

CHARITY NO: SC030814

COMPANY NO: SC273704

**PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

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REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

REFERENCE AND ADMINISTRATIVE INFORMATION

Directors:	Jacqueline Gilmour Alexander Johnston (chair) Nancy Clunie Zaiga Crouch Grant Pinkerton Victoria Heaney Jacqueline Tolland Jacqueline Brock (appointed 30 August 2022) Marie Nicol Mark Sinclair
Company Secretary:	Emma Hill
Principal Office:	Legacy Hub 301 Springfield Road Glasgow G40 3LG
Senior Leadership Team:	Michaela Collins – Chief Executive Officer Michelle McDonald – Head of Finance Emma Hill –Head of Operations Scott McAlpine –Head of People and Programmes
Charity Number:	SC030814
Company Number:	SC273704
Independent Auditors:	Wylie & Bisset (Audit) Limited 168 Bath Street Glasgow G2 4TP
Bankers:	Bank of Scotland 1195 Duke Street Glasgow G31 5NJ

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The directors present their annual report with the financial statements of the company, which is a registered charity, for the year ended 31 March 2023.

OBJECTIVES AND ACTIVITIES

PEEK (Possibilities for Each and Every Kid) works with children, young people and their families impacted by poverty and inequality in communities across Glasgow. We deliver positive outcomes and improve life chances through our multi award-winning programmes – Play, Create, Thrive and Wellbeing.

OUR VISION: Children, young people and families are free from a life of poverty and inequality.

OUR MISSION: We will work with children, young people and families to improve life chances.

OUR VALUES: Compassion. Dignity. Excellence. Integrity. Respect.

OUR OUTCOMES: Improve relationships and connections. Improve Wellbeing. Improve Life Chances.

OUR APPROACH: People-Led. Place-based. Relationship-focussed.

BACKGROUND

PEEK started in October 2000 as a response to calls for help from local parents and community members who were concerned about the effects of poverty on children in the community. Through initial funding from Church of Scotland 'Gallowgate and Calton Children's Project' was created. In 2009, as a result of growth into new geographical communities and an expansion of age (from 5-25 years) and remit, PEEK changed name to Possibilities for East End Kids. In 2013, PEEK then evolved to 'Possibilities for Each and Every Kid'.

Over the last 22 years, PEEK has continued to grow, develop, and expand. #TEAMPEEK are well recognised and respected in communities in Glasgow – partly due to our famous red hoodie! As we continue to develop, it is important to PEEK that local people remain at the heart of everything we do including becoming a well-known and respected local employer.

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OPERATIONS

Whilst PEEK is based in the East of Glasgow, our geographical reach is city-wide. In 2022/23, PEEK supported over 5000 children, young people and families across 13 Glasgow City Council Wards.

PEEK is operating in several communities that have a range of socio-economic problems and disadvantages including poverty, health inequalities, unemployment, social isolation, migration/immigration, care experience and high levels of crime.

PRINCIPAL ACTIVITIES

The objectives and principal activities of the charitable company in the year under review were:

- The provision of recreational facilities, or the organisation of recreational activities, with the object of improving the conditions of life for the persons for whom the facilities or activities are primarily intended;
- The prevention and relief of poverty;
- The advancement of citizenship and/or community development; and
- The advancement of education.

APPLICABLE FRAMEWORKS

PEEK programmes of activity support the following outcomes from the Scottish Governments National Performance Framework:

- We live in communities that are inclusive, empowered, resilient and safe;
- We grow up loved, safe and respected so that we realise our full potential;
- We are creative and our vibrant and diverse cultures are expressed and enjoyed widely;
- We are well educated, skilled and able to take part in society;
- We are healthy and active; and
- We tackle poverty by sharing opportunities, wealth and power more equally.

AWARDS AND RECOGNITION

PEEK has won numerous awards and recognition for our service to the community. These include:

Youthlink Youth Work 'Inclusion and Prevention' Award 2023
Scottish Sport Futures 'Social Impact' Award 2023
The Herald Top Employer of the Year 'Small Employer of the Year Award' 2022
Scotland's Champions Award 'Community Project of the Year' 2022
The Herald & Genanalytics Diversity 'Building Inclusive Communities' Award 2022
Glasgow Times 'Team of the Year' Award 2021
Parent Network Scotland – Stand Out Organisation 2021
High Street Heroes – Regional Winner 2020
The Queens Award for Voluntary Service 2018
Nancy Ovens Play Award 2018, 2016 & 2010
Alastair Molloy Innovation Award 2018
Herald Society Partnership Award 2017

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SportScotland Young Volunteer Award 2017
Clydesdale Bank Spirit Award 2017 & 2014
GroundWork UK- Best Community Project on a Social Housing Estate 2017
Volunteer Summit Award 2017
Diana Volunteering Award 2017
Evening Times Community Champion Area and City Team Award 2011
Emma Humphrey's Memorial Prize 2011
Investors in People Award
Volunteer Friendly Award

PEEK in the Media

<https://www.bbcchildreninneed.co.uk/shows/appeal-show/our-show-highlights/revisiting-peek/>

<https://www.glasgowtimes.co.uk/news/scottish-news/23436468.glasgow-charity-peek-help-east-end-families-easter-holidays/>

<https://scottishbusinessnews.net/east-end-charity-goes-the-egg-straight-mile-to-support-families-during-easter-break/>

<https://projectscot.com/2022/11/winter-warmer-appeal-launches-to-provide-glasgow-kids-with-warm-clothing/>

CHAIRPERSON'S INTRODUCTION

On behalf of the PEEK Board, I'm delighted to present our annual report and financial statements for 2022/23. I've been reflecting on this year and 2 themes come out strongly: growth and change.

PEEK, like most organisations in the third sector, emerged out of the pandemic a changed organisation. As the needs of the children, young people and families we work with changed so did we. We've had to do things differently and do more of it. And in order to do more we've had to grow the team and work hard to grow our funding base.

This all might sound a positive thing. We should always listen to those we work with and respond to changing needs. But when you reflect and dig deeper a different picture emerges. We're having to do more because poverty fuelled by the ongoing cost of living crisis has increased. For the children, young people and families we work with life has got harder not better. Our mission is to improve their life chances, but this becomes harder when they are struggling to feed themselves and heat their homes. It's hard to think of the future when you're just trying to get through the day.

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Despite these challenges and the gloomy context of a growing costs of living crisis, growing poverty and inequality and growing indifference from government, I can promise our children, young people and families we will continue to be there for you. PEEK and the trusted red hoody will be ready, willing and able with the hand of friendship, a warm hug and a big smile.

The team at Team PEEK may have changed but their dedication and commitment to PEEK and our children, young people and families has not. They go above and beyond all the time and I'm constantly inspired by their ability to connect, empathise and respect all the people in the communities we work in. On behalf of the Board thank you for all you have done this year. You should be immensely proud of the impact you have achieved.

I also want to extend a big thanks to my fellow Board members. Your passion, commitment and love for PEEK shines through. Being a member of the PEEK Board is not just about attending board meeting and you all get that. Sometimes it's about climbing a tree, painting your face or serving grub from the PEEK-A-Chew van.

To our funders, corporate partners and many supporters, you are the best! Thanks for being there for us and being part of the PEEK family. We can't do what we do without you.

Finally to our children, young people and families – we see you, we hear you and we got you!

DocuSigned by:

E1577CF55B844DD...
Alex Johnston

Chair of PEEK

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REPORT FROM CEO

1 in 3 children in Glasgow are living in poverty. For PEEK, this is one child too many.

Our operations over the last 12 months have been focussed on alleviating the impact of the cost-of-living crisis through our core programmes and campaigns such as the Winter Warmer Appeal.

Despite significant operational and funding challenges, PEEK have been one of the leading organisations providing crisis response and positive outcomes for children, young people and families across Glasgow. PEEK has continued to rise and meet every challenge head on and look for positive, effective, and efficient solutions keeping children, young people, and families at the heart of our decision making, the delivery and evaluation of our work.

Demand for our programmes is an all-time high, with an increase of 38% of children and young people attending PEEK's programmes than previous years. Our family support work has also saw increase in need and demand with a 293% increase which is reflective of the struggles of the ongoing crisis is having on family life.

In 2022/23, PEEK invested time and resources into implementing our 2021-2026 strategy. We have focussed on delivering against our four strategic areas which are outlined within the report under 'Organisational Development'. TEAMPEEK has grown from 19 to 29 full-time staff with new roles such as Operations Manager and Family Support Coordinator. We are excited to continue to grow and develop our team and expand our programmes to reach more children, young people and families in 2023/24.

Personally, I am delighted that our Young Volunteer Project is back and is running full steam ahead with 30+ young people formally becoming young volunteers with PEEK. Over the last 12 months they have delivered over 1000 hours of volunteering in communities across Glasgow. What a bunch of superstars!

My favourite day in the PEEK Calendar 'National Play Day' made it's come back in August after a three-year hiatus because of the COVID19 pandemic. We welcomed over 1000 children and young people to Crownpoint Sports Centre for some good old-fashioned play supported by lots of community partners.

Our feasibility study for Whitevale Baths in partnership with Glasgow City Council and Glasgow Building's Preservation Trust concluded in Summer 2022 and the development phase will begin in Autumn 2023. We are proud to have the community backing our ambitious plans of PEEK's future home in the Gallowgate.

I am forever in awe at the grit, determination, and passion TEAMPEEK demonstrate in all that they do. The team have continued to support each other and our communities whilst coping with the impact of the economy in their own lives. They have risen to every challenge, and I cannot thank them enough for the work they do all year round, and in all weathers!

PEEK is eternally grateful for the support of our many partners across all sectors who have worked alongside and supported us through the last year. There are too many to mention now, but they are listed in this report and on behalf of PEEK, I would like to extend my greatest thanks to all of them.

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On behalf of PEEK, I would also like to thank our funders and corporate partners for your ongoing belief in our mission and vision. The financial support allows us to genuinely make a difference and change lives.

– Michaela Collins MBE, CEO

OUR YEAR IN REVIEW

DELIVERING HIGH QUALITY PROGRAMMES

PEEK offers local children, young people, and family's opportunities through our multi award-winning Play, Create, Thrive and Wellbeing Programmes.

All of PEEK's programmes are inclusive and open to all children and young people and their families and the wider community. Over 1,500 children and 180 young people take part in our activities in a typical week, with a particularly high level of demand from primary school children.

In the last 12 months, we have saw a 38% increase in children and young people attend our programmes. We have also increased our reach and engagement with parents/carers and families across all our programmes by 293%.

COVID19 Pandemic Recovery and Cost of Living Crisis

In April 2022, Glasgow was coming out the end of some of the COVID toughest restrictions in the UK.

Our main office building was used as a COVID test centre which, at times, impacted our day-to-day operations.

Our Wellbeing Programme has grown significantly over the last 12 months with increased staffing and referral partners responding to a wide range of crisis support. Since the cost-of-living crisis took hold in 2021 and throughout 2022/23, PEEK has worked closely with partners to mitigate the severe impacts of rising food and fuel costs.

PEEK has continued to provide crisis support to families with food, fuel, clothing, digital/data, household items and wellbeing packages.

PEEK is particularly proud of our contributions to supporting over 500 families in Glasgow during this unprecedented time.

PEEK have also contributed to the development of Glasgow City Council's Child Poverty Strategy Review and the Scottish Government's Violence Prevention Framework.

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Key Highlights;

- 1820 hours of family wellbeing support has been given to 509 individual families experiencing crisis;
- 35 children and young people received support with footwear and clothing due to no recourse to public funds / entitlement to school uniform grant;
- 21 PC's/Laptops/Tablets and data sims distributed supporting 27 children and young people with digital inclusion
- 10 families had access to a short respite break – caravan holiday supporting 39 children and young people;
- 1 Hopscotch Trip for 12 children aged 7-11 years
- 50 families received a grant for furniture / kitchen appliances supporting 125 children and young people;
- 318 families received advocacy support and signposting to other services such as citizens advice, housing, money matters and debt advice Scotland; and
- £21,375 of food shopping vouchers and fuel top ups distributed

2022 Winter Warmer appeal in partnership with HubWest Scotland

Our annual Winter Warmer appeal in partnership with Hub West Scotland and Speirs Gumley reached new heights with even more children and families supported with new warm winter clothing and wellbeing support.

Key Highlights;

- **1225** new winter jackets and **700** wellies.
- **3175** Christmas Gifts distributed to **300 children and young people**
- **150 children and young people** receiving direct support via Clyde Cash for Kids (£35-100 grants to cover food, fuel, clothing and essentials).
- **300 families** received food shopping vouchers, fuel top ups and household items.
- **200 families** receiving Christmas Dinner recipe boxes (3 course meal & basic food essentials);
- **28 elderly kinship carers** receiving food boxes and essentials; and
- **300** children and young people experienced a Festive Trip.

Delivering High Quality Programmes – PLAY, CREATE, THRIVE AND WELLBEING

Key Highlights across all programmes;

- **5080** children and young people and **1908 parents/carers** engaged (a 38% increase compared to 2021/22)
- **2327** play, creative arts, youth work and wellbeing sessions delivered (a 27% increase compared to 2021/22)
- **3669 hours of play, community arts, youth work and wellbeing** support delivered (a 50% increase compared to 2021/22)
- **50 trips and experiences and 2 residential** provided
- **2164 Awards and Accreditations** achieved by children and young people (a 1180% increase compared to 2021/22)
- **68,239** meals, **47,839** healthy snacks and refreshments provided
- **172 cooking workshops** with families (a 93% increase compared to 2021/22)

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PEEK PLAY: Provide high quality play projects for children and young people aged 0-18 years and their families through term-time provision before, during and after school and throughout school holiday periods.

#PEEKPlay uses our award-winning Play Ranger model to bring an exciting outreach and collaborative programme to the 'doorstep' of participants including streets, school playgrounds, public parks and open spaces in the community. Play Rangers bring new dimensions to the play environment, act as a resource for the participants and provide some of the stimulus for new experiences which contributes to their social, emotional, and physical development.

Play Rangers also act as champions for children and young people ensuring their right to play is protected and promoted through their involvement of consultation, design and participation of play provision and spaces.

PEEK Play Programme in Action – <https://www.youtube.com/watch?v=TPEqbt6NSrY&t=84s>

Quotes from children, young people and families;

Improving Relationships and Connections

"Thank you so much for everything, it's been amazing the last two weeks and so amazing to see L with all the peek staff. She still doesn't speak at school but with peek staff she has completely came out of her shell" Parent

"My boy made a great connection with Courtney (PEEK Early Years Worker), my boy has Autism, severe language impairment and learning disability. Courtney is great with my boy" Parent

"He's has just waved bye! He has never done that before. You have helped him so much. It's been great to see my boy engaging." Parent

"This is the most beautiful memory for us to keep and look back on" - Parent

(Parent who took part in hand-casting with their children)

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"I am so glad national play day is back. The amount of people here today is crazy, it just shows how much the community missed this. Everyone is smiling and kids are saying it's the best day of their lives" Parent

"He never talks to ANYONE at clubs or anything. He's normally clinging to my leg and not leaving me alone. I can't believe he's made a wee best friend here, how cute is this." – Parent

"PEEK makes my family feel special. Even though there are loads of families they make time for everyone" Parent

"Absolutely love attending each day with my son. Great for the children to run about together and play. Great having time to catch up with other parents and meet new parents." - Parent

Improving Wellbeing

"PEEK is my happy place" - Child

"You know when we have been at PEEK because the kids come home with pockets of fruit!" Parent

"I just love how every night they come home from peek and they are so excited to tell us about what they did that day. They love scrolling through the photos from the day and their faces light up. Even on the phone to their gran they are so excited to tell her all about peek. I love the structure they get with peek as they wouldn't get that with being off from school" Parent

"You guys help so much. I really mean it. I have no idea how you keep up the energy, you must go home and fall straight to sleep" Parent

"I just used to worry about summer and money and it stopped us having fun, but now we have you and I look forward to our time together" Parent

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"She emptied her recipe bag as soon as we got home and before I could get my shoes off she was telling me it was time to make soup!" Parent

"I watch how you are with the kids and then I take that back home and seem to manage better. I admire your patience with all these kids and I want to take this back home to model for my children." Parent

Improving Life Chances

"You guys keep thanking me but I should be thanking you, I have had the best summer of my life" Young Volunteer

"The best part of my summer was being on the food truck. I learned so much and got my food hygiene certificate. I loved seeing all the kids and when they would come back and ask for seconds." Young Volunteer

"The difference in her confidence is unreal. When I saw her actually get on that stage I just teared up." Parent

"I have never done art before and now I come here and I do it everyday and I even have stuff to take away and do at home" Child at Dalmarnock Arts Programme

Case study:

A is 6 years old and has attended PEEK's holiday programmes since 2021. A is autistic which affects him in areas such as vocal communication, building relationships and social skills. A attends St.Martin's Primary School which has an additional support needs unit. PEEK have been working with St.Martin's Primary (previously St.Stephen's and St.Kevin's Primary) since 2017.

Due to this partnership, A was already familiar with PEEK as he attended our sessions during term time. When A arrived at our summer programme for the first time, he was shy and felt uneasy. These feelings were identified by staff in sessions as A was always stood by his mother's side and avoided interacting with any of the other participants or staff. Additionally, A was extremely hesitant to participate in most of our activities and spent most of his time playing on his own far away from the rest of the group.

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PEEK staff had a group discussion to look at how we could best support A and his needs and help him to develop his confidence to become more involved with activities and more sociable with the other participants.

We provided 1-1 support for A when he attended, this provided A with an opportunity to build up a relationship and rapport with a PEEK staff member, whilst providing him and his Mum with structure, reassurance and a sense of familiarity. This eventually allowed A to work on building his connections with others and someone he could go to when he was feeling overwhelmed or overstimulated.

With this needs assessment implemented, A was able to fully participate at his own pace and tried new activities. He was able to communicate with PEEK staff through physical touch and this also allowed A to build and maintain new relationships during his time.

Over the course of our holiday programmes, A has shown remarkable growth. From allowing staff to understand A's needs and abilities, staff were made aware of what motivates, encourages, and

interests him. The result of this was A feeling more confident and self-assured. Staff noticed A's progress from observing how he interacted and played with other participants and how he has started to engage with the programme more, including our wake and shake warm up.

A gigantic step for A was how he build up a special friendship with C who also goes to the same school. Both boys were inseparable and played together for the entirety of our last holiday programme. In terms of positive outcomes, A gradually became more confident in challenging himself to try new activities, particularly the creative activities where he took a liking to the sensory aspect of the materials. A's mother had expressed how she noticed a huge change in him, and she was thrilled with how energetic and approachable he had become.

*A's mother consistently spoke about how PEEK has hugely influenced A's life in a positive way, and particularly how this energy continued when he went back home. A is more comfortable interacting with new people and even family members. **"I have never seen him like this before. He loves it here" - Parent***

PEEK CREATE: Provide high quality creative arts projects for children, young people aged 0-18 years and their families in schools and communities in term-time and throughout school holiday periods.

#PEEKCreate provides an exciting range of community arts activities for all ages. Children and young people and families explore a variety of art forms and issues relevant to them & their community through creating music, visual arts, drama, and film.

PEEK Create Programme in Action – <https://www.youtube.com/watch?v=r2lz9UknmMk>

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Quotes from children, young people and families

Improving relationships and connections

"I meet so many new friends here at the drama club" - Child

"I didn't think I would like being creative but I like trying new things now because of PEEK." – Child

"I've got better at working in a team so we can make the show good. Like we all help each other and we all cheer each other on" – Child

"It was so lovely seeing her on that stage, I nearly cried when I walked in. It's little steps but there's definitely a huge change in her from last summer camp to now, and that's all down to you at PEEK." Parent

Improving wellbeing

"This is the funnest day of my life" – Child

"This was the most beautiful and creative day of my life" – Child

"I began my time with PEEK when I was 15, I took part in many theatrical groups and since then I have been provided with so many amazing opportunities that I thought I never deserved, they gave me so much more confidence as I tend to struggle with anxiety and depression which I think a lot of teenagers struggle with now and PEEK noticed how I was feeling and helped me beyond words. I believe I stick out of the crowd as I usually wear very bright and bold makeup and PEEK have been there to support me whenever I have worn it and they have treated me equally as a normal human which I am, and they strive to do that for every other kid and teenager they meet. All I can really say is I don't know where I would be without PEEK. In just two years they have helped me blossom into the person I am today" – Young Person

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"My kids are having the best day ever" - Parent

"Fantastic! We enjoy it, gives my boy routine still in holidays. He thinks he still at school as it's in school which helps prevents meltdowns" – Parent

"Thank you so much for giving him this week. He has been singing every night at home, practising his lines and teaching the wee boys dances. Instead of the normal fighting my house has turned into a karaoke!" – Parent

"Just want to thank the staff they are always friendly and supportive. I told them this week that I have cancer and they have been so amazing talking to me and offering support and advice. Keep up the good work" – Parent

"I never thought I'd see myself doing something creative like this or seen the point of doing something, just for the sake of it. I am loving these sessions and having some time for me. - Parent

Improving life chances

"This is my dream here, it's the best club ever. You can do what you want, it has all the arts stuff I'll ever need!" – Child

"I never thought I could actually call myself an artist. Maybe I could do this as a job?!" – Young Person

"I am creative genius." – Young person

"I can't believe I actually have an award from a college in London. Like that's actual so cool" – Young Person

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“I didn’t think I could perform in front of so many people, but I just had to believe in myself and know that I wouldn’t mess up. Even if I did mess up, so what? Everyone does.” – Young person

“Oh wait, is Photography actually art? I guess I AM an artist then!” – Young person

“The art sessions offered by PEEK have been amazing for my children to interact, socialise and meet new friends when they are participating in sessions that they love. There is a variety of activities for the children to participate and staff will adapt to suit each individual child's needs and interests.

As a family we have been grateful for the team who have been fantastic with my daughter L age 6.

L has been diagnosed with selective mutism and social anxiety meaning she will only speak to a selected few people and when her mind allows her to. L can be anxious some weeks and may not want to attend sessions or will take a while to settle at sessions. The staff are fantastic and try their best to encourage her to stay. These sessions allow L to meet with her friends and has allowed her to meet new friends and help boost her confidence a lot. This has been great for us as we never thought we would see Lillie attending sessions without me.

I'm so thankful for everything that Peek do and allow us a family and as individuals to participate and attend.” – Parent

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Case Study:

M is a young person from the East End of Glasgow who is currently living in a care setting. M began engaging with PEEK youth theatre in early 2023 after one of her Support Workers recommended the session based on her own previous experiences with PEEK.

M agreed to giving youth theatre a try, however she requested that her Support Worker remain with her at all times as she felt unable to stay on her own. This was agreed with our team who assured M that the most important thing was that she felt safe and comfortable. For the first few sessions she attended, M spent most of the session standing outside the room, occasionally coming in to take part in an activity, or to simply observe what was going on. The team assured M that she was in charge and she should take part in as much or as little as she felt comfortable with, recognising how important it was for M to feel empowered to use her own voice and make her own decisions.

As the weeks progressed M began spending less and less time standing outside of the session. She began taking part in group warm-up games, speaking for herself instead of through her Support Worker and eventually she began to volunteer for tasks in which she would be the centre of attention. In the Spring Break holidays, we were able to secure funding to take our youth theatre out for dinner followed by a trip to The Kings Theatre to see Kinky Boots. A spot was offered to M and staff assured her that if she wanted her Support Worker to come along, that could be arranged. M took some time to think this over and decided that she would like to use the opportunity to try and do something on her own. She explained that this was her opportunity to develop her own sense of freedom and it was with a group of staff and young people she was now familiar with. Since this trip M has been coming along to youth theatre on her own, getting dropped off and picked up by her Support Worker outside the building. M still spends some time working up the courage to step into the room, but her increase in self-confidence and ability to take control of her own choices means that the majority of her time is spent with the group taking part in an activity she loves.

“When I am older I want to be like Lisa, working for PEEK and being an actress on the side”
M

PEEK THRIVE: Provides youthwork, leadership, volunteering, peer education, training and internship projects for personal and social development for young people aged 11-25 years.

#PEEKTHRIVE uses play, sport and the arts to engage with and support young people. Projects are delivered within both, education, and community settings as well as residential weekends, trips and external training and volunteering opportunities.

PEEK Thrive Programme in Action –

<https://www.youtube.com/watch?v=QqiytOGjoe8&t=24s>

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Quotes from young people and families

Improving Relationships and Connections

“Before this programme started, I was in fights all the time. Like week in and week out. I’ve not been in any fights anymore since I came to this” – Young Person

“I’ve got a new relationship with teachers, PEEK and the Police. It’s more people to put me in the right direction that can learn me new things. Just it’s all round better.” – Young Person

“My boy is going out more. He’s also asking to go to new places with his friends” - Parent

Improving wellbeing

“Over the past four months, I have noticed great changes in my child. They are a lot calmer and happier to help. They haven’t gotten into any trouble at school and they are putting more efforts in all areas” – Parent

“I have seen some positive changes in M’s actions over the past few months. He will take more time to think before he reacts and is a little more understanding of others feelings. He has become more confident about himself in a positive way and is more open to learning new things especially with outdoor activities.” – Parent

“I would definitely recommend this project because it can offer so many great experiences for children from building confidence and self-esteem. This group encourages the kids to take part as a group and work alongside peers and be respectful of each other’s feelings” – Parent

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Improving life chances

*"I've been volunteering with PEEK since the start of summer and I've loved every bit of it. I love the opportunities to work with community. I want to get a job here when I'm sixteen"-
Young person*

"The team have helped me with lots of things like my school work, and like when I didn't know what to do. I had a football assessment in school and they helped me with that as well. They just try to make sure you are always ok and help you achieve things in life." – Young Person

*"I'm excited to volunteer at summer. The food team have said that once I complete my food hygiene I can work with them. I really want to be on the food truck at National Play Day" -
Young Volunteer*

"This group has given me new skills like learning to help people with cardiac arrest. It's also learned me new skills and lots of new friends. My behaviour has really improved, and I've been getting more improved in classes and getting more work done." - Young person

"I don't know what I want to do for a job, but I will definitely volunteer with PEEK" – Young Person

"I want to be CEO of PEEK one day. I'm going to do it" – Young Person

"I want to work at PEEK in the future when I leave school then go to college. I want to be a youth worker" – Young Person

"My favourite thing about going on the trips was just learning how to act in different places and to be respectful in different places. – Parent

"I've learned to be more respectful, more confident and more communication" – Young person

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

“This programme as it has helped me and my child move past hardships and has opened a door of opportunity for him in the future” – Parent

“I would recommend this project to any parent and child as a way to open up the child’s eyes to different options in life” – Parent

“My boy has become more confident over the past few months, seems more aware about his actions and how it can affect others” – Parent

“My boy really enjoyed this programme, he spoke about it after every session which was good to hear about and also he found it informative” – Parent

Case Study

P is a young person who has attended PEEK since the age of 5. P recently left high school despite wanting to stay on in higher education. P signed up to our Young Volunteer Project and as part of this participated in Youth Scotland’s Young Grantmakers project, supported by PEEK staff. The project aimed to develop young people’s leadership and decision-making skills for them to be able to read and discuss funding applications, and ultimately award funding £40k to community projects.

P also completed a Dynamic Youth Award over the course of the project, which ran over five sessions – an introductory evening session, a residential weekend and two full days to conclude the project.

P’s aim for the project was to develop her communication skills and confidence speaking out, particularly in group situations. P is a very strong leader within their usual social group but this was a new group of peers for them to interact with, and as such they began the project quite reserved and only really interacting with PEEK staff. Throughout the sessions however they became more confident and able to express their opinions, communicating these to both staff and their peers in the group in a clear, concise, and positive manner, whilst also listening respectfully to any alternative opinions that were put across by their peers.

Staff observed P’s leadership skills developing throughout the project and they shared with staff that they were really glad to have taken part, sharing that *“I feel like I’ve done something new, I done it because it seemed like a cool project and it’s helped me learn new things and feel more confident.”*

Since completion of this project and their volunteer training P has completed 62.75 hours of volunteering. P secured a place on a 16-week training programme which will further develop

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

their skills and knowledge of working in the community. P's aspiration is to become a member of staff at PEEK and is actively working towards this goal.

PEEK WELLBEING: Provides person-centred support for families experiencing crisis particularly around health and wellbeing. We provide group-based activities for families to come together and develop relationships with others through wellbeing and cooking workshops and family holiday provision.

PEEK-A-CHEW is a community-funded food truck that is on a mission to bring healthy food to children, young people and families across Glasgow. PEEK-A-CHEW attends our community-based sessions to provide the fuel for children and young people to have the most fun while they Play, Create and Thrive.

Our PEEKaboo Play Café supports families and pre-school children from pregnancy to 5 years to develop essential caregiver relationships and reach key developmental stages. This project also delivers tailored sessions designed to support children with additional support needs.

Quotes from children, young people and families

Improving Relationships and Connections

"Everyone needs a PEEK in their lives. We're so lucky to have you all and know what we have people looking out for us" – Parent

"I found friends by coming to this group" – Parent

"I wasn't sure about coming here at first, I mean the kids love it and always talk about PEEK but I wasn't sure what I would get involved in. But it's the best thing I've done in a long time. See just being able to get out and about, meeting other parents and have a cup of tea and even try wee creative stuff. It's been brilliant. I've definitely got a lot out of it. Probably more than the kids!" – Parent

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Improving wellbeing

“I like cooking with my mum. It feels like we can just be chill and happy” – Young person

“I cannot thank you enough for helping us out. I hate to ask for help for anything but I know that I can trust you (PEEK)” – Parent

“I always look forward to a Friday and have met so many lovely people in a nice calm, positive relaxed environment” – Parent

“The sessions are a safe haven for my family, it's impossible to find suitable groups/ activities for my kids due to their age range but the enclosed wash garden and the support of the PEEK staff are amazing and coming to the session gives us structure to the week as well as the ability to socialise and have fun” – Parent

“ I absolutely loved it. It was great to spend time in such a calm and tranquil place feeling like you are a million miles away from the carnage of daily life. We love being able to pick our own fruit and veg, help prepare it for the stuff they made. I loved the how much stuff cooked on the fire.” – Parent

“This is the highlight of our week” – Parent

“With the way things are going, families are very fortunate to have PEEK who help with most aspects and keep people going.” – Parent

“Never mind the kids, I'll come for my own health and wellbeing!” – Parent

"Thank you, you have made us feel more welcome here in this short space of time than anywhere we have lived before" - Parent

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

"You people are amazing. You are taking care of the future generation and sowing the seeds of compassion, confidence, learning, kindness and leadership. Thank you so much to PEEK Team" - Parent

Improving life chances

"I've learned to make Scottish food! I am from Iran and my children want me to learn to make mince and tatties. It's different from the way I usually cook but they love it. Thank you for teaching and sharing these recipes" – Parent

"On a personal level, I'm a single parent and I've not always felt welcomed by different playgroups or mummy/baby activities because of that. Since coming to the club, I feel a massive shift in my mental health. Coming to the club and spending time with my son doing new, fun activities in a very welcoming, very kind and supportive environment is huge, and it definitely is one of the highlights of our week. I am so, so grateful to the staff and volunteers for the impact you've had on my life and my sons. He has grown very attached to "his friends, Courtney, Harriet and Amy", and I cannot express to you how special these ladies are. Absolute winners!" – Parent

"I really enjoy cooking more than I thought I would, I would like to work on PEEKACHEW one day and help the team" – Parent

"I see you every week and wonder what TEAM PEEK is so we came along. Everything you are doing is amazing I love this. I am a refugee and have come here and met another refugee family and our children are now playing" - Parent

Case Study

L is a single parent and a survivor of domestic abuse. L and her three children recently left their violent home and were introduced to PEEK through a partner organisation. At first, L was hesitant to go anywhere or meet outside their new family home. Over a period of six weeks, PEEK met with L and the community partner to build a rapport, relationship and eventually trust. PEEK chaperoned L and her children to various PEEK programmes and allowed L to stay with the children to observe them and to observe the staff and to ensure she was always comfortable. Over a period of four months, L eventually initiated communication with PEEK and stated that she wanted her children to attend more sessions as a family but also on their own to help build up their own friendships. L attended family holiday clubs, PEEKABoo Play Café and street play sessions.

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L and her family are now regular attendee's of PEEK and have forged strong connections and are now settled in their home and community. L and the family often comment on how PEEK helped them at one of their most challenging times in their lives.

"I honestly don't know what I would have done without the help. Probably buried myself in a deep dark hole to be honest. I feel so much happier now that the kids have a place they feel safe in. Me too, I suppose. We know we have people and friends out there who will have our backs. Thanks so much for everything." – L

Holiday Provision:

Throughout each school holiday, PEEK provides children, young people and their families with a range of free, fun, play, creative and physical activities, outings, trips, experiences and events. In addition to this, food has played a key role and we have offered meals including breakfast, lunch, dinner and healthy snacks. Using a collaborative approach, parents/carers have worked with PEEK staff and community chefs to cook healthy nutritious meals. This approach alleviates the impact of food insecurity and loss of learning during school periods.

Quotes from children, young people and families;

"It's so cool to try different food from different cultures" - Child trying Spanish style tapas

"I cannot believe I am eating vegan food! And it tastes good!" - Child

"I can make an egg on a fire now. We were just cooking in the street!" - Young person

"See the food on PEEK A CHEW, it's the bestest food in the world" - Child

"PEEK makes my family feel special. Even though there are loads of families they make time for everyone" - Parent

"PEEK makes us feel wanted and included" - Parent

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"It was fantastic week plenty activities for both parent and kids. Staff are amazing. Plenty choices of foods. A enjoyed interaction with kids as he at home himself." - Parent

"Can't thank you all enough for another amazing holiday programme. The kids had the best time and I can't thank you all enough from the engagement with the kids to the fun and new ideas to keep them entertained." – Parent

"Can't fault the team for their efforts every year. They never fail to disappoint and I always have happy kids at the end of the holiday term thanks to PEEK" - Parent

"I'm 34 and I've never been to the Zoo before. And looking at these prices it's something I would never afford anyway" - Parent

"On the way to the holiday programmes J skips the whole way with a massive smile on his face. He can't wait to see the team and see what crazy socks they are wearing and get a high 5. He is genuinely happy and confident and you see his face light up, it is the best feeling. I love those walks and I love watching him be himself" – Parent

Please check out more of PEEK's work through our social media accounts;

Facebook: <https://www.facebook.com/thepeekproject/>

Twitter: https://twitter.com/PEEK_project

Instagram: https://www.instagram.com/peek_project

YouTube: <https://www.youtube.com/watch?v=USP0ISISinc>

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Participant Profile;

- 100% of children, young people and families live in SIMD1 & 2 postcodes
- 98% of children and young people entitled to free school meals
- 63% of children and young people identify as Female
- 37% of children and young people identify as Male
- 1% of children and young people identify as Non-Binary
- 42% of children and young people identify as BAME background
- 27% of children and young people identify as having an additional support need

WORKING WITH OTHERS

We are committed to effective and successful collaborative working for the benefit of local children and young people in the communities PEEK serve. Over the last year we have worked with several local, city wide and national organisations from across the third, public and private sectors to achieve our outcomes.

Third Sector

Bridgeton Community Learning Centre

Common Purpose

FARE

Fuse Youth Café

Glasgow Buildings Preservation Trust

Jeely Piece Club

Parent Network Scotland

One Parent Families Scotland

Scottish Sport Futures

Soul Food Sisters

The Pantry – Parkhead and Ruchazie

Wash House Gardens

Youth Scotland

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Public Sector - Education

Bridgeton Family Learning Centre

Chesterfield Nursery

Green Trees Nursery

Haghill Nursery

Rockfield Nursery

Sighthill Nursery

Silverdale Nursery

Winter Gardens Nursery

Bridgeton Family Learning Centre

Chesterfield Nursery

Antonine Primary School

Avenue End Primary School

Camstradden Primary School

Dalmarnock Primary School

Drummore Primary School

Govan Gaelic Primary School

Ibrox Primary School

Langfaulds Primary School

St.Anne's Primary School

St.Martha's Primary School

St.Martin's Primary School

St.Monica's Milton Primary School

St.Patrick's Primary School

Quarrybrae Primary School

Riverbank Primary School

St.Anne's Primary School

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St.Rose of Lima Primary School

Lourdes Secondary School

Govan High School

St.Mungo's Academy

Public Sector

Caledonian Team

Glasgow City Health & Social Care Partnership

Social Work Services

Glasgow City Council – Child Poverty and Financial Inclusion Team

NHS NE Health Improvement Team

Police Scotland

Scottish Fire and Rescue

University of Strathclyde

Private Sector

3x1

Dockyard Social

Financial Clarity

Howden Engineering

HubWest Scotland

Landsec

Morgan Stanley

Speirs Gumley

WoodMackenzie

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PARTNERSHIP FEEDBACK

*"PEEK is a great initiative for Scottish Fire and Rescue Service as we work as multi-agency to tackle anti-social behaviour. This has proven to be a success throughout the city and not just in the Govan area. This is a huge benefit for SFRS working with Police Scotland and Education to engage with the youths within school/group activities otherwise we would not be able to reach these youths. SFRS have seen a slight reduce in figures for anti-social behaviour in the area since these sessions have been running. I really hope we can continue working in partnership with PEEK, the school and Police Scotland to continue to reduce the anti-social behaviour in the area." – **Scottish Fire and Rescue Service***

"Your Choice, the early intervention programme that has been developed and delivered in partnership with PEEK has been a great success here in Govan High School.

We have seen significant improvements in relationships and a reduction in risk taking behaviour with a number of young people who took part in the first cohort of the programme last session. For a number of these young people their school experience this session has been a lot more positive and they are more aware of the decisions they are making and are often able to correct their behaviour before situations escalate.

Speaking to some of these young people, certain aspects of the programme have had a real impact on them. In particular the opportunity to meet and hear the experience of someone who was in prison for murder and was able to link his poor decision choices back to starting when he was in school was really powerful for the young people to hear and reflect upon.

It was lovely to see the second cohort receive certificates for completing the programme recently and the sense of pride that they had in their achievements. Highlighting to young people their strengths and their ability to work together as a team and support each other was lovely to see. The programme really has helped to develop their social skills and confidence.

I am also very aware that the parents also really value the programme and some of the feedback re improvements in attitude and relationships at home as a result of the programme have been really encouraging.

*Overall, the intervention programme has been really positive with both groups who have taken part so far and is really having a positive impact on all of those involved." - **Nancy Belford, Headteacher of Govan High School***

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The aim of the Police being involved in this programme is to help divert young people from making poor life choices whilst building better relationships between the young people and Police. Another key focus is trying to reduce to rising levels anti-social behaviour in the local area. Prior to the programme I looked at statics on the young people who were involved and re-looked at this again at the end of the programme. I can confirm that the negative dealings with Police dropped dramatically showing that this programme has been a success. In turn the positive interactions with myself have helped build confidence between Police, the young people and their families. The young people have grown in confidence and built-up new skills during the 16 week programme.

The staff from PEEK always go that extra mile with the young people and are positive role models. They have built strong relationships with the young people and have helped with a joint approach with education, PEEK and Police to meet all organisations goals for the programme. The young people attend my office in the school daily and this programme has given them another adult for support.

*The food provided to the young people during the sessions is another key element as this has helped improve the health and lifestyle of the young people. - **PC Trayner, Police Scotland***

The staff from PEEK always go that extra mile with the young people and are positive role models. They have built strong relationships with the young people and have helped with a joint approach with education, PEEK and Police Scotland to meet all organisational goals for the programme. The young people attend my office in the school daily and this programme has given them another adult for support.

The food provided to the young people during the sessions is another key element as this has helped improve the health and lifestyle of the young people." - PC Trayner, Police Scotland.

"Thanks for having us at your PEEK play day, it was a great day that brought the Eastend together. Your staff were fantastic throughout the day and we brought over 50 young people who absolutely loved it." - Kenny Trainer, Bluevale Community Centre.

"Our school had a wonderful day with PEEK feeding our amazing pupils and leading a range of fun activities. Smiles all around and lovely memories made in sunny Glasgow today. Thank you PEEK!" - Teacher, St Monica's Primary School.

"Absolutely fantastic day at PEEK's #NationalPlayDay. Such a brilliantly organised event. Was a pleasure to volunteer on behalf of Keepmoat Homes Scotland." - Corporate Volunteer.

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"We love our PEEK days. Fun in the park with good friends." - Teacher, Winter Gardens Nursery.

"It has been fantastic working in partnership with PEEK delivering antenatal sessions to soon to be parents who would have otherwise not been able to access this in depth kind of education. Parents are so supported by the team, and lovely relationships are built during these sessions so the new parents feel comfortable and will engage in the future in other services offered by the team such as baby PEEKaboo Play Cafe and family events. Feedback from parents was wonderful and I was so happy to hear how more confident the pregnant mothers felt about their choices for birth and how birth partners felt much better prepared and knowledgeable in how to support their pregnant partners in birth and the newborn stage." - Lisa, Birth and Baby Space.

ORGANISATIONAL DEVELOPMENT:

PEEK have committed to organisation development throughout 2022/23 including;

Demonstrating our Impact

- Implementation of 5 year strategy
- Implementation of mission and vision, values inc values behaviour framework
- Undertaken an external 21 year Impact and Evaluation Report with Arrivo Consulting
- Development of a new Monitoring & Evaluation Framework with Arrivo Consulting
- Investment into a bespoke CRM System with Salesforce
- Won four National Awards highlighting our impact

Investing in our People

- Growth of TEAMPEEK from 19 to 29 Full-Time staff
- Implementation of new roles and remits
- Roll out of new policies such as Financial Wellbeing, Menstrual Health and Menopause
- Refreshed organisational structure at both operational and governance levels
- Refreshed terms and conditions of employment for employees

Investing in our Future

- Investment in Technology and IT equipment
- Conclusion of Whitevale Baths Feasibility Study
- Development of in-house payroll systems
- Development of funding and fundraising strategy
- Development of Corporate Partnerships
- Development of PEEKACHEW as a social enterprise

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

The charitable company made a surplus for the year to 31 March 2023 of £84,985 (2022: £234,142) as a result of a surplus arising from restricted fund activities of £151,750 (2022: £252,566) and £855,319 (2022: £669,518) arising from unrestricted fund activities. Details of each individual fund movement for the year are shown in note 18.

As at 31 March 2023, the net assets of the charitable company are £1,007,069, comprising of £855,319 (2022: £669,518) in relation to unrestricted funds, and £151,750 (2022: £252,566) in relation to restricted funds. £213,425 of the unrestricted funds have been designated by the Trustees leaving free reserve balance of £641,894. Further details of these balances are detailed in note 18.

In relation to reserves, the directors have considered a minimum level of reserves sufficient to cover three to six months operating costs to be the most appropriate policy which the company should adopt. At the year-end there are sufficient, reserves to cover five months of operating costs and statutory redundancy payments.

Funding and Fundraising

PEEK have a strong track record in securing and managing funding from a range of sources and are highly regarded by our funders. Over the last 12 months we have received funding from;

BBC Children in Need

Cashback for Youthwork

Celtic FC Foundation

Clyde Cash for Kids

Creative Scotland

David William Cargill Trust

Foundation Scotland

Garfield Weston Foundation

Glasgow City Council

Hugh Fraser Foundation

Inchyre Trust

Inspiring Scotland - Thrive Outdoors, Building Brighter Futures Fund and Active Play

JSMCN Trust

Meals and More

Morgan Stanley Foundation

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Mugdock Charitable Trust

National Lottery Community Fund

NHS; NE Glasgow Health Improvement Team

Robina Goodlad Memorial Trust

The Cattnach Trust

The Gannochy Trust

The Robertson Trust

Scottish Government – Investing in Communities

Spifox

St James Place Foundation

Yorkshire Building Society

Youthlink

Youth Scotland

PEEK would also like to acknowledge financial and in-kind support from the following:

Asda

Charities Aid Foundation

Costco

Dockyard Social

Girlies R Out

Glasgow Credit Union

Graham's Flooring

HubCo Scotland – Hub West

JSMCN Charitable Trust

KeepMoat Homes

Laura Porter – FAB Salons

Speirs Gumley

University of St.Andrew's

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Veitchi Group

Warburtons

We would like to thank the many individuals who have donated to PEEK throughout 2022/23. Your support has been phenomenal and allowed PEEK to reach and change the lives of children and young people and families across Glasgow.

KEY RISKS AND UNCERTANTIES

PEEK recognises that it has a responsibility to manage hazards and risks and supports a proactive, structured, and focused approach to managing them by approval of the risk management strategy.

PEEK's risk management strategy is utilised as part of the overall organisation strategic plan. It is in place to enhance PEEK's values, vision and the achievement of the organisation's aims and objectives. It delivers:

- Clearly identified objectives, roles and responsibilities for managing risks;
- Enhanced coordination of risk throughout all levels within PEEK;
- Improved respect for the individuals, groups and organisations and businesses that work in partnership with PEEK;
- Commitment to inclusivity, policies and practices.

RISK MANAGEMENT

The directors implemented a risk management strategy which monitors and assesses the major risks to which they are exposed. This comprised an annual review of the risks which the charitable company may face; the establishment of systems and procedures to mitigate those risks identified in the risk assessment and; the implementation of procedures designed to minimise any potential impact on the trust should any of those risks materialise.

With this approach, PEEK will go further to achieve its organisational objectives and enhance the value of our work in the communities we serve.

PEEK's risk management objectives are:

- Integrate and champion risk management into the culture of PEEK;
- Manage all risks in accordance with best practice and policy;
- Anticipate and actively respond to changing social, environmental and legislative requirements;
- Prevent injury or illness, damage and losses and reduce related costs;
- Raise awareness and knowledge of the need for positive risk management by all those connected to PEEK and the delivery of its services.

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These objectives will be achieved by:

- Establishing clear roles, responsibilities and reporting lines within PEEK for risk management;
- Providing opportunities for training and shared learning on risk management across PEEK;
- Offering a framework for allocating resources to identify priority risk areas;
- Reinforcing the importance of effective risk management as part of our everyday work of employees/volunteers;
- Incorporating risk management considerations into future reviews of PEEK;
- Monitoring arrangements on an ongoing basis.

All the above are at the core of PEEK's strategic, operational and financial systems.

PLANS FOR THE FUTURE

PEEK strives to be a reflective organisation – a vital and imperative aspiration. In 2023, PEEK embedded our five-year strategic plan. Our strategic plan was developed in partnership with many people but of most importance – our children, young people and families. We reflected on our previous strategy and the effectiveness, efficiency of our past work, current and ongoing partnerships, financial plans and the wider context in which PEEK operates. We listened to the needs and wants of our communities and have continued to meet demands. This is reflective in the increase in reach of children, young people and families we have engaged with through 2023.

In 2022, PEEK underwent an external evaluation and impact report with Arrivo Consulting. The report can be read here - <https://heyzine.com/flip-book/bff91e1445.html>

At the beginning of 2021, PEEK in partnership with Glasgow Building Preservation Trust, launched a feasibility study on the development of Whitevale Baths as PEEK's future permanent home. The findings of the feasibility study were launched in Summer 2022 and the development phase will begin in Autumn 2023. We thank Glasgow City Council for their financial support.

STRATEGIC AIMS FOR 2022/23

DELIVERING HIGH QUALITY PROGRAMMES

- We will use our knowledge and resources to ensure we **deliver long-term impact on the ground.**
- We will increase our focus on **early intervention and prevention.**
- We will **commit to being even more ambitious in our partnerships** both locally and nationally.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

INVESTING IN OUR PEOPLE

- We will **commit to being even more ambitious in our partnerships** both locally and nationally.
- We will work **collaboratively with others** who are aligned to our vision, mission, ethos, values, and approach.
- We will **invest in our changemakers – our people**. Our board, staff, and volunteers and our 'Friends of' to make our vision, mission, and outcomes a reality.

DEMONSTRATING OUR IMPACT

- We will **create a robust and progressive Monitoring and Evaluation system** to demonstrate our impact

INVESTING IN OUR FUTURE

Operations

- We will continue to **invest in our infrastructure to make everything we do more effective and efficient** including embracing digital transformation.

Finance

- We will **develop new ways of raising more of our own money** so we can invest in our outcomes.
- Income, expenditure and investment is **managed effectively**.

Throughout 2023 we have achieved our business objectives as an organisation by;

- Reaching more children, young people and families impacted by poverty across Glasgow
- Remaining a sector leading provider and advocate for children and young people by being involved in several strategic forums locally, city wide and nationally
- Diversified our income streams to ensure our organisation is viable and sustainable through a financial model which combines grants, trade and donations
- Developing our internal structure, policies and procedures in line with our organisational strategy
- Sharing impact and learning across all sectors including the general public

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PEEK continues to face growing competition in diminishing charity sector funding streams. This is projected to increase over the next few years due to the ongoing cost-of-living crisis, the UK's exit from European Union, and a speculative Scottish Independence referendum and potential further economic and global crisis. However, PEEK has continued to be pro-active in securing funding and donations from several sources and has a funding and fundraising strategy in place for the next five years which is reviewed on a quarterly basis. We have made good progress to attract funding and donations from various sources throughout 2023 and we will continue to build on this.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The organisation is a company limited by guarantee, incorporated on 22 September 2004, and registered as a charity in November 2000. The charitable company is established under a Memorandum of Association that established the objectives and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

Each director of the Board shall require to be confirmed in office by the Annual General Meeting subsequent to their appointment and, apart from the Chairperson and the Vice-Chairperson, from time to time, shall serve for a period of approximately three years, from the date of the Annual General Meeting at which their appointment is confirmed, until the conclusion of the third successive Annual General Meeting thereafter (or such shorter period as the Board may, in its discretion, determine, to allow for the retirement of such director of the Board in an appropriate rotation) when, unless re-elected, they shall retire as a director of the Board.

No director of the Board shall be appointed by any party, including any member of PEEK, or by any general meeting, without the approval of the Board. The Board may, from time to time and at any time, appoint any individual who it considers suitable and appropriate to be a director of the Board (provided they are willing so to act), either to fill a casual vacancy in the membership of the Board, or by way of addition to the Board.

BOARD MEMBER INDUCTION AND TRAINING

New directors are briefed on their legal obligations under charity and company law, best practice for governance, the content of the Memorandum of Association, the committee and decision-making processes, the business plan and the financial performance of the charitable company. Moreover, directors are inducted into the organisations child protection and safeguarding policies and receive a copy of PEEK Governance Manual.

Directors complete an annual skills audit and meet with the Chair and CEO to discuss their development and training needs through an annual appraisal process. Furthermore, as a collective, directors participate in the board effectiveness review process which shapes a yearly improvement plan.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

OPERATIONAL STRUCTURE

PEEK's board of directors are made up of 10 members (Chair, Vice-Chair, Treasurer and seven committee members). The Company Secretary is PEEK's Head of Operations.

Our board bring a diverse range of skills, knowledge, and experience from across all sectors including Voluntary Sector, Civil Service, HR, Finance, and Investment, Digital, Education, Operations, Governance, and the local community. PEEK will undertake additional board recruitment in 2023/24 as part of sound succession planning and is making progress to the Scottish Government's 50/50 vision.

Trustee recruitment is authorised and approved by the board and no outside agencies are paid to support this process. PEEK has received support from Inspiring Scotland's Pro Bono – Volunteering service through board recruitment events and training.

The board oversee and authorise the implementation of recommendations of separate committees, the memberships of which are influenced by the skills and knowledge of directors.

Board committees

- Finance and Governance
- Impact and Learning
- People
- Whitevale Baths Working Group

Board committees meet every six to eight weeks and comprise of directors and key team members. Each committee has terms of reference which set out role, remit, delegation of authority and scope.

The Board also meet at least 5 times per annum. The Board of Directors are responsible for all aspects of the organisation including strategy, policy development, finance, and employment.

The Chief Executive is responsible for leading the organisation as well as overseeing the day-to-day management including finance, funding, staffing, leadership, networking and commissioned work and services.

Structure, Governance and Management (Continued)

The Senior Management Team are responsible for the day-to-day management, partnership and development including budgets, staffing, quality assurance, delivery, office, networking, impact and learning.

The remuneration for the charity's key management personnel, comprising of the Chief Executive and the Senior Management Team, is set using benchmarks of similar posts in the sector and current market forces.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The Programme Team members are responsible for the day-to-day coordination, supervision and delivery of activities including partnerships, line management, programme budgets, monitoring and evaluations.

Sessional staff and volunteers have a duty to assist, facilitate and plan activities as requested by the Programme Team, all of which should adhere to the Health and Safety at Work Act and Child Protection Policies.

Reference and administrative details

Details of the structure, governance and management of the charitable company can be found on the first page of these accounts.

Directors' responsibilities in relation to the financial statements

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the directors 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 company and of the surplus or deficit of the charitable company for that period. In preparing these financial statements, the directors are required to:

1. Select suitable accounting policies and then apply them consistently
2. observe the methods and principles in the Charities SORP;
3. Make judgements and accounting estimates that are reasonable and prudent
4. state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The directors 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 Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). 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.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The directors consider that the Annual Report is fair, balanced and understandable and provides the information necessary for users to assess the organisation's performance, business model and strategy.

Disclosure of information to the auditor

As far as the directors at the time the report is approved are aware:

- a) there is no relevant information of which the charitable company's auditor is unaware; and
- b) the directors have taken all steps that they ought to have taken to make sure they are aware of any relevant audit information and to establish that the auditor is aware of the information.


Auditor

Wylie Bisset will be proposed for reappointment at the Annual General Meeting in accordance with section 485 of the Companies Act 2006.

Small company exemptions

The above report has been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the board on 29th August, 2023 and signed on its behalf by:

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Alexander Johnston, Chairperson

Independent Auditor's Report to the Trustees and Members of PEEK - Possibilities for Each and Every Kid Ltd

Opinion

We have audited the financial statements of PEEK - Possibilities for Each and Every Kid Ltd (the 'charitable company') for the year ended 31st March 2023 which comprise the Statement of Financial Activities (including an income and expenditure account), the Balance Sheet, the Cash Flow Statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2023, 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 (as amended).

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Report and Financial Statements other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Trustees Report. 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.

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

Independent Auditor's Report to the Trustees and Members of PEEK - Possibilities for Each and Every Kid Ltd

in the course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustee's, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Report of the Trustee's has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 exemption in preparing the directors report and from preparing a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 38, 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.

Independent Auditor's Report to the Trustees and Members of PEEK - Possibilities for Each and Every Kid Ltd

Auditor's responsibilities for the audit of the financial statements

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Extent to which the audit was considered capable of detecting irregularities including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures response to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing the risks or material misstatements in respect of irregularities, including fraud and non-compliance with laws and regulations we considered the following;

- The nature of the charity, the environment in which it operates and the control procedures implemented by management and the trustees; and
- Our enquiries of management and trustees about their identification and assessment of the risks of irregularities.

Based on our understanding of the charity and the sector we identified that the principal risks of non-compliance with laws and regulations related to, but were not limited to;

- Regulations and legislation pertinent to the charity's operations; and

We considered the extent to which non-compliance might have a material impact on the financial statements. We also considered those laws and regulations which have a direct impact on the preparation of the financial statements, such as the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006. We evaluated management and trustees' incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of management override of controls), and determined that the principal risks were related to;

- Posting inappropriate journal entries.

Independent Auditor's Report to the Trustees and Members of PEEK - Possibilities for Each and Every Kid Ltd

Audit response to the risks identified;

Our procedures to respond to the risks identified included the following;

- Gaining an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Enquiring of management, trustees and legal advisors concerning actual and potential litigation and claims;
- Reading minutes of meetings of those charged with governance;
- In addressing the risk of fraud as a result of management override of controls, testing the appropriateness of journal entries and other adjustments; evaluating rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

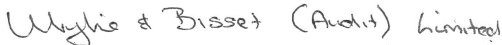
A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

Independent Auditor's Report to the Trustees and Members of PEEK - Possibilities for Each and Every Kid Ltd

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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Claire Dalrymple FCCA (Senior Statutory Auditor)

29th August 2023

*168 Bath Street
Glasgow
G2 4TP*

For and on behalf of Wylie & Bisset (Audit) Limited, Statutory Auditor

Wylie & Bisset (Audit) Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDING 31 MARCH 2023**

(Including an Income and Expenditure account)

	Note	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Income and endowments from:							
Donations and legacies	5	59,068	-	59,068	44,510	530	45,040
Charitable activities	6	93,934	1,191,961	1,285,895	137,983	1,120,878	1,258,861
Other trading activities	7	65,469	-	65,469	22,148	-	22,148
Total Income		218,471	1,191,961	1,410,432	204,641	1,121,408	1,326,049
Expenditure on:							
Raising funds	8	15,753	-	15,753	2,161	-	2,161
Charitable activities	10	68,815	1,240,879	1,309,694	40,272	1,049,474	1,089,746
Total Expenditure		84,568	1,240,879	1,325,447	42,433	1,049,474	1,091,907
Net income/(expenditure) for the year		133,903	(48,918)	84,985	162,208	71,934	234,142
Transfers between funds		51,898	(51,898)	-	(14,200)	14,200	-
Net movement in funds		185,801	(100,816)	84,985	148,008	86,134	234,142
Funds reconciliation							
Total funds brought forward	18	669,518	252,566	922,084	521,510	166,432	687,942
Total Funds carried forward	18	855,319	151,750	1,007,069	669,518	252,566	922,084

The Statement of Financial Activities includes all gains and losses recognised in the year.


All income and expenditure derive from continuing activities.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**BALANCE SHEET AS AT 31 MARCH 2023**

	Note	2023 £	2022 £
Fixed assets:			
Tangible assets	14	63,425	32,335
Total Fixed Assets		<u>63,425</u>	<u>32,335</u>
Current assets:			
Debtors	15	36,097	42,567
Cash at bank and in hand	21	1,129,177	1,093,106
Total Current Assets		<u>1,165,274</u>	<u>1,135,673</u>
Liabilities:			
Creditors falling due within one year	16	(221,630)	(245,924)
Net Current assets		<u>943,644</u>	<u>889,749</u>
Net assets		<u>1,007,069</u>	<u>922,084</u>
The funds of the charity:			
Unrestricted funds	18	855,319	669,518
Restricted funds	18	151,750	252,566
Total charity funds		<u>1,007,069</u>	<u>922,084</u>

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the company.

Approved and authorised for issue by the trustees and signed on their behalf by:

DocuSigned by:

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Name: Alexander Johnston

Date: 29th August 2023

Company No: SC273704

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**STATEMENT OF CASH FLOWS FOR THE YEAR ENDING 31 MARCH 2023**

	Note	Total Funds 2023 £	Prior Year 2022 £
<i>Cash flows from operating activities:</i>			
Net cash provided by operating activities	20	87,969	165,600
<i>Cash flows from investing activities:</i>			
Purchase of fixed assets		(51,898)	(4,854)
Net cash (used in) investing activities		<u>(51,898)</u>	<u>(4,854)</u>
Change in cash and cash equivalents in the year		36,071	160,746
Cash and cash equivalents brought forward	21	1,093,106	932,360
Cash and cash equivalents carried forward	21	<u>1,129,177</u>	<u>1,093,106</u>

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

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

(b) Going concern

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

(c) Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created funds for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed, or through the terms of an appeal.

Further details of each fund are disclosed in note 18.

(d) Income recognition

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

Donations, are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacy gifts are recognised on a case by case basis following the granting of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies (continued)

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

Income from government and other grants, whether 'capital' 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 received in advance of the provision of a specified service deferred until the criteria for income recognition are met.

(e) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (g) below.

- Costs of raising funds comprise those costs incurred in respect of the fundraising activities undertaken by the charitable company in the period.
- Expenditure on charitable activities comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

(f) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Please refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(g) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on a percentage allocation across the main activities of the charity. The allocation of support and governance costs is analysed in note 9.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies (continued)

(h) Depreciation of tangible fixed assets

Tangible fixed assets under the cost model are stated at historic costs less accumulated depreciation and any accumulated impairment losses. Historical cost includes the expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

All assets costing more than £1,000 are capitalised and valued at historical cost. Depreciation is provided on all tangible fixed assets at rates calculated to write off the full cost less estimated residual value of each asset over its estimated useful life. The principal rates in use are:

	Basis
Leasehold improvements	33% straight line method
Computer equipment	25% straight line method
Fixtures and fittings	25% straight line method
Motor vehicles	25% straight line method

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Financial Activities.

(i) Debtors

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

(j) Cash at bank and in hand

Cash at bank and cash 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.

(k) Creditors and provisions

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 trade discounts due.

(l) Pension

The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

(m) Operating leases

The charity classifies the lease of motor vehicles as operating leases; the title to the equipment remains with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting Policies (continued)

(n) Taxation

The company is a charitable company within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

(o) Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

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

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

2. Legal status of the Charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the Directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Depreciation of fixed assets – fixed assets are depreciated over the useful life of the asset. The useful lives of fixed assets are based on the knowledge of senior management, with reference to assets expected life cycle.

Allocation of expenditure between activities – Support costs are allocated between charitable activities and governance based on the time spent by senior management on undertaking the charity's activities.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****4. Related party transactions and trustees' expenses and remuneration**

None of the trustees received any remuneration in the year (2022: £nil). Expenses paid to the trustees in the year totalled £nil (2022: £Nil). No expenses were waived by trustees during the year (2022: £nil).

One trustee donated £300 during the year (2022: £150 by one trustee)

Nancy Clunie, a Trustee of PEEK, is also Head Teacher at Dalmarnock Primary School. PEEK provided £15,402 of services during the year (2022: £nil). At the year end the amount due to PEEK was £4,402 (2022: £nil).

5. Income from donations and legacies

	2023	2022
	£	£
Donations	59,068	45,040
	<u>59,068</u>	<u>45,040</u>

6. Income from charitable activities

	2023	2022
	£	£
Grants	1,285,895	1,258,861
	<u>1,285,895</u>	<u>1,258,861</u>

7. Other trading activities

	2023	2022
	£	£
Fundraising activity	64,284	21,848
Other income	1,185	300
	<u>65,469</u>	<u>22,148</u>

8. Raising funds – expenditure

	2023	2022
	£	£
Fundraising	15,753	2,161
	<u>15,753</u>	<u>2,161</u>

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

9. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown in the table below:

Cost type	Total Allocated 2023 £	Other support costs £	Basis of apportionment
Rent	22,308	22,308	<i>Proportion of staff on each programme</i>
Cleaning	4	4	<i>Proportion of staff on each programme</i>
Insurance	4,407	4,407	<i>Proportion of staff on each programme</i>
Computer and IT	13,781	13,781	<i>Proportion of staff on each programme</i>
Software & Membership Fees	1,901	1,901	<i>Proportion of staff on each programme</i>
Depreciation	20,808	20,808	<i>Proportion of staff on each programme</i>
Total	63,209	63,209	

Cost type	Total Allocated 2022 £	Other support costs £	Basis of apportionment
Rent	14,782	14,782	<i>Proportion of staff on each programme</i>
Cleaning	127	127	<i>Proportion of staff on each programme</i>
Insurance	3,520	3,520	<i>Proportion of staff on each programme</i>
Computer and IT	1,895	1,895	<i>Proportion of staff on each programme</i>
Software & Membership Fees	882	882	<i>Proportion of staff on each programme</i>
BACS	2	2	<i>Proportion of staff on each programme</i>
Depreciation	21,507	21,507	<i>Proportion of staff on each programme</i>
Total	42,715	42,715	

Governance costs:	2023 £	2022 £
Auditors remuneration	8,707	7,835
Accountancy fees	2,497	2,826
	11,204	10,661

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****9. Allocation of governance and support costs (continued)****Breakdown of governance and support costs by activity;**

	Support costs	Governance	2023 £
Unrestricted Core	26,178	871	27,049
Core	32,590	6,392	38,982
Play	-	545	545
Create	1,901	1,000	2,901
Thrive	200	734	934
Well-being	2,340	1,662	4,002
	63,209	11,204	74,413

	Support costs	Governance	2022 £
Unrestricted Core	11,588	791	12,379
Core	24,833	5,000	29,833
Play	5,397	4,870	10,267
Create	199	-	199
Thrive	698	-	698
	42,715	10,661	53,376

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****10. Analysis of expenditure on charitable activities**

	Unrestricted Core £	Core £	Play £	Create £	Thrive £	Holiday £	Well- being £	COVID Response £	Total 2023 £
Staff costs	8,649	138,046	279,081	102,217	97,705	61,197	185,534	-	872,429
Programme Materials	-	-	9,417	5,153	2,330	3,376	9,742	-	30,018
Outings/Event costs	-	-	7,273	4,756	5,278	13,074	4,338	-	34,719
Travelling/training costs	5,051	-	5,000	4,240	4,540	4,906	5,730	4,949	34,416
Food for families & C&YP refreshments	-	-	1,153	495	3,129	101,656	18,804	-	125,237
Wellbeing for families	27,759	-	-	-	-	-	13,746	-	41,505
Individual giving	-	-	-	-	-	10,228	-	-	10,228
Marketing, stationary and postage	-	6,468	3,032	10,100	820	-	6,000	-	26,420
Telephone and internet	-	3,300	100	862	350	-	1,900	-	6,512
Hall hire	-	-	544	2,724	1,608	34,060	4,839	-	43,775
Miscellaneous purchases	307	-	-	-	-	-	-	-	307
Arts Award moderation	-	-	1,022	1,857	2,372	-	-	-	5,251
Volunteer Costs	-	-	-	-	4,464	-	-	-	4,464
Governance costs (note 9)	871	6,392	545	1,000	734	-	1,662	-	11,204
Support costs (note 9)	26,178	32,590	-	1,901	200	-	2,340	-	63,209
	68,815	186,796	307,167	135,305	123,530	228,497	254,635	4,949	1,309,694

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****10. Analysis of expenditure on charitable activities (continued)**

	Unrestricted Core £	Core £	Play £	Create £	Thrive £	Holiday £	Well- being £	COVID Response £	Total 2022 £
Staff costs	1,680	108,046	213,941	106,472	75,609	55,790	78,991	41,428	681,957
Programme Materials	-	-	18,658	5,727	900	7,000	3,408	8,000	43,693
Outings/Event costs	-	-	2,077	2,748	534	22,564	-	-	27,923
Travelling/training costs	-	10,487	7,103	1,652	4,751	925	150	-	25,068
Food for families & C&YP refreshments	-	-	1,504	1,170	672	110,888	14,645	-	128,879
Wellbeing for families	28,278	-	-	-	-	-	6,219	-	34,497
Individual giving	-	-	-	-	-	16,700	12,084	-	28,784
Marketing, stationary and postage	-	2,856	4,083	1,150	250	-	1,278	-	9,617
Telephone and internet	-	1,754	1,204	-	2,022	-	-	5,611	10,591
Hall hire	-	-	-	2,090	365	34,298	982	-	37,735
Miscellaneous purchases	212	-	-	-	-	-	-	-	212
Arts Award moderation	-	-	1,028	300	1,125	-	-	-	2,453
Children and YP Transport	-	-	-	-	4,961	-	-	-	4,961
Governance costs (note 9)	791	5,000	4,870	-	-	-	-	-	10,661
Support costs (note 9)	11,588	24,833	5,397	199	698	-	-	-	42,715
	42,549	152,976	259,865	121,508	91,887	248,165	117,757	55,039	1,089,746

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****11. Analysis of staff costs and remuneration of key management personnel**

	2023	2022
	£	£
Salaries and wages	741,697	547,343
Social security costs	57,257	42,764
Other pension costs	37,759	29,586
Freelance staff, training and other staff costs	29,730	48,022
Total staff costs and employee benefits	<u>866,443</u>	<u>667,715</u>

No employee had employee benefits in excess of £60,000 (2022: Nil).

Four of PEEK Sessional staff members were given full-time permanent contracts in May 2022. We also recruited six new posts in October 2022. Taking our full-time staff count to a total of 29, an increase of 10 FT staff members.

	2023	2022
	£	£
Key management personnel remuneration	<u>214,433</u>	<u>225,590</u>

	2023	2022
	No.	No.
The average monthly number of persons, by headcount, employed by the charity during the year was:	<u>42</u>	<u>38</u>

12. Net income/(expenditure) for the year

	2023	2022
	£	£
This is stated after charging:		
Depreciation	20,808	21,507
Auditor's remuneration – audit fees	8,707	7,835
Accountancy and payroll	2,497	2,826
Operating lease costs – land and buildings	1,872	11,793
	<u>33,884</u>	<u>44,761</u>

13. Government Grants

	2023	2022
	£	£
Big Lottery	75,000	88,275
Glasgow City Council	365,774	450,322
Scottish Government	81,000	78,912
	<u>521,774</u>	<u>617,509</u>

There are no unfulfilled conditions and contingencies attaching to the grants or any indications of other forms of government assistance.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****14. Tangible Fixed Assets**

	Fixtures and Fittings £	Motor Vehicles £	Computer Equipment £	Asset under Construction £	Total £
Cost or valuation					
At 1 April 2022	3,777	76,095	26,892	-	106,764
Additions	-	10,858	-	41,040	51,898
Disposals	-	-	(1,528)	-	(1,528)
At 31 March 2023	<u>3,777</u>	<u>86,953</u>	<u>25,364</u>	<u>41,040</u>	<u>157,134</u>
Depreciation					
At 1 April 2022	2,102	49,076	23,251	-	74,429
Charge for the year	839	18,756	1,213	-	20,808
On disposal	-	-	(1,528)	-	(1,528)
At 31 March 2023	<u>2,941</u>	<u>67,832</u>	<u>22,936</u>	<u>-</u>	<u>93,709</u>
Net book value					
At 31 March 2023	<u>836</u>	<u>19,121</u>	<u>2,428</u>	<u>41,040</u>	<u>63,425</u>
At 31 March 2022	<u>1,675</u>	<u>27,019</u>	<u>3,641</u>	<u>3,641</u>	<u>32,335</u>

At 31 March 2023 all fixed assets were used for charitable purposes.

15. Debtors

	2023 £	2022 £
Trade debtors	22,538	32,173
Prepayments and other debtors	13,559	10,394
	<u>36,097</u>	<u>42,567</u>

16. Creditors: amounts falling due within one year

	2023 £	2022 £
Other creditors and accruals	40,317	20,638
Tax and social security	13,857	-
Deferred income (Note 17)	167,456	225,286
	<u>221,630</u>	<u>245,924</u>

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****17. Deferred Income**

	2023	2022
	£	£
Balance as at 1 April 2022	225,286	333,712
Amount released to income earned from charitable activities	(225,286)	(333,712)
Amount deferred in year	167,456	225,286
Balance as at 31 March 2023	<u>167,456</u>	<u>225,286</u>

Deferred income is comprised of grant funding received in advance.

18. Analysis of charitable funds

Analysis of Fund movements	2021 Balance b/fwd £	Income £	Expenditure £	Transfers £	2022 Funds c/fwd £
Unrestricted funds					
Tangible fixed assets	48,988	-	21,507	4,854	32,335
Whitevale baths	61,000	-	-	39,000	100,000
Total designated funds	<u>109,988</u>	<u>-</u>	<u>21,507</u>	<u>43,854</u>	<u>132,335</u>
General funds	411,522	204,641	20,926	(58,054)	537,183
Total net unrestricted funds	<u>521,510</u>	<u>204,641</u>	<u>42,433</u>	<u>(14,200)</u>	<u>669,518</u>
Restricted funds					
Core	4,006	140,878	162,320	17,436	-
Play	58,938	257,256	252,799	-	63,395
Create	47,979	84,954	121,508	(1,618)	9,807
Thrive	41,947	94,748	91,886	(1,618)	43,191
Holiday Programme	-	260,585	248,165	-	12,420
Well-being	4,241	232,320	117,757	-	118,804
COVID-response	9,321	50,667	55,039	-	4,949
Total restricted funds	<u>166,432</u>	<u>1,121,408</u>	<u>1,049,474</u>	<u>14,200</u>	<u>252,566</u>
TOTAL FUNDS	<u>687,942</u>	<u>1,326,049</u>	<u>1,091,907</u>	<u>-</u>	<u>922,084</u>

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022

18. Analysis of charitable funds (continued)

Analysis of Fund movements	2022 Balance b/fwd £	Income £	Expenditure £	Transfers £	2023 Funds c/fwd £
Unrestricted funds					
Tangible fixed assets	32,335	-	20,808	51,898	63,425
Whitevale baths	100,000	-	-	50,000	150,000
Total designated funds	132,335	-	20,808	101,898	213,425
General funds	537,183	218,471	63,760	(50,000)	641,894
Total net unrestricted funds	669,518	218,471	84,568	51,898	855,319
Restricted funds					
Core	-	252,462	186,796	(41,040)	24,626
Play	63,395	277,867	307,167	-	34,095
Create	9,807	125,697	135,305	-	199
Thrive	43,191	95,427	123,530	-	15,088
Holiday Programme	12,420	225,152	228,497	-	9,075
Well-being	118,804	215,356	254,635	(10,858)	68,667
COVID-response	4,949	-	4,949	-	-
Total restricted funds	252,566	1,191,961	1,240,879	(51,898)	151,750
TOTAL FUNDS	922,084	1,410,432	1,325,447	-	1,007,069

- a) The unrestricted funds are available to be spent for any of the purposes of the charity.

The Trustees have created the following designated funds:

Tangible fixed assets – The tangible fixed assets fund represents the net book value of the tangible fixed assets at the balance sheet date.

Whitevale baths – This fund is to be used towards the Whitevale baths project.

- b) Restricted funds comprise:

Core – Funds restricted towards expenditure on running costs of the organisation, including overheads and management. Transfer of £17,436 during 2022 from unrestricted funds to cover overspend. Transfer of £41,040 during 2023 related to reallocation of funding to other core costs as permitted by funder.

Play – Funds restricted towards charitable expenditure on the Play project which is a programme of activities for children and young people to gain new experiences contributing to their social, emotional and physical development.

Create – Funds restricted towards charitable expenditure on the Create project which provides activities for all ages through creating music, visual arts, drama and film. Transfer of £1,618 during 2022 between restricted funds to cover the purchases of laptops in the year.

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****18. Analysis of charitable funds (continued)**

Thrive – Funds restricted towards charitable expenditure on the Thrive project which provides opportunities for young people to emerge as leaders in their communities and lives through volunteering, training, peer education and accreditation. Transfer of £1,618 during 2022 between restricted funds to cover the purchases of laptops in the year.

Holiday programme – Funds restricted towards charitable expenditure on holiday clubs.

Well-being - Funds restricted for providing children, young people and families access to health and wellbeing support through challenging times in their lives. Transfer of £10,858 during 2023 to unrestricted funds as permitted by funder.

COVID response - Funds restricted for supporting the most vulnerable families through the pandemic, by providing food, wellbeing and household support.

19. Net assets over funds

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
At 31 March 2023			
Tangible fixed assets	63,425	-	63,425
Debtors	36,097	-	36,097
Cash at bank and in hand	809,971	319,206	1,129,177
Creditors falling due within one year	(54,174)	(167,456)	(221,630)
	855,319	151,750	1,007,069

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
At 31 March 2022			
Tangible fixed assets	32,335	-	32,335
Debtors	42,567	-	42,567
Cash at bank and in hand	840,540	252,566	1,093,106
Creditors falling due within one year	(245,924)	-	(245,924)
	669,518	252,566	922,084

PEEK- POSSIBILITIES FOR EACH AND EVERY KID LTD**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023****20. Reconciliation of net expenditure to net cash flow from operating activities**

	2023	2022
	£	£
Net income for the year as per the Statement of Financial Activities	84,985	234,142
Adjustments for:		
Depreciation charges	20,808	21,507
Decrease in debtors	6,470	21,448
(Decrease) in creditors	(24,294)	(111,497)
Net cash provided by operating activities	<u>87,969</u>	<u>165,600</u>

21. Analysis of cash and cash equivalents

	2023	2022
	£	£
Cash in hand	1,129,177	1,093,106
Total cash and cash equivalents	<u>1,129,177</u>	<u>1,093,106</u>

22. Operating lease commitments

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

	2023	2022
	£	£
Under 1 year	156	1,872
Between 1 and 2 years	-	156
2 and 5 years	-	-
	<u>156</u>	<u>2,028</u>