the How Good is Our School?4 assessment carried out annually.

Scottish Reading Strategy Refresh

SLIC commissioned Birmingham City University to refresh the Scottish Reading Strategy to reflect the current reading climate. The report recommended a vision for the Scottish Reading Strategy which was "To give all individuals and communities in Scotland the power to enhance their literacy through free access to resources and by developing and sharing innovative practices".

Funding Evaluation

Blake Stevenson were commissioned to undertake an evaluation of SLIF and PLIF funded projects for 2017/18. The final report demonstrated that projects funded through grants had achieved, with relatively small investments, positive outcomes for libraries, staff and service users.

- INNOVATION

Public Libraries

During 2018/19 there were a number of key initiatives managed by SLIC to deliver against the strategic aims of the Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015-2020.

Health related Library Projects

A research project was commissioned to establish the range of health related services provided by libraries across Scotland and to identify the benefits that these services are delivering to the users and communities. This project will report back late 2019.

Every Child a Library Member (ECALM)

The Every Child a Library Member project aims to introduce library membership at key stages throughout the early years. All 32 Local Authorities in Scotland are committed to delivering ECALM as part of the Programme for Government and are working closely with SLIC's ECALM Project Officers to make sure every child in Scotland is an active library member.

Coworking Hubs

The Scottish Government made a grant of £150,700 in 2017/18 to SLIC to pilot coworking hubs in public library services. Hubs have opened in Dunfermline and Edinburgh, in March 2019, with Inverness, Troon and Dundee planned. The pilot aims to create a network of business hubs in underused spaces in Scotland's public libraries allowing entrepreneurs and small businesses to work, meet and collaborate in a shared space. An independent evaluation has been commissioned to review the pilot and pave the way for the future of the concept.

Young Scot Co-design

To celebrate the Year of Young People 2018, SLIC worked with Young Scot to co-design a project to inform the refresh of Ambition and Opportunity. The project, titled The Next Chapter, involved a panel of young people taking part in two residential weekends, interviewing librarians and consulting their peers about libraries.

The project and the input is invaluable to ensure the public library strategy continues to consider the needs of future generations of library users.

Wikimedian in Residence

SLIC, through a partnership agreement with Wikimedia UK, funded the first ever Wikimedian in Residence in Scotland's public libraries. The project established public libraries as quality content creators in the digital sphere, providing open access to freely usable content about Scottish culture.
18 public library services throughout Scotland have participated and through the comprehensive training more Editathons are taking place encouraging learning and participation. In addition, 'Train a Trainer' teams have been established, equipping libraries with all the knowledge they need to host their own Wikimedia event in the future.

Digital Training for library staff – TNT2

SLIC received £110,000 from the Scottish Government Digital Directorate to develop a national digital training project which will update the current workforce development to ensure frontline library staff are trained to deliver digital skills development programmes to local communities and public libraries continue to provide access to emerging technologies. The project will work with public library services, the digital champions network and key stakeholders to develop a national training needs assessment; to focus content creation; to increase capacity through hosting arrangements in order to meet the needs of a fully functioning national training solution and to develop content to cover emerging technology trends facing library staff.

School Libraries

SLIC was commissioned to support the development and implementation of Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023. This strategy is the first of its kind in the UK.

School Library Strategy Development

SLIC supported the development and implementation of Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023. This involved conducting a global literature review, visiting schools from the Shetland Islands to the Borders, liaising with key stakeholder groups and the development of the final publication.

Information Literacy Project

In recognition of the unique role which school library staff have to support Children and Young People with Information Literacy, the Scottish Government commissioned SLIC to develop a national toolkit. SLIC has appointed a Project Officer to develop a toolkit to support school library staff to deliver information literacy skills to young people in schools. Work will be carried out over the coming year to develop and deliver this key area of development.

Annual Showcase

SLIC held its annual showcase in November 2018 at the AK Bell Library, Perth, and this year the focus was on Year of The Young People 2018. This allowed members from all library sectors to hear the Keynote from the Director of the Children's University (Scotland), learn from the partnership work with Young Scot on the project "The Next Chapter" and for SLIC members to see and hear about the innovative projects delivered through grants from SLIF, PLIF and IDF.

- PARTNERSHIP

During 2018/19 SLIC worked in partnership with a number of agencies; key partnerships included:

Muriel Spark Centenary

As part of the 100th anniversary of the birth of Muriel Spark celebrations, SLIC invited First Minister Nicola Sturgeon MSP to announce a donation of a complete set of Dame Muriel Spark's books to every public library in Scotland at Loanhead Library in November 2018. This initiative was supported by the Scottish Government and the People's Postcode Lottery.

BBC Scotland

Building on the strong partnership with BBC Scotland, libraries participated in the social media "moments". These included marking the centenary of Muriel Spark's birth, Harry Potter 20th Anniversary and Jane Austen celebrations.

Argentinian Librarians

In October 2018, SLIC welcomed a delegation of 7 librarians from Argentina. In addition to spending time with the SLIC team, SLIC arranged for the group to visit Cardonald Library, the National Library of Scotland, Edinburgh Central Library, the CILIPS Autumn Gathering, University of Edinburgh Library, Scottish Poetry Library and the Scottish Book Trust. The group commented, in their final report, on the wonderful and warm welcome they had received across Scotland.

Publishing and Libraries Day

SLIC, in partnership with Publishing Scotland, jointly hosted a day event for Scottish Publishers and Librarians to come together to learn from each other. 15 Scottish Publishers and over 50 librarians attended the event.

Book Week Scotland

SLIC supported Book Week Scotland by working in partnership with Scottish Book Trust to enable over 200 events including author visits to take place in public libraries.

- FUNDING

SLIC commissioned consultants to deliver training sessions for library staff interested in applying for PLIF and SLIF grants.

Administering the Public Library Improvement Fund (PLIF)

The Scottish Government made £450,000 available for the Public Library Improvement Fund 2018/19 which SLIC administered. Nine projects were delivered through twenty-four public library services from across Scotland. Projects were aligned to the six strategic aims of Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015-2020.

Administering the School Library Improvement Fund (SLIF)

The Scottish Government made £450,000 available for the School Library Improvement Fund 2018/19 which SLIC administered. The School Library Improvement Fund awarded 39 grants to schools across Scotland to a range of innovative projects.

Distribution of the Innovation and Development Fund (IDF)

SLIC made a sum of £33,200 available to its members who are ineligible to apply for PLIF and SLIF grants. IDF projects must support innovation and development within libraries. Forth Valley College, National Library of Scotland, Scottish Poetry Library, and the University of St Andrews Library were successful in receiving funding.

Bursaries

SLIC made a number of bursaries available for staff in member institutions to attend library related conferences. Public Libraries and school library staff received bursaries to attend the annual CILIPS (Chartered Institute of Library and Information Professionals in Scotland) Conference. Public library managers received bursaries to attend the annual EDGE conference and the International Internet Librarians conference.

Funding e-Newsletter

The funding e-Newsletter continues to be a very popular service that members receive. Feedback received as part of the membership survey should that 64% of respondents had used the newsletter to identify sources of funding and 40% of respondents said that they had been successful in securing funding which it had identified for them.

Achievements and performance

a. KEY FINANCIAL PERFORMANCE INDICATORS

SLIC secured additional funding to support the implementation of Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015-2020 and to support the development and implementation of a national strategy for School Libraries, Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023. In particular, funding was received to deliver:

Public Library Improvement Fund - £450,000
Digital Training TNT2 - £110,000
School Library Improvement Fund – £450,000

The Scottish Government stated that it had maintained SLIC's core grant at £205,000 and protected the Public Library Improvement Fund in recognition of the work which was being delivered through the implementation of Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015 2020. PLIF was maintained at £450,000 in recognition of the support it was able to provide to deliver the public library strategy.
Confidence in SLIC's ability to deliver resulted in SLIC being asked to support the development and implementation of a national strategy for School Libraries. A grant of £159,000 was awarded to SLIC to enable the organisation to deliver this now core area of work. SLIC was also asked to administer the £450,000 School Library Improvement Fund in 2018/19.

Although success had been made to secure additional funding, the pension fund generated a loss of £112,000, compared to a gain of £220,000 in the prior year. This has impacted the unrestricted funds, resulting in a deficit of £97,408 for the year and unrestricted funds of £172,143 being carried forward. During the year the Trustees, revised the reserves policy in order to account for the organisations growth and project delivery work. The Trustees agreed that the charity's aim is to maintain £250,000 of unrestricted reserves. As a result of the pension fund fluctuations, at 31 March 2019, the reserves policy was not met.

As part of ongoing good governance, sound financial planning and ensuring best value, the SLIC Board tendered for accountancy and audit services. New contracts will come into force from 1st April 2019. This is part of a rolling programme in which the SLIC Board tests the market to ensure the organisation achieves best value for its core services.

b. REVIEW OF ACTIVITIES

ADVOCACY

SLIC produced a Communication Plan to ensure that key messages relating to the important role of public and school libraries were communicated through press and media sources throughout the year, including social media. Press coverage of the library related activity increased in 2018/19.

SLIC commissioned a review of Mobile Libraries in Scotland, Libraries on the Move, and the impact the service makes across the country. The research found that 98% of users found the service to be very or extremely valuable. The report was circulated to the Chief Executives, Directors of Finance and Council Leaders across Scotland. Six new mobile library vehicles were commissioned for Scotland during 2018/19.

In recognition of the significant change in SLIC's role to actively support not just public libraries but also school libraries, SLIC attended the annual COSLA conference, ADES (Association of the Directors of Education Scotland) conference and Scottish Learning Festival. This provided face to face opportunities to promote the role, value and benefit of libraries.

SLIC supported the development and implementation of Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023. The is the first national strategy for school libraries and SLIC's role in sector engagement was pivotal to its development.

In partnership with the Alliance, SLIC hosted an event in Edinburgh on 1st October 2018, focusing on self-management and the role of public libraries. The event celebrated progress with the collaborative working practice between the Alliance and public libraries.

SLIC has led on the implementation of Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015 2020 which is Scotland's first national strategy for public libraries, at the Scottish Government's request, since 2015. SLIC continued to advocate for public libraries through the strategy.

SLIC officers visited the Libraries Team at Local Government Management Agency in Dublin to share ideas about the future development of Public Libraries.

The membership of SLIC has continued to grow and new members have been recruited form libraries in the specialist and FE sectors.

The survey indicated high levels of satisfaction across the range of questions and responses with members reporting that the information, support and funding provided by SLIC was particularly helpful to them.

SLIC invited First Minister Nicola Sturgeon MSP to announce a donation of a complete set of Dame Muriel Spark's books to every public library in Scotland at Loanhead Library in November 2018 as part of the Muriel Spark centenary celebrations. This initiative was supported by Scottish Government and the People's Postcode Lottery.

SLIC invited Maree Todd MSP, Minister for Children and Young People to attend World Book Day with children at Edinburgh Central Library in March 2019.

SLIC continues to meet with elected members, share best practice in the library sector and ensure clear media messages about public libraries continue to be heard.

STANDARDS

How Good is our public library service? (HGIOPLS)

Two peer reviews took place during 2018/19. HGIOPLS is now a standard part of the PLIF application process to ensure that services who receive grants are delivering continuous improvement.

Funding Workshops

Funding workshops were arranged for SLIF Key Contacts and those members of staff in organisations who would be preparing bids for submission as part of SLIF and PLIF funding. The workshops are valued by the SLIC membership.

Coworking Hub Evaluation

Charlotte Wilson and Associates were appointed to undertake the review of the coworking project. An initial information gathering exercise took place with input from staff in the pilot hubs with further work to follow as the project develops.

PLIF and SLIF evaluation

Blake Stevenson were engaged to review and produce an evaluation report on the projects funded under SLIF and PLIF which commented positively on the achievements of the projects.

How Good is our School Library? (HGIOSL)

Since the publication of Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023, HGIOSL forms part of the school inspection regime. It is intended over time to raise the school library offer.

Scottish Reading Strategy

The refresh of the Scottish Reading Strategy was launched at an event at the AK Bell Library, Perth in Feb 2019. This enabled key practitioners to attend workshops and look at ways in which to implement the Strategy locally.

INNOVATION

During 2018/19 there were a number of key initiatives managed by SLIC to deliver against the strategic aims of the Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015 2020.

Health related Library Projects

A research project was commissioned to establish the range of health related services provided by libraries across Scotland and to identify the benefits that these services are delivering to the users and communities. This project will report back late 2019.

Every Child a Library Member (ECALM)

The Every Child a Library Member project aims to introduce library membership at key stages throughout the early years. All 32 Local Authorities in Scotland are committed to delivering ECALM as part of the Programme for Government and are working closely with SLIC's ECALM Project Officers to make sure every child in Scotland is an active library member. Project workers carried out a global literature review, survey and visited many local library services to inform the output of the project which will report back late 2019.

Coworking Hubs

The Scottish Government's Digital Directorate granted SLIC £150,700 in 2017/18 to pilot coworking hubs through public library services. Hubs have been opened in Dunfermline and Edinburgh with Inverness, Troon and Dundee planned. It aims to create a network of business hubs in underused spaces in Scotland's public libraries allowing entrepreneurs and small businesses to work, meet and collaborate in a shared space. An independent evaluation has been commissioned to review the pilot and pave the way for the future the of the concept.

Young Scot Co-design

To celebrate the Year of Young People 2018 SLIC worked with Young Scot to co-design a project to inform the refresh of Ambition and Opportunity. The project, titled The Next Chapter, involved a panel of young people taking part in two residential weekends, interviewing librarians and consulting their peers about libraries.

The project and the input is invaluable to ensure that the public library strategy continues to consider the needs of future generations of library users.

As a result of this project, a young person has been co-opted onto the SLIC Board.

Wikimedian in Residence

SLIC, through a partnership agreement with Wikimedia UK, funded the first ever Wikimedian in Residence in Scotland's public libraries. The project established public libraries as quality content creators in the digital sphere, providing open access to freely usable content about Scottish culture.
18 public library services throughout Scotland have participated and through the comprehensive training more Editathons are taking place encouraging learning and participation. In addition, 'Train a Trainer' teams have been established, equipping libraries with all the knowledge they need to host their own Wikimedia event in the future.

Digital Training for Library Staff – TNT2

SLIC received £110,000 from the Scottish Government Digital Directorate to develop a national digital training project which will update the current workforce development and ensure frontline library staff are trained to deliver digital skills development programmes to local communities and public libraries continue to provide access to emerging technologies. The purpose of this role is to work with public library services, the digital champions network and key stakeholders to develop a national training needs assessment; to focus content creation; to increase capacity through hosting arrangements in order to meet the needs of a fully functioning national training solution and to develop content to cover emerging technology trends facing library staff. The Scottish Government have made a further £79,000 available for SLIC to claim in 2019/20.

During 2018/19 there was a strong emphasis on raising the profile of school libraries through the development of Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023 and the implementation of the strategies key actions.

School Library Strategy Development

SLIC supported the development and implementation of Vibrant Libraries, Thriving Schools: A National Strategy for School Libraries in Scotland 2018-2023. This involved a global literature review, visiting schools from the Shetland Islands to the Borders, liaising with key stakeholder groups and the development of the final publication.

Information Literacy Project

In recognition of the unique role which school library staff have to support Children and Young People with Information Literacy, the Scottish Government commissioned SLIC to develop a national toolkit. SLIC has appointed a Project Officer to develop a toolkit to support school library staff to deliver information literacy skills to young people in schools. Work will be carried out over the coming year to develop and deliver this key area of development.

FUNDING

Public Library Improvement Fund (PLIF)

In November 2018, Fiona Hyslop MSP, Minister for Culture, Tourism and External Affairs announced the Public Library Improvement Fund (PLIF) projects at the John Gray Centre in Haddington, East Lothian.

The Public Library Improvement Fund supported 9 applications across 24 authorities. All projects are tied into one of the six strategic aims of Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015-2020. Successful projects included:

- Precious Things - To create a crowd-sourced online community collection based upon the idea of objects and stories that are precious and important to the individual contributor

- Virtually Together - To tackle social isolation and loneliness through the use of virtual reality technology as a means of having shared experiences

- Building the Librarian in the Multi-Professional Healthcare Team - Create a new service model connecting librarians, citizens, healthcare professionals and third sector in dynamic teams to support self-management, shared decision-making and health literacy

- Storing Stories - To roll out an extended pilot of the test phase impact measurement web-based tool, Storing Stories, across several public library services

- Paws to Read - To work with Ayr North Pupil Equity Fund (PEF) primary school pupils who have low levels of literacy and struggle with reading to reduce the gap in outcomes between the most deprived and the least deprived children. A substantial number of children in this area are under Social Work supervision orders

School Library Improvement Fund (SLIF)

John Swinney MSP, Deputy First Minister and Cabinet Secretary for Education and Skills launched the School Library Improvement Fund (SLIF) at Grangemouth High School in April 2018.

The School Library Improvement Fund supported 39 applications over 2018/19. Successful projects included:

- Supporting Scottish Studies and Scots Language – This application will increase awareness of graphic novels amongst primary and secondary staff and students. It is an acknowledgement and recognition of the potential use of this format to improve literacy skills and educational attainment. Primary 6/7 and secondary S1 will be the target audience but the resources will be available to all via the school libraries.

- Reading for Resilience – This application will increase awareness of graphic novels amongst primary and secondary staff and students. It is an acknowledgement and recognition of the potential use of this format to improve literacy skills and educational attainment. Primary 6/7 and secondary S1 will be the target audience but the resources will be available to all via the school libraries.

- Looking beyond Google, Information Literacy Skills for All – To develop and promote a robust information literacy programme for young people through a diversified range of activity based learning – both digital and non-digital.

- Creative writing with the Roma community – The project will support young people from the Roma community to engage with school library services through a creative writing project that will support the development of literacy skills. The project will harness artistic creativity and support self-expression.

- Kick Off Reading with Morton FC – To encourage "reluctant readers" on to become readers through their passion for football.

Innovation and Development Fund (IDF)

SLIC made a sum of £33,200 available to its non-public library members for projects which supported innovation and development within libraries. IDF supported four projects:

- Forth Valley College – delivering creative workshops for positive mental health

- National Library of Scotland – exploring the potential of Google Arts and Culture to showcase library digital resources to a global audience

- Scottish Poetry Library – a mapping study of the words for wellbeing landscape in Scotland

- The University of St Andrews Library & partners – raising awareness of reading as a tool for increasing diversity, inclusion and understanding.

Bursaries

Public Libraries and school library staff received bursaries to attend the annual CILIPS (Chartered Institute of Library and Information Professional in Scotland) Conference. Public library managers received bursaries to attend the annual EDGE and the International Internet Librarians conference.

c. INVESTMENT POLICY AND PERFORMANCE

The trustees manage the charity budget to deliver the key priorities of the charity. There is no intention to invest as part of this objective.

d. FACTORS RELEVANT TO ACHIEVE OBJECTIVES

SLIC is the independent advisory body to the Scottish Government on library and information related matters. SLIC's funding is dependent on a core grant from the Scottish Government and membership subscriptions. SLIC's positive relationship with both the Scottish Government and the membership is essential to enable the library community in Scotland to prosper.

Financial review

a. GOING CONCERN

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. RESERVES POLICY

During the year the Trustees, revised the reserves policy, to account for the organisations growth and project delivery work. It was agreed that the charity's aim is to hold sufficient unrestricted reserves should there be a reduction in or the end to core grant funding. The Trustees approved that unrestricted reserves should be maintained at £250,000, compared to £100,000 in the previous year.

As a result of the volatility of the defined benefit pension liability, the Trustees have agreed that using reserves to reduce the pension deficit would not be prudent.

c. PRINCIPAL FUNDING

The Scottish Library and Information Council receives its core budget from the Scottish Government. Additional income is received from the membership subscriptions and consultancy work.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 MARCH 2019

Structure, governance and management

a. CONSTITUTION

The charity, which is a recognised charity in Scotland, is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

The company, which is a recognised charity in Scotland, is governed by a Memorandum of Association and Articles of Association of the Company dated 2016 and is a registered charity number SC017886.

The principal object of the charity is to provide independent advice to the Scottish Government on library and information services.

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

c. POLICIES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

New Trustees undergo an orientation day to brief them on: their legal obligations under charity and company law, the Scottish Charity Regulator's guidance on trustee duties, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity.

In addition to this, the Board of Trustees attend an Away Day once a year to reflect on the running of the organisation and plan for the future.

d. PAY POLICY FOR SENIOR STAFF

The Board of Directors, who are SLIC's trustees, and the Chief Executive Officer comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Trust on a day-to-day basis. All directors give their time freely and no director received remuneration for the year. Details of Trustees expenses are disclosed in note 10 to the accounts.

The pay of senior staff is reviewed annually and normally increased in accordance with public sector pay award.

e. ORGANISATIONAL STRUCTURE AND DECISION MAKING

The board of trustees, which can have up to 14 members, administers the charity. The board normally meets 4 times per year and there are subcommittees covering allocations of funds, Board nominations and a newly formed Staffing and Remuneration Subcommittee which meet as required. The Chief Executive is appointed by the trustees to manage the day to day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of the scheme of delegation approved by the trustees, for operational matters including finance, employment and member liaison.

f. RISK MANAGEMENT

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Quarterly budget monitoring statements are produced and circulated to the Board with a commentary prepared by the Company Secretary. The Board meets regularly and the Company's finances are a standing item on the agenda. The Company Secretary provides a statement and there is an opportunity for Board members to ask questions, make comments and seek further information from the Chief Executive Officer.

A quarterly meeting is held with the Company Secretary, Chief Executive and the Account Manager.

The Trustees have the opportunity to assess any risks to which the Company is exposed as part of this process.

A risk register is maintained by the organisation and is also a standing item on the Board agenda.

Plans for future periods

a. FUTURE DEVELOPMENTS

In addition to its core business, SLIC will continue to advocate for the library sector, promote standards within the sector, encourage innovation, seek to nourish and develop partnership and support the library sector seek external funding opportunities.

SLIC's Nominations Committee will recruit new Board members for vacancies that exist.

SLIC will continue to lead on the implementation of Ambition and Opportunity: A Strategy for Public Libraries in Scotland 2015 2020 and seek opportunities for collaborative working with key stakeholders and funding as these arise.

SLIC will deliver the report commissioned on health related services provided by libraries across Scotland.

SLIC will deliver the report commissioned on Coworking Hubs which are being established across Scotland.

SLIC will continue to work in partnership with the Scottish Government's Culture, Digital and Education teams to maximise opportunities for library development and ensure that libraries deliver the best for their users.

SLIC will work in partnership with the Scottish Government's Education Department to deliver a National Strategy for School Libraries

SLIC will work with the Scottish Government's Education department and Education Scotland to ensure that School Library standards are adopted.

SLIC will continue to distribute funds, such as the PLIF, SLIF and IDF, to the library sector.

FUNDS HELD AS CUSTODIAN

SLIC holds no funds as Custodian.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 MARCH 2019

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Scottish Library and Information Council 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 Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing 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 judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report was approved by the Trustees, on 8/11/19 and signed on their behalf by:

Alison Stevenson

Alison Stevenson
Trustee

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH LIBRARY AND INFORMATION COUNCIL

OPINION

We have audited the financial statements of Scottish Library and Information Council (the 'charitable company') for the year ended 31 March 2019 set out on pages 20 to 46. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Finacial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2019 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH LIBRARY AND INFORMATION COUNCIL

OTHER INFORMATION

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

OPINION 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.
- 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 our 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 in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

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

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH LIBRARY AND INFORMATION COUNCIL

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement, 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.

AUDITORS' 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 Act 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 Auditors' 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

SCOTTISH LIBRARY AND INFORMATION COUNCIL

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH LIBRARY AND INFORMATION COUNCIL

USE OF OUR REPORT

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

EQ Accountants LLP

Douglas Rae (Senior statutory auditor)

for and on behalf of

Douglas Rae (Senior Statutory Auditor)
For and on behalf of EQ Accountants LLP

Chartered Accountants
Statutory Auditors

14 City Quay
Dundee
DD1 3JA
Date: 25 November 2019

EQ Accountants LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

SCOTTISH LIBRARY AND INFORMATION COUNCIL

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2019

		Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	*Total funds 2018 £*
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	2	**455,926**	**490**	**456,416**	*373,143*
Charitable activities	3	**-**	**1,010,000**	**1,010,000**	*779,256*
Investments	4	**3,207**	**-**	**3,207**	*948*
TOTAL INCOME AND ENDOWMENTS		**459,133**	**1,010,490**	**1,469,623**	*1,153,347*
EXPENDITURE ON:					
Charitable activities	6,7,8	**444,064**	**748,753**	**1,192,817**	*917,538*
TOTAL EXPENDITURE		**444,064**	**748,753**	**1,192,817**	*917,538*
NET INCOME BEFORE TRANSFERS		**15,069**	**261,737**	**276,806**	*235,809*
Transfers between Funds	15	**(1,337)**	**1,337**	**-**	*-*
NET INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES		**13,732**	**263,074**	**276,806**	*235,809*
Actuarial gains/(losses) on defined benefit pension schemes	19	**(112,000)**	**-**	**(112,000)**	*220,000*
NET MOVEMENT IN FUNDS		**(98,268)**	**263,074**	**164,806**	*455,809*
RECONCILIATION OF FUNDS:					
Total funds brought forward		**269,551**	**302,042**	**571,593**	*115,784*
TOTAL FUNDS CARRIED FORWARD		**171,283**	**565,116**	**736,399**	*571,593*

The notes on pages 23 to 46 form part of these financial statements.

SCOTTISH LIBRARY AND INFORMATION COUNCIL

(A company limited by guarantee)
REGISTERED NUMBER: SC129889

BALANCE SHEET
AS AT 31 MARCH 2019

		2019		2018	
		£	£	£	£
FIXED ASSETS					
Tangible assets	12		**10,166**		*20,855*
CURRENT ASSETS					
Debtors	13	**27,455**		*146,990*	
Cash at bank and in hand		**1,335,351**		*774,506*	
		1,362,806		*921,496*	
CREDITORS: amounts falling due within one year	14	**(179,573)**		*(59,758)*	
NET CURRENT ASSETS			**1,183,233**		*861,738*
TOTAL ASSETS LESS CURRENT LIABILITIES			**1,193,399**		*882,593*
Defined benefit pension scheme liability	19		**(457,000)**		*(311,000)*
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**736,399**		*571,593*
CHARITY FUNDS					
Restricted funds	15		**565,116**		*302,042*
Unrestricted funds	15		**171,283**		*269,551*
TOTAL FUNDS			**736,399**		*571,593*

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 8 November 2019 and signed on their behalf, by:

Ian Ruthven

Director

Alison Stevenson

Trustee

The notes on pages 23 to 46 form part of these financial statements.

SCOTTISH LIBRARY AND INFORMATION COUNCIL
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2019

		2019 £	*2018 £*
Cash flows from operating activities			
Net cash provided by operating activities	17	**560,845**	*231,366*
Cash flows from investing activities:			
Purchase of tangible fixed assets		**-**	*(29,898)*
Net cash used in investing activities		**-**	*(29,898)*
Change in cash and cash equivalents in the year		**560,845**	*201,468*
Cash and cash equivalents brought forward		**774,506**	*573,038*
Cash and cash equivalents carried forward	18	**1,335,351**	*774,506*

The notes on pages 23 to 46 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

1. ACCOUNTING POLICIES

1.1 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

The company operates from its registered office at Suite 5.5 Fifth Floor, Turnberry House, 175 West George Street, Glasgow, G2 2LB.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Scottish Library and Information Council meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Going concern

The accounts have been prepared on a going concern basis as no material uncertainties have been identified.

1.4 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

1. ACCOUNTING POLICIES (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled.

1.6 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment	-	33% straight line

1.7 Interest receivable

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

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.9 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. ACCOUNTING POLICIES (continued)

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.11 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 amortised cost using the effective interest method.

1.12 Government grants

Government grants are credited to the Statement of financial activities incorporating income and expenditure account as the related expenditure is incurred.

1.13 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

The company operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2018.

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	*Total funds 2018 £*
Donations	**74,602**	**490**	**75,092**	*74,723*
Grants	**14,050**	**-**	**14,050**	*11,000*
Government grants	**364,000**	**-**	**364,000**	*285,000*
Courses provided	**3,274**	**-**	**3,274**	*2,420*
Total donations and legacies	**455,926**	**490**	**456,416**	*373,143*
Total 2018	*373,143*	*-*	*373,143*	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	*Total funds 2018 £*
TNT2	**-**	**110,000**	**110,000**	*-*
Film Education in Libraries	**-**	**-**	**-**	*4,557*
SLIF	**-**	**450,000**	**450,000**	*100,000*
PLIF	**-**	**450,000**	**450,000**	*450,000*
Wi-Fi Project	**-**	**-**	**-**	*23,999*
Coworking Hubs	**-**	**-**	**-**	*150,700*
Resource Discovery	**-**	**-**	**-**	*50,000*
	-	**1,010,000**	**1,010,000**	*779,256*
Total 2018	*-*	*779,256*	*779,256*	

4. INVESTMENT INCOME

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	*Total funds 2018 £*
Investment Income	**3,207**	**-**	**3,207**	*948*
Total 2018	*948*	*-*	*948*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

5. ANALYSIS OF GRANTS

	Grants to Institutions 2019 £	Total 2019 £	*Total 2018 £*
Grants, Film Education in Libraries	**802**	**802**	*14,250*
Grants, SLIF	**286,438**	**286,438**	*79,471*
Grants, PLIF	**194,487**	**194,487**	*225,620*
Grants, SLIC	**33,200**	**33,200**	*27,650*
	514,927	**514,927**	*346,991*
Total 2018	*346,992*	*346,992*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

DETAILS OF GRANTS PAYABLE

During the year the following grants were paid to institutions:

	2019 £
FILM IN EDUCATION	
Glasgow City Libraries	**802**
Sub total	**802**
SLIF	
North Ayrshire Council	**31,290**
North Ayrshire Library & Information	**31,248**
Dundee Leisure & Culture	**26,095**
Glasgow Life	**24,293**
East Lothian	**19,505**
Western Isles Library	**19,320**
Edinburgh City Libraries	**18,100**
Glasgow Culture & Sport	**12,054**
East Ayrshire Leisure	**8,620**
Buckie Comm High School	**7,500**
South Lanarkshire Leisure & Culture	**6,640**
West Dumbartonshire Libraries	**6,600**
Falkirk Community Trust	**6,000**
Highlife Highland	**5,635**
Midlothian Council	**5,519**
Towerbank Primary School	**4,200**
Oldmacher Academy	**4,200**
West Lothian Council	**4,200**
South Ayrshire Libraries	**3,850**
St Ninians High	**3,814**
Inverclyde Academy	**3,750**
Riverside Primary	**3,694**
Largs Academy	**3,640**
Renfrewshire Leisure	**3,500**
Eyemouth High School	**3,382**
Aberdeen Libraries	**3,270**
Angus Alive	**3,260**
Milton of Leys Primary School	**2,870**
Culloden Academy	**2,500**
Aberdeen Central Library	**2,175**
Inverclyde Council	**2,000**
Wallace High School	**2,000**
Dornach Firth Campus	**1,014**
Lasswade High School	**700**
Sub total	**286,438**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

PLIF

Reading, Literacy & Learning	
Midlothian Council	**30,933**
Scottish Book Trust	**24,000**
South Ayrshire Libraries	**3,920**
Digital Inclusion	
East Renfrewshire Culture & Leisure	**23,500**
Stirling Council	**9,622**
Health & Wellbeing	
Dundee Leisure & Culture - Economic wellbeing	**10,850**
Culture & Creativity	
Falkirk Community Trust	**35,700**
Aberdeen Libraries	**8,500**
Public Service Excellence	
North Ayrshire Library & Information	**22,500**
Young Scot	**16,962**
British Library	**5,000**
West Dumbartonshire Libraries	**3,000**
Sub total	**194,487**

SLIC

University of St Andrews - Culture of Encounter	**14,000**
Scottish Poetry Library - Mapping the way forward	**10,000**
National Library of Scotland - Extending access	**8,000**
Forth Valley college - Crafting to new confidence and positive mental health	**1,200**
Sub total	**33,200**
Total	**514,927**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

6. DIRECT COSTS

	SLIC £	Wikemedian £	PLIF £	Film Education in Libraries £
Defined benefit cost	8,000	-	-	-
Equipment purchases	-	-	304	-
Rent & rates	8,206	-	-	-
Telephone	-	-	-	-
Travel expenses	8,266	2,784	3,516	305
Advertising & promotion	-	91	7,210	-
Printing, stationery & postage	-	6	-	-
Subscriptions	-	-	200	-
Training	-	-	-	-
Computer expenses	-	678	-	-
Consultancy	-	-	-	-
Legal & professional fees	-	-	15,410	-
Bank charges	-	-	-	-
SCURL salary reimbursement	10,025	-	-	-
Courses & events	8,637	2,664	11,139	230
Conference fees	-	-	7,980	-
Secondment	16,606	-	-	-
Wages & salaries	42,318	21,519	24,871	-
National insurance	4,882	1,809	2,462	-
Pension cost	29,631	211	4,884	-
	136,571	29,762	77,976	535
Total 2018	*187,657*	-	*113,650*	*52,891*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

6. DIRECT COSTS (continued)

	SLIF £	Dig.Xtra £	Information Literacy £	ECALM £
Defined benefit cost	-	-	-	-
Equipment purchases	-	-	1,483	-
Rent & rates	-	-	-	-
Telephone	-	-	-	-
Travel expenses	-	-	27	455
Advertising & promotion	350	-	-	350
Printing, stationery & postage	-	-	-	-
Subscriptions	-	-	-	-
Training	-	-	294	-
Computer expenses	-	-	-	3,784
Consultancy	-	-	-	-
Legal & professional fees	-	-	-	-
Bank charges	-	-	-	-
SCURL salary reimbursement	-	-	-	-
Courses & events	-	-	2,310	-
Conference fees	-	-	-	-
Secondment	-	-	-	-
Wages & salaries	-	-	9,092	-
National insurance	-	-	723	-
Pension cost	-	-	94	-
	350	-	14,023	4,589
Total 2018	-	*16,552*	-	-

6. DIRECT COSTS (continued)

	One Card £	Coworking Hubs £	Total 2019 £	*Total 2018 £*
Defined benefit cost	-	-	**8,000**	*13,000*
Equipment purchases	-	**41,847**	**43,634**	*6,331*
Rent & rates	-	-	**8,206**	*5,154*
Telephone	-	**4**	**4**	*-*
Travel expenses	-	**3,919**	**19,272**	*19,669*
Advertising & promotion	**350**	**352**	**8,703**	*18,040*
Printing, stationery & postage	-	-	**6**	*13*
Subscriptions	-	-	**200**	*255*
Training	-	-	**294**	*6,132*
Computer expenses	-	**1,470**	**5,932**	*-*
Consultancy	-	**4,600**	**4,600**	*9,991*
Legal & professional fees	-	-	**15,410**	*5,000*
Bank charges	-	**25**	**25**	*-*
SCURL salary reimbursement	-	-	**10,025**	*10,100*
Courses & events	-	**405**	**25,385**	*42,333*
Conference fees	-	-	**7,980**	*8,101*
Agency costs	-	-	**16,606**	*10,568*
Wages & salaries	-	**31,354**	**129,154**	*163,450*
National insurance	-	**3,091**	**12,967**	*15,474*
Pension cost	-	**308**	**35,128**	*42,591*
	350	**87,375**	**351,531**	*376,202*
Total 2018	*-*	*5,452*	*376,202*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

7. SUPPORT COSTS

	SLIC £	Wikimedian £	PLIF £	Film Education in Libraries £	SLIF £
Equipment purchases	-	-	-	-	-
Rent & rates	9,573	1,915	2,872	-	-
Heat & light	353	71	107	-	-
Insurance	2,153	431	647	-	-
Telephone	465	93	140	-	-
Cleaning	666	133	200	-	-
Travel expenses	5,105	-	-	-	-
Advertising & promotion	-	-	-	-	-
Printing, stationery & postage	144	29	44	-	-
Repairs & maintenance	558	64	96	-	-
Subscriptions	3,528	-	623	-	-
Training	1,521	-	269	-	-
AGM costs	3,504	228	683	-	-
Computer expenses	14,340	-	2,546	-	-
Sundry expenses	6,438	-	199	-	-
Legal & professional fees	75,218	-	4,001	-	-
Bank charges	128	-	-	-	-
Committee expenses	1,875	130	391	-	-
Office costs	3,606	-	-	-	-
Conference fees	4,307	-	-	-	-
Wages & salaries	97,978	1,870	17,119	-	-
National insurance	9,888	104	1,718	-	-
Pension cost	13,405	127	2,083	-	-
Depreciation	10,689	-	-	-	-
	265,442	**5,195**	**33,738**	**-**	**-**
Total 2018	*121,018*	*-*	*45,000*	*7,220*	*2,500*

7. SUPPORT COSTS (continued)

	ECALM £	Coworking Hubs £	TNT2 £	One card £	Total 2019 £	*Total 2018 £*
Equipment purchases	-	-	-	-	-	*3,312*
Rent & rates	957	1,915	957	957	19,146	*12,026*
Heat & light	36	71	36	36	710	*454*
Insurance	216	431	216	216	4,310	*2,572*
Telephone	47	93	47	47	932	*1,499*
Cleaning	67	133	67	67	1,333	*824*
Travel expenses	-	-	-	-	5,105	*9,509*
Advertising & promotion	-	-	-	-	-	*4,783*
Printing, stationery & postage	15	29	15	15	291	*183*
Repairs & maintenance	-	-	-	-	718	*554*
Subscriptions	-	-	-	-	4,151	*3,727*
Training	-	-	-	-	1,790	*1,910*
AGM costs	46	-	-	91	4,552	*-*
Computer expenses	849	-	-	-	17,735	*12,717*
Sundry expenses	-	-	-	-	6,637	*4,832*
Legal & professional fees	-	800	-	-	80,019	*21,706*
Bank charges	-	-	-	-	128	*146*
Committee expenses	26	130	-	52	2,604	*9,296*
Office costs	-	-	-	-	3,606	*257*
Conference fees	-	-	-	-	4,307	*2,089*
Wages & salaries	653	1,138	1,272	639	120,669	*68,965*
National insurance	42	222	76	42	12,092	*4,968*
Pension cost	8	338	15	8	15,984	*6,671*
Depreciation	-	-	-	-	10,689	*12,274*
	2,962	**5,300**	**2,701**	**2,170**	**317,508**	*185,274*
Total 2018	*-*	*9,536*	*-*	*-*	*185,274*	

8. GOVERNANCE COSTS

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	*Total funds 2018 £*
Management Committee	4,101	-	4,101	*4,570*
Auditors' remuneration	4,750	-	4,750	*4,500*
	8,851	**-**	**8,851**	*9,070*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2019 £	Grant funding of activities 2019 £	Support costs 2019 £	Total 2019 £	*Total 2018 £*
TNT2	-	-	2,701	2,701	-
Wikimedian	29,762	-	5,195	34,957	-
Film Education in Libraries	535	802	-	1,337	*74,362*
Dig.Xtra	-	-	-	-	*16,552*
SLIF	350	286,438	-	286,788	*81,971*
PLIF	77,976	194,487	33,738	306,201	*384,270*
Information Literacy	14,023	-	-	14,023	-
SLIC	136,571	33,200	265,442	435,213	*336,325*
One Card	350	-	2,170	2,520	-
ECALM	4,589	-	2,962	7,551	-
Coworking Hubs	87,375	-	5,300	92,675	*14,988*
Total 2019	351,531	514,927	317,508	1,183,966	*908,468*
Total 2018	*376,202*	*346,992*	*185,274*	*908,468*	

10. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2019 £	*2018 £*
Depreciation of tangible fixed assets:		
- owned by the charity	10,689	*12,274*
Auditors' remuneration - audit	4,750	*4,500*

During the year, no Trustees received any remuneration (2018 - £NIL).
During the year, no Trustees received any benefits in kind (2018 - £NIL).
During the year, 8 Trustees received reimbursement of expenses totalling £998 (2018 - £946).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

11. STAFF COSTS

Staff costs were as follows:

	2019 £	*2018 £*
Wages and salaries	**249,823**	*232,415*
Social security costs	**25,059**	*20,442*
Other pension costs (Note 19)	**51,112**	*49,262*
	325,994	*302,119*

The average number of persons employed by the company during the year was as follows:

	2019 No.	*2018 No.*
	9	*8*

The number of higher paid employees was:

	2019 No.	*2018 No.*
In the band £60,001 - £70,000	**1**	*1*

The total employee benefits of the key personnel were £64,560 (2018 - £62,721).

12. TANGIBLE FIXED ASSETS

	Office Equipment £
Cost	
At 1 April 2018 and 31 March 2019	**40,112**
Depreciation	
At 1 April 2018	**19,257**
Charge for the year	**10,689**
At 31 March 2019	**29,946**
Net book value	
At 31 March 2019	**10,166**
At 31 March 2018	*20,855*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

13. DEBTORS

	2019 £	2018 £
Trade debtors	**440**	*2,041*
Other debtors	**8,386**	*22,484*
Prepayments and accrued income	**18,629**	*122,465*
	27,455	*146,990*

14. CREDITORS: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	**9,004**	*33,060*
Other taxation and social security	**481**	-
Other creditors	**407**	-
Accruals and deferred income	**169,681**	*26,698*
	179,573	*59,758*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

15. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2019 £
Designated funds						
Wi -Fi	39,751	-	-	-	-	39,751
Schools Strategy	-	159,000	(28,667)	-	-	130,333
	39,751	159,000	(28,667)	-	-	170,084
General funds						
General Funds	229,800	300,133	(415,397)	(1,337)	(112,000)	1,199
Total Unrestricted funds	269,551	459,133	(444,064)	(1,337)	(112,000)	171,283
Restricted funds						
PLIF	88,301	450,000	(306,201)	(106,250)	-	125,850
Film Education in Libraries	-	-	(1,337)	1,337	-	-
TNT2	-	110,000	(2,701)	-	-	107,299
Read Write Count	10,000	-	-	-	-	10,000
Coworking Hub	135,712	490	(92,675)	-	-	43,527
SLIF	18,029	450,000	(286,788)	(120,000)	-	61,241
Resource Discovery	50,000	-	-	-	-	50,000
Wikimedian	-	-	(34,957)	54,000	-	19,043
ECALM	-	-	(7,551)	30,000	-	22,449
One Card	-	-	(2,520)	22,250	-	19,730
Information Literacy	-	-	(14,023)	90,000	-	75,977
Pupil Engagement	-	-	-	30,000	-	30,000
	302,042	1,010,490	(748,753)	1,337	-	565,116
Total of funds	571,593	1,469,623	(1,192,817)	-	(112,000)	736,399

15. STATEMENT OF FUNDS (continued)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 April 2017 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2018* £
Designated Funds	-	-	-	*39,751*	-	*39,751*
General Funds	*(18,896)*	*374,091*	*(345,395)*	-	*220,000*	*229,800*
Restricted funds						
PLIF	*22,571*	*450,000*	*(384,270)*	-	-	*88,301*
Film Education in Libraries	*69,805*	*4,557*	*(74,362)*	-	-	-
Digital Xtra	*16,552*	-	*(16,552)*	-	-	-
Read Write Count	*10,000*	-	-	-	-	*10,000*
Wi-Fi project	*15,752*	*23,999*	-	*(39,751)*	-	-
Coworking Hub	-	*150,700*	*(14,988)*	-	-	*135,712*
SLIF	-	*100,000*	*(81,971)*	-	-	*18,029*
Resource Discovery	-	*50,000*	-	-	-	*50,000*
	134,680	*779,256*	*(572,143)*	*(39,751)*	-	*302,042*

Fund Details:

Unrestricted funds represent the funds that the trustees are free to use in accordance with the charitable objectives.

A designated fund has been created following the return of Wi-Fi project grants paid out in 2016-17. As the project has finished funders can know longer accept the funds and these have been included within SLIC's general fund. The Trustees have agreed that this money should be retained for use on future Wi-Fi projects and as a result has been ringfenced within a designated fund.

Schools Strategy
£159,000 Government Income is a core grant to SLIC to enable the deliver the National Strategy for School Libraries.

PLIF
The Public Libraries Improvement Fund (PLIF) consists of an annual grant received from the Scottish Government which is allocated by SLIC in a competitive bidding process to local authorities. 10% of the fund is retained by SLIC as a management fee to cover project management and related support costs, and the status of this fund is regularly reported to Scottish Government.

Grants were allocated under the 6 strategic aims implemented by the Scottish Government:

1. Reading, Literacy & Learning
2. Digital Inclusion
3. Economic Wellbeing
4. Social Wellbeing
5. Culture & Creativity
6. Excellent Public Services

Film Education in Libraries
The Film Education In Libraries project was funded by Creative Scotland and involved evaluating the impact of film education in libraries and in particular examining the approaches to delivering film education in this context. In partnership with Creative Scotland, the Scottish Libraries Information Council supported the development of a small number of pilot initiatives to develop creative film learning in libraries in Scotland, in pursuit of Creative Scotland's film strategy and the national strategy for public libraries in Scotland (2015-20). Creative Scotland devolved funds amounting to £190,000 for to SLIC to manage the project, and tested key development approaches with a small number of library services among SLIC's members.

TNT2
The Scottish Library and Information Council have received funding from the Scottish Government to develop a national digital training project which will update the current workforce development tool and ensure frontline library staff have the training to deliver digital skills development programmes to local communities and public libraries continue to provide access to emerging technologies. The purpose of this role is to work with public library services, the digital champions network and key stakeholders to develop a national training needs assessment; to focus content creation; to increase capacity through hosting arrangements in order to meet the needs of a fully functioning national training solution and to develop content to cover emerging technology trends facing library staff.

Read, Write, Count
Read, Write, Count is a Scottish Government led campaign which aims to improve key numeracy and literacy skills among children in Primaries 1 to 3 across Scotland and has identified libraries as a key setting to support this.

Coworking Hub
The Scottish Government awarded SLIC with a grant of £150,000 to carry out the Library Coworking Hubs project. This project aims to stimulate and support the development of digitally mature businesses, by offering coworking spaces within public libraries. The project aims to create a network of six co-working hubs in libraries across Scotland, with the anticipation that such hubs will become a more widespread feature of library service provision in the future.

SLIF
The School Library Improvement Fund (SLIF) is aimed at innovative projects which support the school library sector and is available to all state run schools in Scotland.

Resource Discovery
The Combined Regions have agreed to award SLIC a grant of £50,000 with the objective of supporting Resource Discovery in Scotland. This grant will help promote shared cataloguing and cross - boundary access to library resources.

Wikimedian Project
The project was to improve the contribution that libraries make to the digital landscape and widening access to the rich collections of historical and cultural content stored by Scotland's libraries. The Wikimedian in Residence provided training to library staff to create and edit articles for Wikipedia, identify appropriate content for Wikipedia and assisted libraries to host digital content creation workshops.

ECALM
The Every Child a Library Member project aims to introduce library membership at key stages throughout the early years. All 32 Local Authorities in Scotland are committed to delivering ECALM and are working closely with SLIC's ECALM Project Officers to make sure every child in Scotland is an active library member.

One Card
The One Card scheme aims to enable library members across local authorities and trusts in Scotland to use their library cards in any of the library services across Scotland. Currently library members in Aberdeen City, Aberdeenshire, Highlife Highland, Angus Alive and Culture Perth & Kinross Libraries now have access to over 120 libraries, 1.6 million books and over 600PCs. It is hoped the One Card scheme will eventually be adopted by every local authority and trust in Scotland, giving library members throughout the country the chance to access any Scottish public library they wish.

Information Literacy
To develop a tool kit to support school libraries in teaching information literacy skills to young people in schools.

Wi-Fi Project
In 2016, the Scottish Government granted an additional £400,000 in furtherance of their Digital Directorate to administer grants to increase/complete Wi-Fi access in all libraries. During the year grants paid out in 2016-17 totalling £23,999, were returned to SLIC as the recipients were unable to spent the fund within the timeframe. As the Government programme had ceased, SLIC has decided to transfer the returned monies, together with the fund balance, into a designated fund. This will be used to fund future Wi-Fi projects.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 April 2018 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2019 £
Designated funds	**39,751**	**159,000**	**(28,667)**	**-**	**-**	**170,084**
General funds	**229,800**	**300,133**	**(415,397)**	**(1,337)**	**(112,000)**	**1,199**
	269,551	**459,133**	**(444,064)**	**(1,337)**	**(112,000)**	**171,283**
Restricted funds	**302,042**	**1,010,490**	**(748,753)**	**1,337**	**-**	**565,116**
	571,593	**1,469,623**	**(1,192,817)**	**-**	**(112,000)**	**736,399**

SUMMARY OF FUNDS - PRIOR YEAR

	Balance at 1 April 2017 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2018* £
Designated funds	-	-	-	*39,751*	-	*39,751*
General funds	*(18,896)*	*374,091*	*(345,395)*	-	*220,000*	*229,800*
	(18,896)	*374,091*	*(345,395)*	*39,751*	*220,000*	*269,551*
Restricted funds	*134,680*	*779,256*	*(572,143)*	*(39,751)*	-	*302,042*
	115,784	*1,153,347*	*(917,538)*	-	*220,000*	*571,593*

Unrestricted reserves detail

	2019 £	*2018* £
General funds excluding pension liability	**629,143**	*580,551*
Pension liability	**(457,000)**	*(311,000)*
Unrestricted funds as at 31 March 2019	**172,143**	*269,551*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	**10,166**	**-**	**10,166**
Current assets	**645,632**	**717,174**	**1,362,806**
Creditors due within one year	**(27,515)**	**(152,058)**	**(179,573)**
Provisions for liabilities and charges	**(457,000)**	**-**	**(457,000)**
	171,283	**565,116**	**736,399**

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2018 £	*Restricted funds 2018 £*	*Total funds 2018 £*
Tangible fixed assets	*20,855*	*-*	*20,855*
Current assets	*613,814*	*307,682*	*921,496*
Creditors due within one year	*(54,118)*	*(5,640)*	*(59,758)*
Provisions for liabilities and charges	*(311,000)*	*-*	*(311,000)*
	269,551	*302,042*	*571,593*

17. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2019 £	*2018 £*
Net income for the year (as per Statement of Financial Activities)	**276,806**	*235,809*
Adjustment for:		
Depreciation charges	**10,689**	*12,274*
Decrease/(increase) in debtors	**119,535**	*(84,306)*
Increase in creditors	**119,815**	*32,589*
Increase/(decrease) in net pension asset/liabilities	**146,000**	*(185,000)*
Actuarial gain/(loss) on pension scheme	**(112,000)**	*220,000*
Net cash provided by operating activities	**560,845**	*231,366*

18. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2019 £	*2018 £*
Cash in hand	**1,335,351**	*774,506*
Total	**1,335,351**	*774,506*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

19. PENSION COMMITMENTS

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £1,389 (2018 - £423). Contributions totalling £406 (2018 - £nil) were payable to the fund at the balance sheet date.

The company operates a defined benefit pension scheme.
Principal actuarial assumptions at the balance sheet date (expressed as weighted averages) :

	2019	*2018*
Discount rate at 31 March	**2.50 %**	*2.70 %*
Future salary increases	**3.60 %**	*3.50 %*
Future pension increases	**2.40 %**	*2.30 %*

The assets in the scheme and the expected rates of return were:

	Fair value at 31 March 2019 %	*Fair value at 31 March 2018 %*
Equities	**64**	*70*
Bonds	**24**	*18*
Property	**10**	*11*
Cash	**2**	*1*
Total market value of assets	**100**	*100*

The actual return on scheme assets was £44,000 *(2018 - £692,000)*.

The amounts recognised in the Statement of financial activities incorporating income and expenditure account are as follows:

	2019 £	*2018 £*
Current service cost	**(51,000)**	*(49,000)*
Interest on obligation	**(46,000)**	*(31,000)*
Expected return on scheme assets	**38,000**	*18,000*
Total	**(59,000)**	*(62,000)*

19. PENSION COMMITMENTS (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2019 £	2018 £
Opening defined benefit obligation	**1,688,000**	*1,127,000*
Current service cost	**51,000**	*49,000*
Interest cost	**46,000**	*31,000*
Contributions by scheme participants	**9,000**	*10,000*
Actuarial gains and (losses)	**156,000**	*472,000*
Benefits paid	**(1,000)**	*(1,000)*
Closing defined benefit obligation	**1,949,000**	*1,688,000*

Changes in the fair value of scheme assets were as follows:

	2019 £	2018 £
Opening fair value of scheme assets	**1,377,000**	*631,000*
Expected return on assets	**38,000**	*18,000*
Actuarial gains and (losses)	**44,000**	*692,000*
Contributions by employer	**25,000**	*27,000*
Contributions by scheme participants	**9,000**	*10,000*
Benefits paid	**(1,000)**	*(1,000)*
	1,492,000	*1,377,000*

The company expects to contribute £NIL to its defined benefit pension scheme in 2020.

19. PENSION COMMITMENTS (continued)

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2019 £	*2018* *£*
Defined benefit obligation	**(1,949,000)**	*(1,688,000)*
Scheme assets	**1,492,000**	*1,377,000*
Deficit	**(457,000)**	*(311,000)*
Experience adjustments on scheme liabilities	**(156,000)**	*(472,000)*
Experience adjustments on scheme assets	**44,000**	*692,000*

20. OPERATING LEASE COMMITMENTS

At 31 March 2019 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

	2019 £	*2018* *£*
Amounts payable:		
Within 1 year	**25,013**	*25,013*
Between 1 and 5 years	**22,929**	*47,942*
Total	**47,942**	*72,955*

21. RELATED PARTY TRANSACTIONS

Expenses of £998 (2018 - £946) were paid to 8 Trustees of SLIC to cover the costs of travel and accommodation for the company's business during the year.

Total costs of £4,101 (2018 - £4,752) were incurred for members of the management committee and working groups to meet for company business.

During the year no Trustee received remuneration from the charity.