

Migration Policy Scotland

Report and financial statements
Year ended 29 February 2024

Charity no. : SC050761

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Report of the trustees

The trustees present their report together with the financial statements for the year ended 29 February 2024.

Members of the Board are its trustees for the purpose of charity law and throughout this report are collectively referred to as the members or trustees interchangeably. The members serving during the year and since the year end are detailed on page 9.

OBJECTIVES AND ACTIVITIES

Charitable Purposes:

Migration Policy Scotland (MPS) was established with the following charitable purposes:

- The advancement of education and understanding of migration amongst migrants, host communities, policy makers and the broader public; and
- The promotion of religious or racial harmony.

Activities:

Migration Policy Scotland is a home for informed responses to migration and the opportunities and challenges it brings. We draw on diverse perspectives to ensure that our work is grounded in learning, lived experience and the realities of migration in Scotland. Our approach:

1. **Develops Insight** by promoting fresh ideas and expanding the evidence base.
2. **Promotes Dialogue** by engaging a wide range of stakeholders.

Migration Policy Scotland fills a key gap in the policy landscape with a focus on non-protection migration from a devolved nation perspective. Our current programme has two interconnected strands: Migration Systems and Migration Experiences. Our priority areas of work are:

1. Migration's role in addressing population challenges with particular focus on rural areas and strategic mitigation.
2. Migration's role in the Scottish economy with particular focus on Scotland's changing workforce, the just transition to Net Zero and the well-being economy.
3. Lived experiences of migration in Scotland with particular focus on the implications of migration's changing composition, including the diversification of routes and receiving locations, and tracking public attitudes to immigration.

ACHIEVEMENTS AND PERFORMANCE

Over the past year Migration Policy Scotland (MPS) has developed work in line with our priorities. Our aim has been to grow the evidence base on migration systems and experience, building on work completed in 2022-23, and extending into new areas. To this end we have undertaken distinct projects and pieces of work, all with a central intention to create space for dialogue and generate impacts for policy and practice. This year we have:

- piloted the MPS Attitudes Survey - the first representative survey on attitudes to immigration in Scotland in close to a decade.
- further established and refined our approach to effective, collaborative, policy-focused research and influencing. This has included extending MPS work with our Migrant Lived Experience Panel and other partners into co-production, co-delivery and partnership working.

Report of the trustees

ACHIEVEMENTS AND PERFORMANCE (continued)

- developed a model for peer research feeding directly into service design and development.
- built on our existing track record of work on migration's role in mitigating population challenges.

This year MPS designed and commissioned an attitudinal survey and published an analytical report which significantly expands and updates the evidence base on public attitudes to immigration in Scotland. MPS report 'Attitudes to Immigration: A View from Scotland' garnered widespread attention. Alongside television and radio interviews, our findings were covered in 10 newspapers, including an opinion piece by Sarah Kyambi in *The Times*. On social media the report secured over 32k engagements on X. The data has lasting significance and is being cited across a variety of outputs including government reports, campaigns and specialist publications. MPS offered closed meetings with the four main political parties in Scotland to discuss findings ahead of publication and held meetings with the SNP and Scottish Labour parties. Through our networks the findings of the survey have also been shared with both Scottish and UK government at high levels and with the Labour Shadow Cabinet. MPS designed and commissioned an expanded second round of the attitudes survey on which we plan to report in May 2024. Our ambition is to develop the MPS Attitudes Survey into key insight infrastructure that we produce annually to inform and improve the work of diverse stakeholders by providing a new source of data for research, policy and practice. By improving the evidence base on migration our work enables better informed debate and policy making.

Building on our innovative approach to lived experience and collaborative working we designed peer research that we delivered with our Migrant Lived Experience Panel members. This informed the design of the new Scottish Migration Service [formerly known as the Talent Attraction and Migration Service]. The Scottish Government commented: *"Migration Policy Scotland's research has really helped us as we design and develop the Talent Attraction and Migration Service. It's essential that we listen to users' voices as we develop the service. MPS's lived experience panel has brought invaluable insights to our work"*.

We have started work on a two-year collaborative project, with 3 partner organisations, that explores financial disadvantage among low/medium income migrant households with a focus on understanding access to appropriate support for employability and financial inclusion in the context of the cost-of-living crisis. This project is funded by Aberdeen Financial Fairness Trust. The project incorporates a commitment to trial and evidence the benefits of a new approach to policymaking that mobilises the knowledge of multiple stakeholders in an iterative and connected process of learning and solution-focused dialogue. This will be a key focus in the year ahead.

Migration Policy Scotland's work on migration's role in mitigating population challenges continued. Over the past year funding from the Scottish Council on Global Affairs made possible research resulting in the publication of our report: 'Multilevel Responses to Rural Depopulation' and an accompanying roundtable event bringing in expertise from Canada, Spain and the UK. The Scottish Government praised this work as 'high quality' and notes that the Scottish Government's: *"approach to evaluating actions and interventions as part of the addressing depopulation action plan has been directly impacted following conversations with Rebecca Kay and Rachel Marangozov, building on her comments at the roundtable."* We also produced a commissioned report for the Wales Centre for Public Policy (WCPP) and presented this at a WCPP roundtable involving the Welsh Assembly, Local Authorities and planning partners.

We continue to develop new ways of working with our Migrant Lived Experience Panel. Our two-year project on financial disadvantage draws on the panel members' expertise and networks. Three panel members sit on the project advisory group and a further two panel members' home organisations are project partners contributing directly to the delivery of collaborative research.

Report of the trustees

ACHIEVEMENTS AND PERFORMANCE (continued)

We have been developing several strands of future work, building on this foundation for co-development and co-design. We have worked together with our Lived Experience Panel members and a consultant to co-produce background material which will inform planned projects exploring migrant integration in Scotland. In consultation with Trustees and external experts, we have developed our thinking around migration's role in the Scottish economy. We have designed two collaborative masters dissertation projects exploring complementary pathways and the associated provision of services and support for people on these routes. In 2024-25 postgraduate students at the universities of Edinburgh and Glasgow are undertaking research relating to the BN(O) route and the Ukrainian schemes respectively. Our collaborative way of working helps to build urgently needed capacity on non-protection migration policy in Scotland across a range of organisations and individuals.

Migration Policy Scotland continues to grow. This year we have been able to extend paid hours for MPS Director and Senior Researcher to their desired levels. We also recruited a part-time researcher to help deliver the project on financial disadvantage at 0.2 FTE. A part-time research assistant supported work on responses to depopulation. To maintain a well-run organisation, trustees adopted a scheme of delegation between the Board and the Director. Our suite of policies and risk assessment have been reviewed and updated. We updated our programme to 2026 with input from our Sounding Board and Lived Experience Panel in a process facilitated by a strategic planning consultant.

Migration Policy Scotland has established itself as a key organisation in the migration policy landscape providing a devolved nation perspective to UK-wide networks. We hosted a discussion event feeding into Migration Exchange's update of the Sector Stocktake. We remain a member of the advisory group for the Welcoming Committee for Hong Kongers. We participated in a consultation event feeding into the Paul Hamlyn Foundation's updated migration fund. Migration Policy Scotland improves political and public understanding of migration issues. Our staff provide specialist briefings, media commentary and engage widely with different audiences contributing across a variety of platforms. The organisation was awarded the highest 'A'-rating for transparency in Open Democracy's UK Think Tank funding transparency report.

Written Outputs:

1. Kyambi, S. and Kay, R. *Attitudes to Immigration: A View from Scotland*, Migration Policy Scotland, September 2023
2. Kay, R. *Multi-level Responses to Rural Depopulation*, Migration Policy Scotland, October 2023
3. Kay, R. *Tackling Rural Depopulation*, Wales Centre for Public Policy, January 2024

Blogposts:

4. Lee, GB. *Perspective: Hong Kongers in Scotland*, MPS Blogpost, March 2023
5. Kay, R. *More Ways to Win: Should Scotland adjust its policy priorities on immigration?* Royal Society of Edinburgh Blogpost, June 2023
6. Kay, R. and Stella, F. *Perspective: Fit for purpose? Insight on the present and future for ESOL and migration in Scotland*, MPS Blogpost, June 2023
7. Kyambi, S. *Perspective: Peer Research brings 'invaluable insight' to designing a Talent Attraction and Migration Service*, MPS Blogpost, July 2023
8. Davis, H. *Perspective: Learning Internationally about Multi-Level Policy Responses to Rural Depopulation and the challenges of effective evaluation*, MPS Blogpost, September 2023
9. Kyambi, S. *Perspective: Complementary Pathways in Scotland*, MPS Blogpost, December 2023

Report of the trustees

ACHIEVEMENTS AND PERFORMANCE (continued)

Events:

1. *Hong Kongers in Scotland*, 10 March 2023, MPS public event
2. *Updating the Migration Exchange Sector Stocktake: Discussion Event*, 15 March 2023, invitation only consultation event
3. *MPS Briefing: Attitudes to Immigration in Scotland (Labour Party)*, 30 May 2023, closed event
4. *MPS Briefing: Attitudes to Immigration in Scotland (SNP)*, 30 May 2023, closed event
5. *MPS Roundtable Multilevel Responses to Rural Depopulation: the role of migration*, 26 September 2023, public event

Public and Media Engagement:

1. Presentation at: *European Citizens in Scotland: their issues, concerns and future prospects*, Citizens Rights Project Conference, 9/5/2023
2. Presentation at: *Migration and Freedom of Movement Workshop*, Royal Society of Edinburgh Scotland-Europe Initiative, 15/5/2023
3. Presentation at: *Immigration Conference*, Writer's Signet Society 18/5/2023
4. Invited opening remarks on Scottish Government paper: *Building a New Scotland: Citizenship in an independent Scotland*, Scottish Government launch event, 27/7/2023.
5. Presentation at: *Symposium Exploring Current Perceptions of Migration*, Edinburgh Museums, 31/8/2023:
6. Presentation at: *International Responses to Population Ageing and Decline*, Wales Centre for Public Policy Roundtable, 6/9/2023:
7. Radio Interview, *BBC Radio Scotland*, on the MPS Attitudes Survey findings
8. Television Interview, *STV News*, on the MPS Attitudes Survey findings
9. Opinion Piece by Sarah Kyambi, *A Welcome Change in Immigration Attitudes*, The Times, 14/9/2023
10. Podcast 'Scotland and Migration', Rebecca Kay in conversation with John Edward, Scottish Council on Global Affairs, 30/9/2023
11. Presentation at: *Migrant Voice Glasgow Network Meeting*, Migrant Voice, 12/10/2023:
12. Invited opening remarks on Scottish Government paper *Building a New Scotland: migration to Scotland after independence*, Scottish Government launch event, 3/11/2023
13. Radio Interview, *BBC Radio Scotland*, on the quarterly immigration statistics, 24/11/2023
14. Television Interview, *BBC Politics Scotland*, on the announcement of changes to reduce immigration, 6/12/2023

Report of the trustees

FINANCIAL REVIEW

Overview

Income of £140,103 (2023: £77,325) was received and the main source of income was grant funding and contractual income.

Expenditure totalling £100,138 (2023: £80,757) was spent carrying out the charitable activities. For the financial period, the charity had a surplus of £39,965 (2023: deficit £3,432).

Donated Facilities & Services

The Charity Trustees would like to thank all the charity's volunteers, who have helped contribute towards the success and achievements made within this past year. They also thank those organisations and individuals who have donated services and facilities in kind to support the organisation's mission.

Reserves Policy

The charity's unrestricted reserves at the end of the financial year were £37,865 (2023: £4,397).

The Charities Trustees updated its reserves policy in February 2024. They set an optimal reserves range of £12,000 - £15,000 for 2024/25, which equates to approximately 8-10% of total projected income for 2024/25. At the year end, the level of reserves was higher than the reserve range set and will be held in the accounts as a cash flow buffer whilst the organisation is in its early stages. The policy will be reviewed annually to make sure appropriate levels and targets are being achieved.

The Reserves Policy is based on a risk-based approach and an assessment of MPS as a small, but growing organisation that occupies a unique space within the migration sector in Scotland.

FUTURE PLANS

Looking ahead the organisation will publish the findings of the second round of the MPS Attitudes Survey in 2024. We are planning a number of political and stakeholder convenings on these findings and their implications. Migration Policy Scotland will be looking to repeat the survey annually going forwards.

We will undertake research, funded by abrdn Financial Fairness Trust, on lived experiences of financial disadvantage among low/medium income migrant households with a focus on understanding access to appropriate support for employability and financial inclusion in the context of the cost-of-living crisis. Along with the project partner organisations Grampian Regional Equalities Council, Community Renewal Rom Romeha and Together for Better Life this research will seek effective interventions to reduce financial disadvantage for low/medium income migrant households. Policy laboratories which we will design and deliver in the coming year will also support MPS to develop a methodology for the co-production of collective solutions to policy challenges.

Building on our interest in how the migration system is evolving, with complementary pathways providing new routes to the UK for Hong Kongers and Ukrainians, we have student placements with the Universities of Edinburgh and Glasgow exploring the experiences of those arriving in Scotland.

We expect to get further funded projects underway focused on: (a) migration's role in the Scottish economy, and, (b) furthering understanding of how the changing composition and character of migration impacts policies to build inclusive communities.

Report of the trustees

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Migration Policy Scotland was founded by its Director Sarah Kyambi and is a Scottish Charitable Incorporated Organisation (SCIO). It received its charitable status on the 9th February 2021 with the charity number SC050761 and is governed by a Constitution.

Appointment of Trustees

The Charity Trustees who are the members of the charity, make up the Board of Trustees. During the financial period, the Charity Trustees held four board meetings and under the Constitution, there must be a minimum of three (3) trustees and a maximum of nine (9).

At the conclusion of each AGM any Charity Trustees appointed during the period since the preceding AGM shall retire from office, but may be re-appointed. A third of the remaining trustees also retire but may be re-appointed. There is currently no restriction on the number of terms served. New trustees are appointed by existing Charity Trustees by way of a majority vote. New appointments are considered as a means to broaden the Board's skills, networks and perspective and can be appointed at any time.

Charity Trustees are not eligible to serve as an employee of the charity or receive any remuneration by the charity for carrying out his/her duties.

Organisational Structure

The organisation is comprised of Charity Trustees and Employees. They benefit from the input of MPS' Migrant Lived Experience Panel and Sounding Board. The Charity Trustees have the power to appoint people to serve on the board and take decisions on changes to the constitution itself. They are also responsible for monitoring and controlling the financial position of the charity.

The Migrant Lived Experience Panel provides insight into the perspectives and experiences of migrants in Scotland across MPS work. It is composed of up to 10 members and balanced to reflect the diversity of migrant experiences. The Panel elects a representative to the Board of Trustees every 12 months. The current representative is Shaina Gabi.

The Sounding Board provides expertise across a range of topics, including Scottish politics and public policy. The Migrant Lived Experience Panel and the Sounding Board feed into periodic review and strategic planning.

The organisation is managed by a Director, who is responsible for the day to day running. The organisation has adopted a Scheme of Delegation between the Board of Trustees and the Director. During the financial period, the charity employed two permanent members of staff: Its Director and Senior Researcher. The organisation also employed a part-time Researcher. A part time research assistant and two specialist consultants were contracted on a short-term basis for specific projects.

Migration Policy Scotland offers a paid 'Diversity in Policymaking' internship programme for people from BAME groups as part of its commitment to racial justice.

Affiliations:

Migration Policy Scotland has no political affiliations and is independent of government and any other organisation.

Report of the trustees

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Name:	Migration Policy Scotland
Charity Number:	SC050761
Registered and Principal Office:	Registered Office (UK) Ltd 5 South Charlotte Street Edinburgh EH2 4AN
Website Address	www.migrationpolicyscotland.org.uk/
Trustees	Grace McGill (Chair from 20 November 2023 and Treasurer to 23 February 2024) Christina Boswell (Chair) (resigned 20 November 2023) Nick Bibby (Treasurer from 23 February 2024) Rachel Marangozov (Secretary) David Bell (appointed 15 November 2023)
Key Management Personnel	Sarah Kyambi (Director)
Independent Examiner	Anne Campbell Chartered Accountant, FCA Stripe Accountants Ltd 5 South Charlotte Street Edinburgh EH2 4AN
Bankers	Unity Trust Bank PO Box 7193 Planetary Road Willenhall WV1 9DG

Report of the trustees

TRUSTEES' RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Scotland requires the charity trustees to prepare financial statements for each year which show a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year. In preparing the 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operational existence.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). 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.

Approved by the board on **Friday, 31st May** 2024 and signed on its behalf by:

Grace McGill

Grace McGill (Chair)

INDEPENDENT EXAMINER'S REPORT ON THE UNAUDITED ACCOUNTS OF MIGRATION POLICY SCOTLAND

I report on the accounts of the charity for the year ended 29 February 2024 which are set out on pages 12 to 21.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention other than that disclosed below

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulationshave not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Anne Campbell

Anne Campbell FCA
Chartered Accountant
Stripe Accountants Ltd
Edinburgh

7 June 2024

Statement of financial activities

		Unrestricted funds £	Restricted funds £	Year ended 29 February 2024 £	Year ended 28 February 2023 £
Income from:					
Donations and legacies	2	31,233	40,000	71,233	73,900
Charitable activities	3	18,870	50,000	68,870	3,425
Total Income		<u>50,103</u>	<u>90,000</u>	<u>140,103</u>	<u>77,325</u>
Expenditure on:					
Charitable activities	4	(25,383)	(74,755)	(100,138)	(80,757)
Total Expenditure		<u>(25,383)</u>	<u>(74,755)</u>	<u>(100,138)</u>	<u>(80,757)</u>
Net income /(expenditure)		<u>24,720</u>	<u>15,245</u>	<u>39,965</u>	<u>(3,432)</u>
Transfers between funds	10	8,748	(8,748)	-	-
Net movement in funds		<u>33,468</u>	<u>6,497</u>	<u>39,965</u>	<u>(3,432)</u>
Reconciliation of funds:					
Total funds brought forward		4,397	16,559	20,956	24,388
Total funds carried forward	10,11	<u><u>37,865</u></u>	<u><u>23,056</u></u>	<u><u>60,921</u></u>	<u><u>20,956</u></u>

The accompanying accounting policies and notes form part of these financial statements.

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

Balance Sheet

	Note	2024 £	2023 £
Current assets			
Debtors and prepayments	8	245	7,645
Cash at bank and in hand		98,777	25,654
		<u>99,022</u>	<u>33,299</u>
Creditors: amounts falling due within one year	9	(38,101)	(12,343)
Net current assets		<u>60,921</u>	<u>20,956</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>60,921</u>	<u>20,956</u>
Funds			
Unrestricted funds: General	10	37,865	4,397
Restricted funds	10	23,056	16,559
Total charity funds		<u>60,921</u>	<u>20,956</u>

Approved by the Board of Trustees on 31st May 2024 and signed on their behalf by:

Grace McGill

Grace McGill (Chair)
Migration Policy Scotland SC050761

The accompanying accounting policies and notes form part of these financial statements

Notes to the financial statements

1 Accounting policies

Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended), and follow the recommendations in the 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 in October 2019) – Charities SORP (FRS 102).

Migration Policy Scotland is a Scottish Charitable Incorporated Organisation (SCIO). It is registered with the Office of the Scottish Regulator (OSCR) under charity number SC050761. The address of the registered office is given on page 9.

The charity constitutes a public benefit entity as defined by FRS 102.

The presentation currency is Pound Sterling (£).

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Expenditure

Expenditure is recognised when a liability is incurred. Costs are allocated between categories on a direct basis. Irrecoverable input VAT is charged directly to the Statement of Financial Activities in the year it is incurred.

Charitable activities expenditure comprises those costs incurred by the charity in pursuit of its charitable objects and includes both the direct costs and support costs relating to these activities.

Support costs include central functions and have been allocated to cost categories on a direct basis.

Debtors

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

Notes to the financial statements

1 Accounting policies (continued)

Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any discounts due.

Pensions

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

Fund accounting

Unrestricted funds are donations and other incoming resources received or generated for the objects of the charity without further specified purpose and are available as general funds. Unrestricted funds can be used in accordance with the charitable objects at the discretion of the trustees. If parts of the unrestricted funds are earmarked at the discretion of the trustees for a particular purpose they are designated as a separate fund. Such designation has an administrative purpose only and does not legally restrict the trustees' discretion to apply the fund.

Restricted funds are funds subject to requirements as to their use, but still within the wider objects of the charity. The specific requirements as to use may either be declared by the donor or with the donor's authority, or be created through legal processes.

Financial Instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the charity becomes a party to the contractual provisions of the instrument. Financial instruments are classified as "basic" in accordance with FRS102 and are accounted for at amortised cost using the effective interest method. The effective interest rate is the rate that exactly discounts estimated future cash flows over the life of the financial assets or liability to the net carrying amount on initial recognition. Discounting is not applied to short-term receivables and payables, where the effect is immaterial. Financial assets comprise cash, trade debtors, other debtors and accrued income. Financial liabilities comprise bank overdraft, trade creditors, other creditors and accruals.

Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held with banks.

Notes to the financial statements

2 Donations and legacies

	Unrestricted funds General funds £	Restricted funds £	Year ended 29 February 2024 £	Year ended 28 February 2023 £
Donations	1,233	-	1,233	-
This Day Foundation	30,000	-	30,000	-
Abrdn Financial Fairness Trust	-	40,000	40,000	-
The Joseph Rowntree Charitable Trust	-	-	-	25,500
Paul Hamlyn Foundation	-	-	-	18,000
Scottish Government Event 1	-	-	-	7,000
Scottish Government Event 2 and 3	-	-	-	10,000
Scottish Government Event 4	-	-	-	6,000
The Scottish Council on Global Affairs	-	-	-	7,400
	<u>31,233</u>	<u>40,000</u>	<u>71,233</u>	<u>73,900</u>

Income from donations and legacies was £71,233 (2023: £73,900) of which £31,233 (2023: £25,500) was unrestricted general and £40,000 (2023: £48,400) was restricted.

3 Income from charitable activities

	Unrestricted funds General funds £	Restricted funds £	Year ended 29 February 2024 £	Year ended 28 February 2023 £
Contracts, grants and service level agreements:				
- Scottish Government	-	50,000	50,000	-
- Unbound Philanthropy	15,000	-	15,000	-
Honorarium	-	-	-	725
Other consultancy	3,870	-	3,870	2,700
	<u>18,870</u>	<u>50,000</u>	<u>68,870</u>	<u>3,425</u>

Income from charitable activities was £68,870 (2023: £3,425) of which £18,870 (2023: £3,425) was unrestricted general and £50,000 (2023: £nil) was restricted.

Notes to the financial statements

4 Expenditure on

	Unrestricted funds General funds £	Restricted funds £	Year ended 29 February 2024 £	Year ended 28 February 2023 £
Charitable activities:				
Staff costs	5,795	58,221	64,016	44,814
Running costs	18,025	16,507	34,532	34,132
Governance costs				
External scrutiny services	720	-	720	720
Accounting services	300	-	300	300
Trustees' expenses	543	27	570	791
	25,383	74,755	100,138	80,757
	25,383	74,755	100,138	80,757

Expenditure on charitable activities was £100,138 (2023: £80,757), of which £25,383 (2023: £32,858) was unrestricted general and £74,755 (2023: £47,899) was restricted.

Support costs have not been separately identified as the Trustees consider there is only one charitable activity. Therefore, support costs relate wholly to that activity and have not been separately identified.

5 Net incoming resources

Net incoming resources are stated after charging:

	Year ended 29 February 2024 £	Year ended 28 February 2023 £
Amounts payable to Independent Examiner:		
External scrutiny services	720	720
Accountancy services	2,160	2,160
	2,880	2,880
	2,880	2,880

Notes to the financial statements

6 Staff costs

	Year ended 29 February 2024 £	Year ended 28 February 2023 £
Salaries and wages	61,807	43,559
Social security costs	410	-
Pension costs	1,799	1,255
	64,016	44,814
	64,016	44,814

No staff member earned more than £60,000 (excluding employer pension costs) (2023: none).

The Charity considers its key management personnel comprise the Director. The total employment benefits (including employer pension contributions) of the key management personnel were £38,049 (2023: £32,136)

The average number of staff employed during the year was 2 (2023: 2).

The charity operates a defined contribution pension scheme on behalf of its employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity and amounted to £1,799 (2023: £1,255).

7 Trustees

There was no trustees' remuneration in the current or prior year. £570 (2023: £791) was spent on trustees' expenses in relation to travel.

There were no other related party transactions in the current and prior year.

8 Debtors and prepayments

	2024 £	2023 £
Prepayments and accrued income	245	7,645
	245	7,645
	245	7,645

Notes to the financial statements

9 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	16,369	5,014
Accruals and deferred income	19,115	4,733
Taxation and social security	2,617	2,596
	38,101	12,343
Deferred income – movement in deferred income		
Balance at 1 March 2023	-	-
Added in current year	15,000	-
Released to income from previous year	-	-
	15,000	-
Balance at 29 February 2024	15,000	-

Deferred income in the current year relates to contract income received in advance.

10 Movement in funds

2023/2024

	At 1 March 2023	Incoming resources	Outgoing resources	Transfers between funds	At 29 February 2024
	£	£	£	£	£
Restricted funds					
Paul Hamlyn Foundation	6,738	-	(2,900)	(3,838)	-
Scottish Government Event 4	2,421	-	(2,421)	-	-
The Scottish Council on Global Affairs	7,400	-	(7,400)	-	-
Scottish Government – TAMS Project	-	10,000	(10,000)	-	-
Scottish Government – Population and Migration	-	40,000	(40,000)	-	-
Abrdn Financial Fairness Trust	-	40,000	(12,034)	(4,910)	23,056
	16,559	90,000	(74,755)	(8,748)	23,056
Unrestricted funds					
General funds	4,397	50,103	(25,383)	8,748	37,865
	20,956	140,103	(100,138)	-	60,921
Total funds	20,956	140,103	(100,138)	-	60,921

Notes to the financial statements

10 Movement in funds (continued)

Restricted funds

Paul Hamlyn Foundation: Restricted funding to be expended to support Incorporating Lived Experiences of Migration into Migration Policy Scotland's Work.

Scottish Government Event 1: Labour Migration and the Scottish Economy – restricted funding to be expended on convenings and further research on labour migration in Scotland.

Scottish Government Events 2 & 3: EU Citizens and Windrush Events – restricted funding to be expended on two separate events focusing on: (a) EU Citizens in Scotland and (b) the Windrush Schemes in Scotland.

Scottish Government Event 4: Hong Kong BN(O) Event – restricted funding to be expended on an event on arrivals from Hong Kong in Scotland, including those arriving under the Hong Kong BN(O) visa route.

The Scottish Council on Global Affairs: research on migration as strategic response to rural depopulation. Mapping policy interventions and stakeholder engagement.

Scottish Government – TAMS Project: peer research in collaboration with the MPS Migrant Lived Experience Panel to inform the user engagement aspect of the Scottish Migration Service.

Scottish Government - Population and Migration: analytical and evaluation advice in relation to immigration, migration experiences, and public attitudes supporting the Scottish Government's Population & Migration Division.

Abrdn Financial Fairness Trust: Research and Policy Laboratories: Enhancing policy thinking to develop effective interventions to reduce financial disadvantage among low/medium income migrant households.

The transfers in the current year from the Restricted Funds to the Unrestricted General fund relate to contributions from grant providers towards Migration Policy Scotland's overheads including support costs and management of projects.

2022/2023

	(As restated – see Note 12)	At 1 March 2022	Incoming resources	Outgoing resources	At 28 February 2023
		£	£	£	£
Restricted funds					
Paul Hamlyn Foundation		16,058	18,000	(27,320)	6,738
Scottish Government Event 1		-	7,000	(7,000)	-
Scottish Government Event 2 and 3		-	10,000	(10,000)	-
Scottish Government Event 4		-	6,000	(3,579)	2,421
The Scottish Council on Global Affairs		-	7,400	-	7,400
		16,058	48,400	(47,899)	16,559
Unrestricted funds					
General funds		8,330	28,925	(32,858)	4,397
		8,330	28,925	(32,858)	4,397
Total funds		24,388	77,325	(80,757)	20,956

Notes to the financial statements

11 Analysis of net assets between funds

2023/2024	Unrestricted General funds £	Restricted funds £	Total £
Net current assets	37,865	23,056	60,921
Net assets at 29 February 2024	<u>37,865</u>	<u>23,056</u>	<u>60,921</u>

2022/2023	Unrestricted General funds £	Restricted funds £	Total £
Net current assets	4,397	16,559	20,956
Net assets at 28 February 2023	<u>4,397</u>	<u>16,559</u>	<u>20,956</u>

12 Prior year adjustment

The accounts include restatement of the period ended 28 February 2022 figures as a result of the change in basis of preparation from the receipts and payments basis to the accruals basis. This has resulted in a net decrease in the surplus reported for the year ended 28 February 2022 of £1,253 due to the recognition of liabilities.

Reserves at 9 February 2021	£
Result for year ended 28 February 2022 as previously reported	-
Adjustment arising on change of basis of accounting	25,641
Result for year ended 28 February 2022 as restated	<u>(1,253)</u>
	<u><u>24,388</u></u>