

RSSPCC:
putting Scotland's  for



years

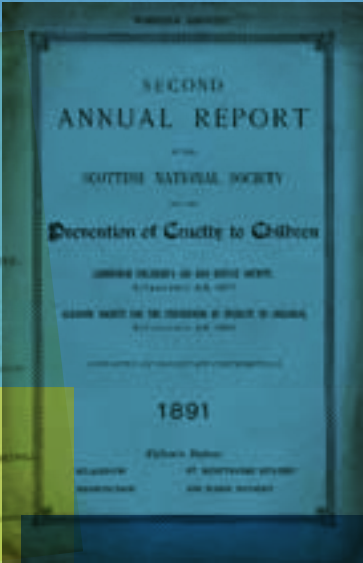
ANNUAL REVIEW 2013-2014

OUR HISTORY 1884-2014



**Then, now and for
another 130 years,
as long as
Scotland's
children
need us**





1884

James Graham founds the Glasgow Society for the Prevention of Cruelty to Children.



1889

Our Glasgow and Edinburgh societies merge and we help secure the first Act of Parliament to protect children.



1914

World War I saw us lose inspectors while demand increased as families struggled to cope with the aftermath.



1921

His Majesty was 'graciously pleased to bestow a Royal Charter...to authorise it be known by the style of the RSSPCC.' Our Royal Charter gave us powers to investigate and prosecute cases of abuse and neglect in Scotland.



1927

By this year 274,000 cases had been reported to the RSSPCC. 823,000 children were coming under the care of the Society.

OUR HISTORY 1884-2014



We are ready—are you?

1955

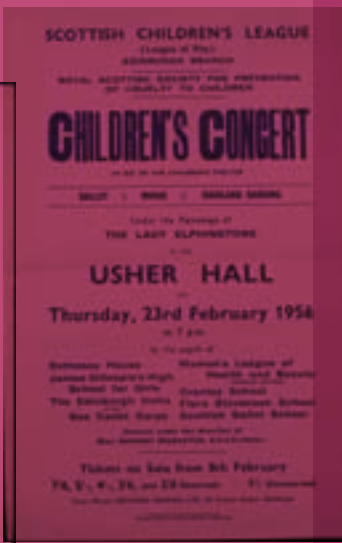
Women visitors join the RSSPCC in 1955, supporting families with parenting and household skills.

1937

We helped create a criminal offence for abusing and neglecting children which is still in force today.

34

Year over cases had reported to CC with children under our e.



1968

Responsibility for investigating cases of abuse and neglect moved from RSSPCC 'cruelty men' to social workers.



1995

We changed our name from RSSPCC to CHILDREN 1ST to reflect our change of role.

From the Chair

In 2013/14 CHILDREN 1ST supported more than 16,000 children, young people, parents and carers across Scotland; often in complex circumstances and sometimes where the well-being of a child or young person was under serious threat. It's sad that in Scotland in 2014 there is such a widespread need for services such as those we provide, but the action we take to meet this need is inspiring. At each Board meeting we hear directly from CHILDREN 1ST services about their work and the difference they make. Board members also visit our services to learn at first hand of the challenges faced by our service users and how CHILDREN 1ST can help.

The ability to ensure that our work is effective, and to demonstrate the difference being achieved, is fundamental to the way in which we use the resources provided by our partners in the public sector and our private donors and supporters.

I believe that CHILDREN 1ST is run in a business-like manner; making best use of all of our resources but always with the interests of children, young people and families at heart. This combination is central to the CHILDREN 1ST ethos.

In June 2014 Anne Houston retired as our Chief Executive. In her seven years with us Anne has done outstanding work and leaves CHILDREN 1ST in very good shape. Anne's leadership and deeply caring commitment to helping vulnerable children, young people and families will be missed, but I have no doubt that in Alison Todd we have a worthy successor. Alison was the best candidate from a very strong field of applicants, with the fact that she was in place as our Director of Children and Family Services an added bonus. Those of us on the Board will do all we can to support Alison and her colleagues in the years ahead.

Graeme Bissett BA CA
Chair

viSion

A happy, healthy, safe and secure childhood for every child and young person in Scotland.

mission

We will work together with, and listen to children, young people, their families, communities and other organisations and influence public policy and opinion to improve the lives of vulnerable children and young people.



From the Chief Executive

As the RSSPCC, the charity was founded 130 years ago because too many of Scotland's children were growing up in fear of abuse and neglect. While 'celebrating' may be the wrong word for marking our anniversary – too many children and young people still grow up in Scotland without the happy, healthy, safe and secure childhood they deserve – it is important to recognise the unwavering commitment and dedication of our staff, supporters and volunteers over the past 130 years.

As I retire I'm struck by how continuity and change go hand in hand. The language of 'women visitors assisting the eldest daughter in household management' may seem old fashioned, but it's not so different from our work today; visiting families at home to support positive relationships and improve the confidence of parents to meet their children's needs.

Highlights from the last year included our See. Hear. Speak. Act on Sexual Abuse campaign, which has kept the spotlight on the importance of listening to and

protecting children, and the inspirational Jess Ryan speaking in Moray about her own experience as a survivor of childhood sexual abuse and the difference made to her by support from CHILDREN 1ST.

The ongoing pressures on public funds, alongside increasing demand for our services, mean we must continue to find innovative ways to work. In 2013/14 this included working with partners to build on our community engagement work and to provide the new national Family Decision Making service to help separated and separating families keep the best interests of their children in mind.

I'd like to thank you for all the support you have given me over my seven years as Chief Executive. I am delighted to leave CHILDREN 1ST in the safe hands of Alison Todd, whom I know will build on our past achievements and lead CHILDREN 1ST to meet the needs of Scotland's children however Scotland changes.

Anne Houston
Chief Executive



values

At CHILDREN 1ST we are motivated by the desire to make the best possible difference to the lives of Scotland's vulnerable children, young people and their families. This is reflected in everything that we do.

We strive to:

- Involve others in our work.
- Treat everyone with respect.
- Be the best at what we do.
- Be responsible and accountable.



**THEN, NOW AND FOR
ANOTHER 130 YEARS,
AS LONG AS SCOTLAND'S
CHILDREN NEED US**

Anniversary

For 130 years, as the RSSPCC and now as CHILDREN 1ST, we have been putting Scotland's CHILDREN 1ST. In 1884 we were founded by James Grahame as the Glasgow Society for the Prevention of Cruelty to Children. Shortly afterwards our reach was extended Scotland-wide, and in 1921 we became the Royal Scottish Society for the Prevention of Cruelty to Children (RSSPCC) on the granting of a Royal Charter.

We helped secure the first Act of Parliament to protect children in 1889 and, in 1937, a criminal offence for abusing and neglecting children which is still in force today. Our Royal Charter gave us powers to investigate and prosecute cases of abuse and neglect in Scotland, and between 1884 and 1934 over 274,000 cases were reported to us and 823,000 children had come under our care. RSSPCC 'cruelty men' investigated cases of abuse and neglect until this responsibility moved to social workers in 1968, but we stayed in Scotland's communities supporting social work to protect children.

The RSSPCC was founded 130 years ago because individuals and communities believed more could be done by everyone to protect Scotland's children.

Today, as CHILDREN 1ST, we still believe it's everyone's responsibility to keep children safe and we work with communities across Scotland, supporting them to put CHILDREN 1ST. Volunteers have been vital throughout our history; from our first fundraisers or 'collectors,' to women 'visitors' who taught parenting skills to help struggling families.

For 130 years, as the RSSPCC and now as CHILDREN 1ST, we have campaigned for every child in Scotland to enjoy a better start in life and for no child to grow up in fear of abuse and violence. We will continue to be a strong public voice for vulnerable children and young people in Scotland, listening to them, to influence public policy and attitudes. Then, now and for another 130 years, as long as Scotland's children need us.



**THERE IS A NEW EMPHASIS WITHIN
OUR STRATEGY ON EARLY YEARS AND
EARLY INTERVENTION INITIATIVES AND
A GREATER FOCUS ON COMMUNITY
ENGAGEMENT AND DEVELOPMENT**

Our Strategic Plan

Our strategic plan for 2013 to 2018 is a guide for all our activities. Building on our 130 year history, there is a new emphasis within our strategy on early years and early intervention initiatives and a greater focus on community engagement and development. The clear benefits of intervening in the earliest years of a child's life provide a real opportunity to change outcomes for both this and future generations. We also know that there are untapped skills and resources in families and communities on which we can build.

Our aims are:

- To be a strong public voice for vulnerable children and young people to positively influence public policy and opinion.
- To provide excellent services which promote the safety and wellbeing of vulnerable children and young people.

We will:

- Use the skills, knowledge and experience of our staff and volunteers, built up over almost 130 years, to influence policymakers, professionals and the public to understand and fulfil their roles and responsibilities, turning the concept that 'it's everybody's responsibility to protect children' into reality.
- Work in partnership with families and, increasingly, with communities, investing in their resources and resilience to make long and lasting change, focussing on community engagement and development so that more children and young people grow up feeling safe and secure.
- Work towards making Scotland more child-centred and child-friendly, so that children's rights are at the centre of policy and practice, service design and planning and, consequently, more children are protected from abuse, neglect and violence.
- Ensure our services have a focus on early years so that children get the best start in life and are enabled to reach their potential, in the knowledge that support in the earliest years is crucial to a child's development and life chances, now and in later years.
- Work with vulnerable children, young people and their families, intervening early to promote their safety and wellbeing and to prevent the development of more acute needs, including recovery from abuse, neglect and trauma.
- Speak out on issues that affect children and their families adversely and strive to change and influence policy and practice for the better. We will challenge practice that does not protect children or marginalises them, by providing education, advice and support.
- Campaign to promote families having a right to be offered family group conferences to support family decision making when major decisions require to be made about the future of their children.
- Proactively involve volunteers in our work, making best use of their skills, experience and enthusiasm.

**WE ARE SEEING THE REDUCTION OF
EXPENDITURE ON PUBLIC SERVICES
AT THE SAME TIME AS WE ARE
EXPERIENCING INCREASED DEMANDS
FOR OUR SERVICES**



Innovation examples

We are seeing the reduction of expenditure on public services at the same time as we are experiencing increased demands for our services so have to find different ways to work with children, young people and families as well as to run our organisation. Examples of ways we are innovating are provided below:

Greater community engagement

Our Community Engagement service, which highlights ways in which communities can support the safety and wellbeing of children and young people, engaged with over 1,100 people in Glasgow in 2013/2014. We partnered with organisations including The Terrence Higgins Trust, APlusM Training, FARE (Families Action in Rogerfield and Easterhouse) and FASS (Family Addiction Support Services) in training staff and volunteers to deliver sessions within their organisations and localities.

New Family Decision Making service

In partnership with One Parent Families Scotland and the Scottish Child Law Centre we opened a new Family Decision Making service in March 2014. This service offers a seamless national online, phone and face-to-face service for separated and separating families. It aims to reduce conflict and improve collaboration between separated and separating parents by helping them keep the best interests of their children in mind while dealing with issues such as contact, maintenance and residence. The service, funded by the UK Government's Department of Work and Pensions, is the only one of its kind in Scotland.

One of the supports on offer through the Family Decision Making service is Family Group Conferencing.

It is an innovative approach pioneered by CHILDREN 1ST that brings extended families together to find solutions for problems affecting the children of the family.

Supporting young people

Our Chill Out Zone (COZ) in Bathgate won a Scottish Social Services Council Care Accolade in the category 'Working in partnership with communities.' This was for its film, made in collaboration with film maker Lisa Nicholl and titled 'The Protector,' on the theme of child sexual exploitation. The film was the second made in the year by COZ, the first being on the theme of teenagers living with domestic abuse and made in partnership with Firefly Arts.

How we measure outcomes

To measure the difference we are making for children and families, further work was carried out to improve our ability to report on identified outcomes and to embed the use of solid business intelligence from our Integrated Information Management System (IIMS). Outcomes are based on the specific improvements and changes sought by each child, young person or parent as no two situations are exactly alike. This information will help us to continuously improve; by increasing the number of successful interventions, and by highlighting areas which don't work as well and which need to be changed.



**CHILDREN 1ST ASSISTED SCOTTISH MINISTERS
WITH THE MANAGEMENT AND OPERATION OF
THE NATIONAL SAFEGUARDERS' PANEL FOR
SCOTLAND'S CHILDREN'S HEARINGS SYSTEM**

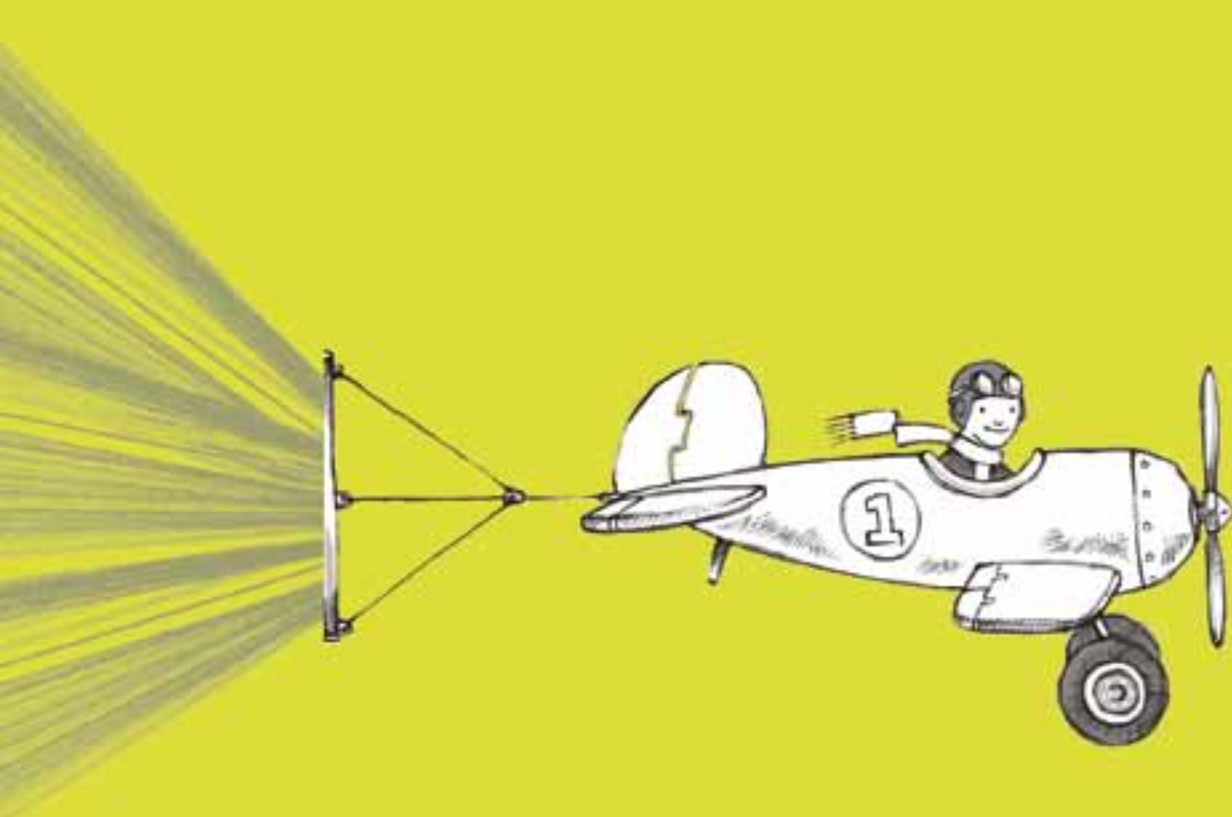
In 2013/14 ParentLine provided advice, help and support through its helpline to 3,454 contacts by telephone and to 182 people who emailed us. There was a significant increase in our 'call-back' service, through which people can access helpline assistance over a period of time. The issues discussed through the service related most often to family relationships, behaviour and discipline, and kinship care.

The National Kinship Care service supports the care of children by extended family members. Kinship carers made 639 calls to the service's helpline, compared to 532 in the previous year. Its monthly newsletter was received by 559 kinship carers, compared to 451 in the previous year. The service delivered six regional forums, with 98 carers and 21 children and young people attending. In March 2014 a Scottish Parliamentary reception was held to mark three years of the National Kinship Care service. The Minister for Children and Young People and a kinship carer addressed this event.

In its first full year of operation, CHILDREN 1ST assisted Scottish Ministers with the management and operation of the national Safeguarders Panel for Scotland's Children's Hearings system. 180 safeguarders have now been recruited, trained and appointed. Safeguarders have been asked to consider and report on 1,044 cases referred by Children's Hearings or Courts.

15 regional network events for safeguarders took place this year. In addition the first national conference of safeguarders, entitled 'Moving Forward in the Best Interests of the Child,' was held in March 2014. This is informing development of draft standards and guidance which will be produced for consultation by the end of 2014/15.

Safeguarding in Sport delivered 72 training and briefing sessions to 1,044 participants in total. 12 of these sessions were delivered to non-sports organisations and individuals, with a total of 190 participants. These included child-minders, nurseries, local authorities, and Shelter Scotland. 2013/14 saw the continuation of strong partnership work with WithScotland leading to a joint conference in October 2013 entitled 'Safeguarding and Protecting Children in Sport.' There were 113 attendees at the conference. The service also provided a helpline enquiry service, which assisted 114 callers from sports bodies and clubs.



**IN 2013/14 WE PROVIDED 63 LOCAL SERVICES
IN 18 LOCAL AUTHORITY AREAS ACROSS SCOTLAND**

We Support

“I would love to help someone the way CHILDREN 1ST has helped me. It helped me get over the trauma of what’s happened and move on from it.”

Child sexual abuse survivor

Our local services are child-centred and grouped around areas of work in which we have proven experience and expertise: recovery from abuse and trauma, supporting families, befriending and mentoring, supporting young people, rights, advocacy and mediation, community engagement, and training and consultancy. We aim in all services to include, wherever possible, early years and early intervention initiatives, and to work with families and communities through greater community engagement and development.

In 2013/14 we provided 63 local services in 18 local authority areas across Scotland.

The outcomes we strive to deliver for children, young people and families are informed by the Scottish Government’s health and wellbeing indicators – Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included (SHANARRI) – developed as part of the Getting It Right for Every Child (GIRFEC) approach.

The safety of children and young people is a major focus of our work and one of the key outcomes we monitor.

Examples of this outcome for some of our services are:

Our supporting families services worked directly with 1,052 people during the year. Of those children, parents and carers with the specific planned outcome below:

84% of the children were living in a safer environment.

Across Scotland 559 children, young people, and parents and carers, were supported by our abuse and trauma recovery services. Of those children, young people and families with the specific planned outcome below:

83% of the children and young people were living in a safer environment.

In total 227 people were supported through family group conferences in 2013/14. Of those children, young people and families with the specific planned outcomes below:

81% of children were living in a safer environment.

79% of children and young people were living in a more stable and supportive environment.

SEE.HEAR.SPEAK.
ACT.



**THROUGH OUR SEE. HEAR. SPEAK. ACT
ON SEXUAL ABUSE CAMPAIGN WE
CONTINUED TO KEEP THE SPOTLIGHT
ON CHILD SEXUAL ABUSE**

We Take Action

I just wanted to express my gratitude for all the tireless work that CHILDREN 1ST has contributed over the past two years on the Children and Young People (Scotland) Bill. You have left a lasting legacy for the children and young people of Scotland and set us all a very high example to follow.

Aileen Campbell MSP
Minister for Children and Young People

One of our key strategic aims is to be an even stronger public voice and leader in influencing public policy and improving practice relating to children and young people. The initiatives below represent only a small part of our activity.

Through our See. Hear. Speak. Act on Sexual Abuse campaign we continued to keep the spotlight on child sexual abuse. We gave evidence to a short-life parliamentary inquiry on the impact of trauma which resulted in recommendations being made to the Scottish Government to improve provision for children and young people. Our recommendation to a separate inquiry on child sexual exploitation that the Scottish Government should produce an overarching strategy on addressing and preventing child sexual abuse was adopted. Our winter fundraising appeal focused on one survivor's experience of how sexual abuse made her feel as a child, using poetry to engage with supporters.

CHILDREN 1ST continued to lead the Children are Unbeatable alliance in Scotland, reinvigorating its membership and taking the case for outlawing physical punishment of children and equally protecting them from assault in law to the United Nations.

We made submissions to UN committees on the Rights of the Child, Against Torture and for the Elimination of Discrimination to Women, with each supporting our call for the Scottish Government to change the law which allows physical punishment.

We worked with a range of partners in the children's sector on key aspects of the Children and Young People (Scotland) Act 2014. We were successful, in particular, at encouraging Scottish Ministers to legislate to provide for early intervention in families' lives and to involve children, young people and families in decisions which affect them.

We liaised closely with Scottish Government officials to share our practice on information sharing and consent and also spoke out on the 'Named Person' issue, to reassure families of the potential positive impact of these provisions. We used our knowledge and experience of listening to kinship care families to ensure the legislation provides more effectively for their, and their children's, needs.

Our role as a strong public voice is reflected in the continued growth in our engagement with new and diverse audiences through social media. Our website received 164,860 visits, 12% higher than 2012/13, our Twitter followers grew from just over 3,000 in 2012/13 to 5,610 and we increased Facebook 'fans' by 43% to 3,012.

OUR YEAR IN BRIEF

We supported 12,674 children, young people, parents and carers across Scotland.*

An increase of 2,571 on the previous year.

We provided five national services and 63 local services across Scotland, an increase from four national and 52 local services in 2012/2013.

SERVICES

68

LOCAL

63

NATIONAL

5

PEOPLE HELPED BY OUR SERVICES

12,674*

*Excludes callers to ParentLine

OUR TOTAL EXPENDITURE WAS



AND WE RAISED INCOME OF



STAFF

We employed 292 staff, a net increase of four staff on the previous year.

VOLUNTEERS

We involved 801 volunteers in our work, a reduction on the previous year due to changes in how we measure our volunteer numbers.

TRAINING AND CONSULTANCY

We delivered 88 promotional and 110 training events last year, attended by 3,321 people.

CALLS TO THE NATIONAL KINSHIP CARE HELPLINE INCREASED TO

639

PRESS COVERAGE

We secured 509 items of press coverage and 64 instances of broadcast media coverage, helping to raise awareness of the work we do with vulnerable children, young people and families and to influence public policy and attitudes.

**OUR 801 VOLUNTEERS CONTRIBUTED
THE EQUIVALENT OF £188,095 WORTH
OF WORK DONATED, ALTHOUGH IT IS
WORTH MUCH MORE TO US**

*49 per cent
of our volunteers
worked directly
within children and
family services.*



Volunteers

“I would recommend it to everyone. The chance to mix with individuals you would not normally work with on something so removed from your daily routine provides an excellent opportunity to learn and improve on a personal level, all while earning cash for a great cause.”

Anna Foster, EnerMech, 2013 Dragon’s Glen business challenge

Our volunteers are at the heart of all that we do and contribute many hours to raising funds and directly supporting the work we undertake with vulnerable children, young people and families.

In 2013/14 our 801 volunteers contributed the equivalent of £188,095 worth of work donated, although it is worth much more to us.

- 49% of our volunteers worked directly within children and family services.
- 47% of our volunteers raised funds to support vulnerable children and families.
- 1% of our volunteers were involved in specialist support roles such as finance support, management information and policy work.

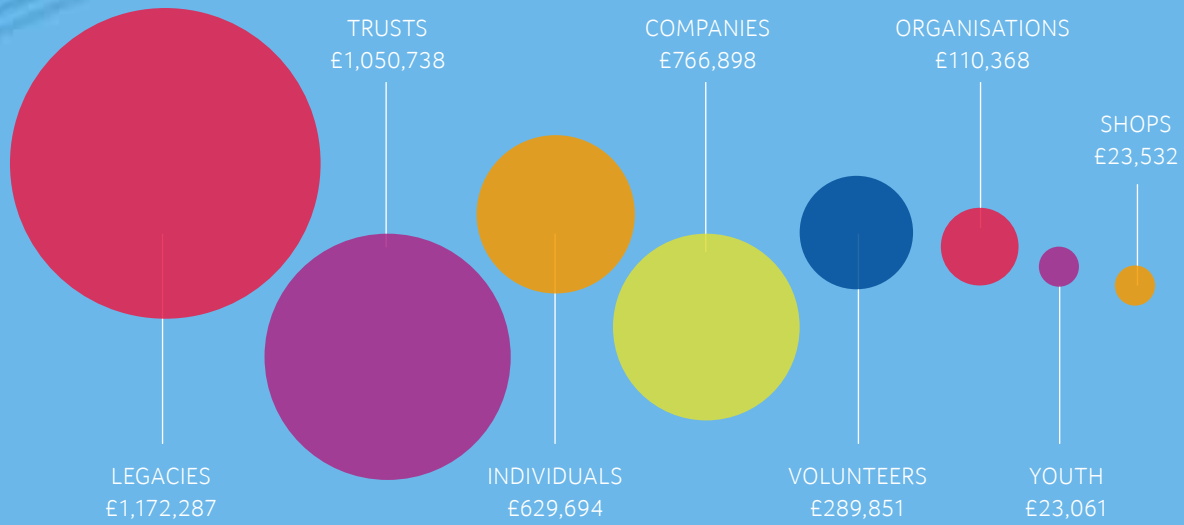
A key focus in 2013/14 was the development of the accredited Volunteer Training and Assessment Programme (VTAP) which has been approved by The Standards Council for Community Learning and Development for Scotland and credit rated by Edinburgh Napier University at SCQF level 5. The VTAP programme is aimed at preparing volunteers to undertake their role in working directly with children, young people and families.

Eight VTAPs (with around ten participants per course) were completed this year. By the end of March, five volunteers had completed the optional full VTAP requirements.

The Regional Volunteer Coordinators in post from early 2013 until the end of March 2014 were very successful in providing a supportive volunteer-involving environment in their regions. As a result, we advertised 32 new volunteer vacancies on our website in 2013/14, double the previous year’s number. Across the year Regional Volunteer Coordinators were involved in the recruitment activities of around 80 new volunteers. For Volunteers Week in June 2013 five local events were delivered and a volunteer film was created. The film has provided us with a valuable ongoing resource for a variety of audiences.

We also benefited from many ad hoc volunteers who supported our events across Scotland; friends, family members and colleagues who contribute countless hours cheering on event participants and helping with our work.

FUNDRAISED INCOME 2013-2014



Fundraising

Our work at CHILDREN 1ST supporting vulnerable children and families would not be possible without the generosity of our supporters, donors, corporate partners and volunteers.

Throughout 2013/14 we continued to benefit from the huge generosity of volunteers raising funds for the charity through balls, local collections, challenges, coffee mornings, lunches and through our charity shop in Dundee. We are very fortunate to be supported by 29 CHILDREN 1ST Action Groups who work tirelessly within local communities across Scotland to raise awareness of, and funding for, our work.

We continue to be supported by a large number of individual donors who back the work of the charity through direct debits and one-off gifts. A number of charitable trusts and foundations have also generously supported our work. We were delighted once again to be a beneficiary of the STV Appeal. Partnerships with corporate supporters have continued to bring a significant source of income to CHILDREN 1ST.

People's Postcode Lottery (PPL) is one of the organisation's most significant supporters and we are extremely grateful for its regular and unrestricted funding. The players of PPL have now raised an astonishing £2.9 million for CHILDREN 1ST over the last seven years. In autumn 2013 we were also confirmed as a charity partner for the Kilt Walk 2014.

2013 saw the second year of our corporate fundraising initiative 'Dragons' Glen,' in which teams from eight companies competed to turn £500 of seed funding into £5,000 or more in five months, helped by the mentoring support of some of Scotland's most recognised business leaders. This raised £58,500 compared to £42,000 in the previous year.

Visit www.children1st.org.uk/get-involved/fundraise/ to find out how you can raise money for us.



Particular thanks to the players of the People's Postcode Lottery for their support.

CHILDREN'S CHAMPIONS 2013/2014

We would like to thank the following individuals, families, companies and trusts who made a major investment in CHILDREN 1ST:

ABERDEEN ASSET MANAGEMENT
BANK OF SCOTLAND FOUNDATION
BIG LOTTERY FUND – INVESTING IN COMMUNITIES
BIG LOTTERY FUND – BECOMING A SURVIVOR
BUPA CHARITY OPEN GRAND PRIX EVENT – JUDO SCOTLAND
CATTANACH TRUST
CHILDREN'S AID SCOTLAND
CREATIVE BREAKS
EDINBURGH CHILDREN'S HOLIDAY FUND
CRERAR HOTELS TRUST (NORTH BRITISH HOTEL TRUST)
DINNING CHARITABLE TRUST
ENERMECH
GILLESPIE MACANDREW
GLASGOW AIRPORT FLIGHTPATH FUND
HINSHELWOOD GIBSON TRUST
HUGH FRASER FOUNDATION
IMLAY FOUNDATION
INTERSERVE
KD MEDIA
LLOYDS TSB FOUNDATION FOR SCOTLAND PARTNERSHIP DRUGS INITIATIVE
LORD LYELL'S 1974 AND 1977 TRUSTS
NORMAN AND DOROTHY SPRINGFORD
MARATHON OIL UK LTD
MENZIES DISTRIBUTION
MISS J L MCKINNELL'S TRUST
MOFFAT CHARITABLE TRUST
NORTHWOOD CHARITABLE TRUST
PONTON HOUSE TRUST
RICHARD BURNS
RS MACDONALD CHARITABLE TRUST
SCOTTISH HOME AWARDS
SCOTTISH LEGAL AWARDS
SPIFOX
SSE
STV APPEAL
SUNDAY MAIL CENTENARY APPEAL
TEMPLETON GOODWILL TRUST
THIRD SECTOR EARLY INTERVENTION FUND
THE PLAYERS OF PEOPLE'S POSTCODE LOTTERY
VOLANT CHARITABLE TRUST
WILLIAM GRANT YOUTH OPPORTUNITIES FUND
WOOD GROUP PSN

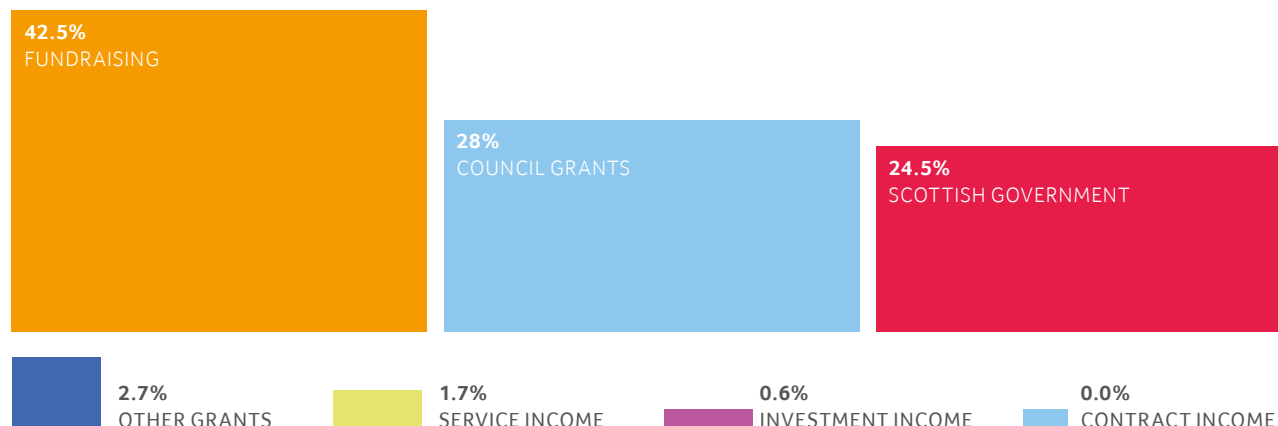


And other generous individuals who have chosen to remain anonymous.

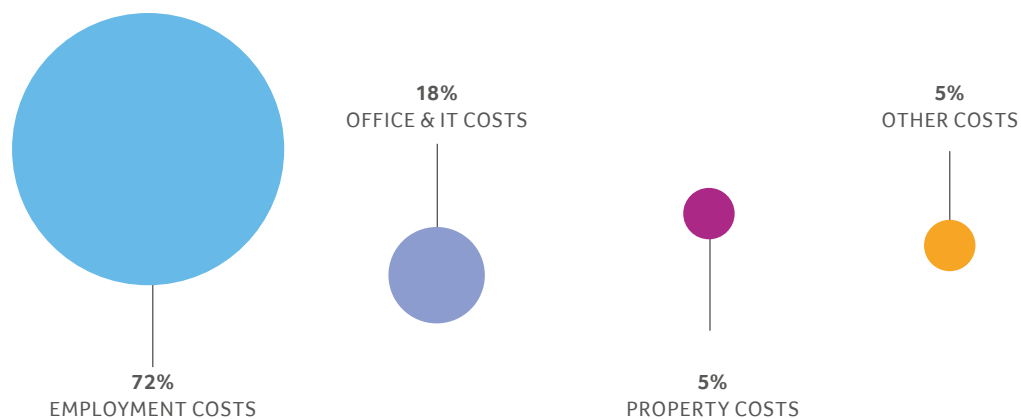
Financial Summary 2013-2014

Copies of our full audited Report and Accounts for the year to 31 March 2014 are available from our registered office and online at www.children1st.org.uk. We gratefully acknowledge funding from the Scottish Government and other statutory bodies.

SPLIT OF INCOME 13/14



SPLIT OF EXPENDITURE 13/14



Trustees/Board of Management

BOARD OF MANAGEMENT

Chair Graeme Bissett
Vice Chair Martin Donachy
Hon. Treasurer Stephanie Rose
Hon. Law Agent Caroline Gilchrist (appointed 7th October 2013)
Hon Employment Specialist Rachel Edgar (retired 7th October 2013)

Board members

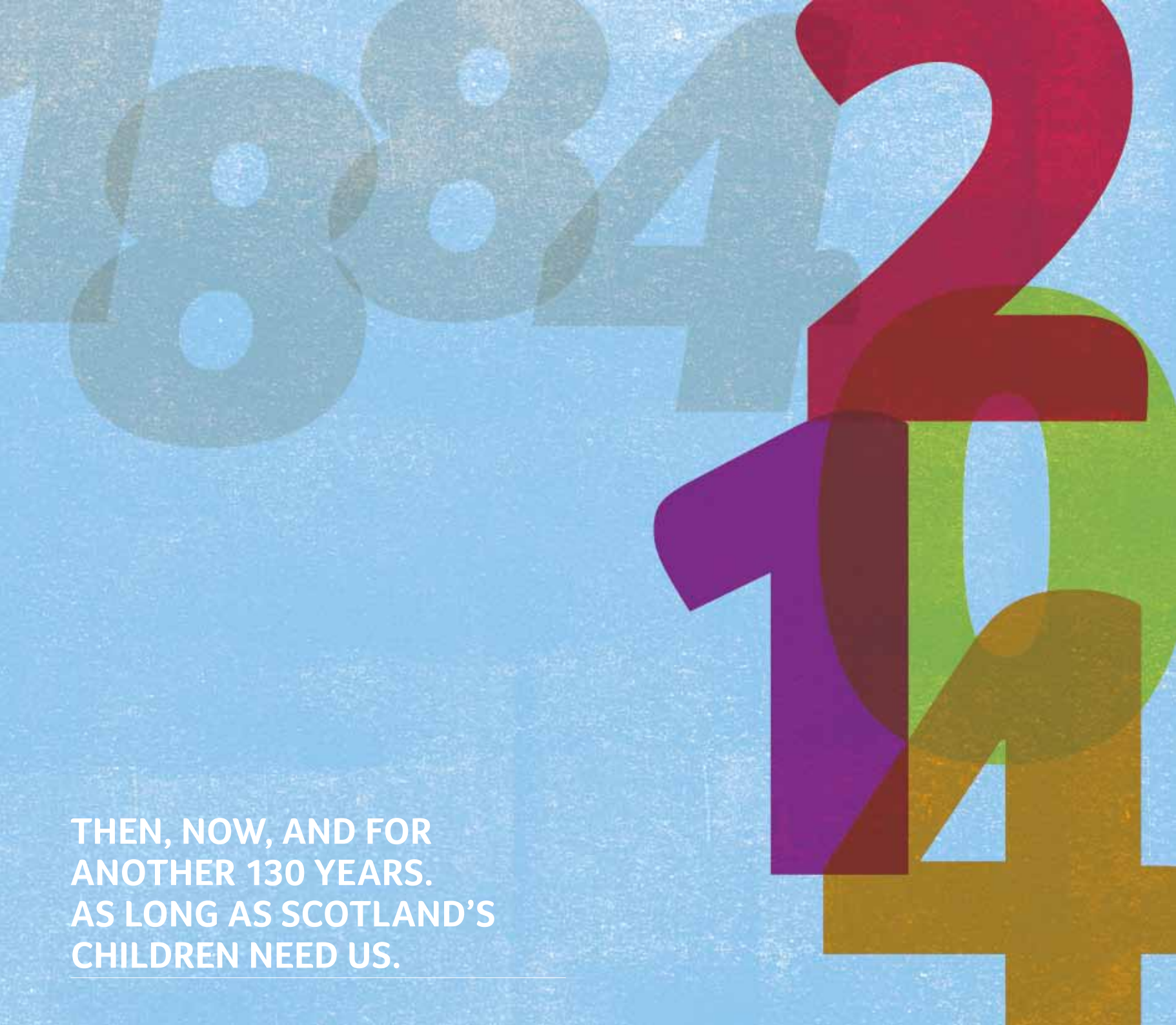
Elinor Anderson (retired 7th October 2013)
Prof. Rosaleen Beattie
Carol Brown (appointed 7th October 2013)
Jane Bruce (appointed 7th October 2013)
Elizabeth Buie (appointed 7th October 2013)
Graham Curran
Moirra Green
Onyema Ibe (retired 7th October 2013)
Kenneth Lewandowski (appointed 7th October 2013)
Cathy McInnes (retired 7th October 2013)
David McMillan (appointed 7th October 2013)
Sandy MacDonald
Simon Rennie (retired 7th October 2013)
Helen Webster

Chief Executive Anne Houston
Auditors Scott-Moncrieff
Bankers Bank of Scotland
Solicitors Morisons Solicitors LLP
Stockbrokers Barclays Wealth

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www.children1st.org.uk



INVESTORS
IN PEOPLE

Registered Scottish Charity No. SC016092



**WE LISTEN, WE SUPPORT,
WE TAKE ACTION**
for Scotland's vulnerable
children and families