



ANNUAL REPORT 2024

 @4pillarsuk

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www.4pillarsuk.org

33 Regent Quay, Aberdeen, AB11 5BE

Registered VAT: GB 451889554
Registered SCIO Number: SC052260

four
Pillars
supporting Grampian's LGBT+ community

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REFERENCE & ADMINISTRATIVE INFORMATION

Charity Name	Four Pillars
Charity Registration Number	SC052260
Contact Address	33 Regent Quay Aberdeen AB11 5BE
Trustees	Rachael Beedie (Chair) Johnathan Doran (Vice Chair) Ross Hartley (Secretary) Michelle Cameron (Treasurer) Eoin Cowie (Trustee) Amber Keenan (Trustee)
Senior Management Team	Deejay Bullock
Auditors/Independent Examiners	Lime Blue Accountancy 4 Rubislaw Terrace Aberdeen AB10 1XE
Bankers	Bank of Scotland The Direct Business Bank, Bank of Scotland PLC, Pentland House, Edinburgh

CHAIR PERSON'S REPORT

The Charity faced serious financial challenges during this period. Finding ourselves facing large deficits, hard decisions had to be made. We made cuts to our spending, including making two staff positions redundant. We got creative with fundraising ideas and a lot of time and energy was put in to finding new sources of funding.

Our staff and volunteers put in a huge effort to make all this happen. Their hard work and dedication also insured that our services were maintained and support to our service users was continued as always. Thank you to everyone.

I would also like to acknowledge my fellow board members for their contribution to the organisation during such a challenging time.

We find our services are needed more than ever with the LGBT+ community facing increased challenges in today's society. We continue to strive to offer support to the whole community as well as educate society at large.

CHIEF EXECUTIVE OFFICER'S REPORT

Partnership Overview

Four Pillars has continued to maintain and grow partnerships across Grampian. Our staffing teams are collectively involved in 18

Partnership Overview

Four Pillars has continued to maintain and grow partnerships across Grampian. Our staffing teams are collectively involved in 18 forums including; Third party reporting forum, Mental Health forum, Equalities and Human Rights forum, Holocaust Memorial Day planning committee and Aberdeenshire Lived Experience Network, to name a few. More recently Four Pillars joined a vast network of organisations including Public and third sector in the Aberdeen New Scots forum to ensure asylum seekers, refugees and other minority and ethnic individuals receive a warm, safe and welcoming start in Aberdeen.

Through and outside of these groups we have continued to build relationships with GREC, ACVO, AVA, Barnardo's, Migrant Help UK, Asylum and Refugee Care, Aberdeen City Council, Aberdeenshire Council, and others.

Challenges

After changing charity status from a Trust to a SCIO, which took effect on the 1st April 2023. We quickly came across barriers in successful applications as funders now saw the organisation as a new one, and therefore there was no "financial" background for Four Pillars SCIO, despite all records for Four Pillars Trust being up to date. The potential loss of funding equated to £150,000, and put the charity in a position of possible closure. If this trend of funding rejections continued we would have been unable to re-fund projects that were set to close and maintain current projects that were desperately needed for our community. With this at the forefront we sent out an SoS (Save our Services) to the community and wider area to find a way to either fund this loss or work with us to adapt services in order to maintain at least the core of what Four Pillars stands for. Subsequently the adaption of services and inability to pay staff, that were not already funded, our team dwindled from 15 in April 2023 to just 7 members of staff in March 2024.

Positives

With the SoS campaign spanning over a 6 month period, we saw the whole community come together in order to save Four Pillars. Through donations and other funding streams we were able to secure enough income to keep services going and allow us to adapt and save where possible in order to continue our reach across Grampian. Despite the challenges set before us, the team of staff and volunteers continued to provide services across the board, as demonstrated in the report below. Many services actually increased whilst others adapted and sustained our reach in order to support our community. With this we welcomed 414 new service users this year and supported on average 110 people every month. And achieved 7108 engagements either directly or through events, not including the 8500 reached through Grampian pride.

Projects overview

With services at risk we looked at what Four Pillars offered and looked at where and how funding for those services could be obtained. This led to a restructure of our projects, what was on offer and what our long-term goals were. A clear and concise message was needed. Therefore various small, ad hoc and long-term projects were placed into “Channels”.

In order to do this we looked at our charity aims and offerings and categorised this into three areas;

- To Support Individuals
- To Build Communities
- To Educate Others

From there we were able to place current and future projects into the following Channels

- SEARCH (Social Equality And Resources Community Hub)
- LOST (LGBT+ Outreach Support Team)
- QuEST (Queer Equality Support Team)
- TRIP (Training Resources and Inclusion Program)
- EAST (Events and Awareness Support Team)
- VAST (Voluntary Action Support Team)

Within those channels we were then able to place our projects and services to the community into a streamlined clear offering, which also helps us identify and obtain funding.

SEARCH	Pride shop, Hub – Drop-in services, Advice & information, one-to-ones, Groups, Third Party Reporting, BBV Testing, Sexual health prophylaxis
LOST	Advice & information, one-to-ones, awareness, pathways, workshops, engagement
QuEST	Support for under 18s, training for school staff, awareness, engagement
TRIP	External Training, Internal Training, Rehabilitation, sexual health & disabilities
EAST	Grampian Pride, Rainbow Mark, Queer directory, social media, website
VAST	Recruitment and maintaining volunteers, RAVE

*BBV (Blood Borne Virus) RAVE (Rainbow Awards 4 Voluntary Excellence)

Going Forward

Next Year (April 2024 – March 2025) given the turbulent year our organisation has just been through, our aim would be to maintain current services, and using the format above, seek new funding streams. Utilising our new business channels to ensure our community continues to be served across Grampian. Our current staff team are taking stock of what we provide and how we can best deliver that over the next 12 months and indeed years to come.

Deejay Bullock
CEO

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Four Pillars is a Scottish Charitable Incorporated Organisation (SCIO) and governed by its Constitution.

Recruitment and Appointment of Trustees

The Board is responsible for the governance of Four Pillars and for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations e.g. Charities and Trustee Investment (Scotland) Act 2005, the Companies Act 2006, OSCR (Office of the Scottish Charity Regulator), and Companies House. The Board consists of not more than 9, and not less than 3 persons drawn from the voting membership. If through resignation or other cause a vacancy occurs on the elected membership of the Board, the Board may appoint a new trustee to fill the vacancy by way of a majority vote. Four Pillars voting membership is drawn from individuals and representatives of organisations in the Grampian area (Four Pillars' 'area of benefit') interested in supporting the work of Four Pillars. Four Pillars continues to pursue expansion of its Trustees to reflect the needs of the organisation, our partners and the diverse communities who depend upon our service. The elected members of the Board, the honorary Chair, honorary Vice-Chair, honorary Treasurer and the honorary Secretary of Four Pillars are chosen by means of a vote at the annual general meeting by the voting members of Four Pillars. All trustees are elected annually and hold office until the conclusion of the next annual general meeting. Subject to their annual renewal of commitment to Four Pillars every individual member nominated in writing to serve on the Board or in any honorary office is asked to accept the nomination in writing within 14 days of the closing date for nominations, which is 28 days prior to an AGM, and to sign a declaration stating that they will seek to promote the objects of Four Pillars, and fulfil their share of the responsibilities in the operation of Four Pillars. All members who have been full individual or affiliated members of Four Pillars continuously for a period of six months prior to the election are eligible to be nominated for election to the Board and to any honorary office and nominate for and to vote in such election. The trustees are responsible for administering and managing Four Pillars, in accordance with relevant legislation, in a manner consistent with Four Pillars' purposes, and compliant with the duties placed on them by the Charities and Trustee Investment (Scotland) Act 2005.

New Trustees receive an Induction Pack and training for Charity Trustees.

The Induction Pack covers:

1. Introduction to Four Pillars and its Services
2. Four Pillars Trustees Duties & good practice advice
3. List of Current Four Pillars Trustees
4. Guidance for Charity Trustees – 'Acting with Care and Diligence.'
5. Copy of Four Pillars' Trust Deed and any appendix
6. Copy of Four Pillars' most recent Annual Report
7. Four Pillars' map
8. Copy of Four Pillars' most recent business plan

Organisational Structure

The Board conducts its business through regular meetings (normally every 3 months). Certain responsibilities are delegated to the management team and volunteers as appropriate. In addition, sub-committees can be set up for specific purposes. Such as that of the Grampian Pride committee. The sub-committee has all powers to implement its purposes in line with the Trustees wishes, which is outlined in a Terms of Reference (ToR). Any Sub-committee is chaired by a Four Pillars trustee or representative of the Boards choosing.

The Responsibility for the day-to-day running of Four Pillars is delegated to senior staff members. 'Teams' have been setup within the structure to allow "working groups" to carry out duties which will better the charities aims.

Staff Structure

The staffing structure has reduced substantially over the past 12 months, from 15 in March 2023 to 7 employees in March 2024. The team continues to work well together and have developed cross-project cooperation to ensure smooth transitions for service users and volunteers.

CEO: DeeJay Bullock

Support & Development Worker: Layla Wilson | Connor Thornton

LGBT+ Outreach Coordinator: Jakub Ivanecky | Jennifer Johnstone

LGBT+ Inclusion Advisor: Caitlin Turriff

Volunteer Coordinator: Linda Reid

Training Coordinator: Jennifer Johnstone (other duties LOC)

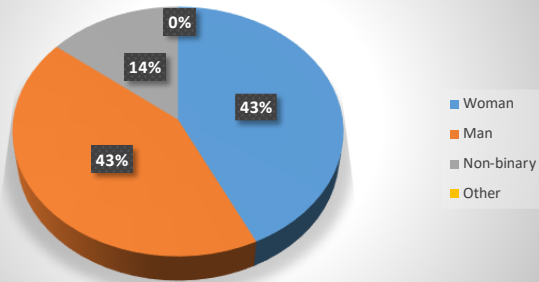
Staff Hours

<u>Record</u>	<u>Hours</u>	<u>Against expected hours</u>
Contracted Hours	13,836	68% of last year's hours
Hours Worked	12,283	89%
Holidays	1,651	11%
Sickness	272	2%
Over Time	472	3%
Total Paid Hours	14,406	103%

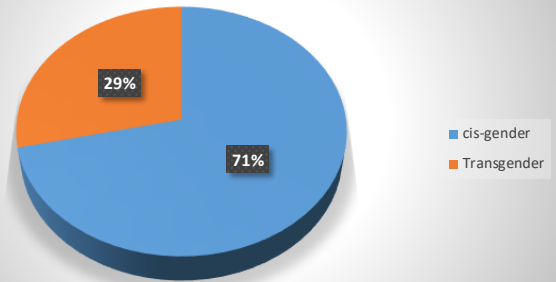
Staff demographic

7 staff members

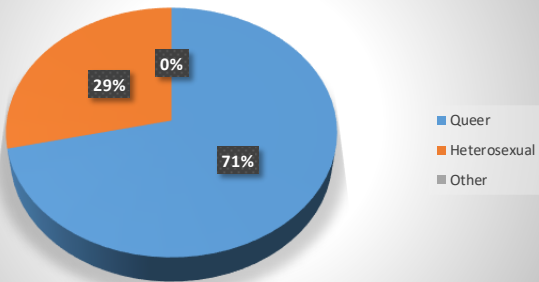
Gender



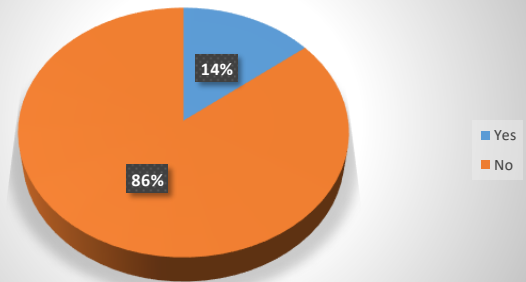
Gender Identity



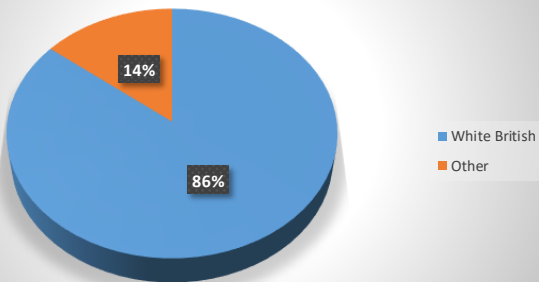
Community



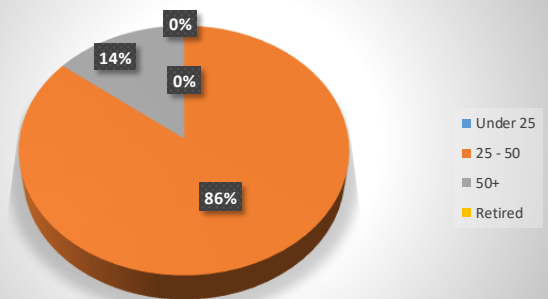
Disability



Ethnicity



Age



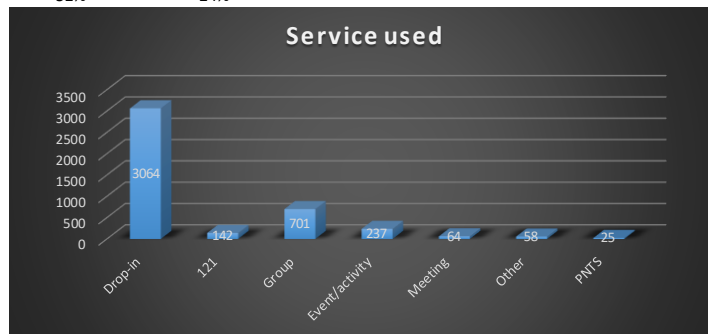
OBJECTIVES AND ACTIVITIES

Overall engagement

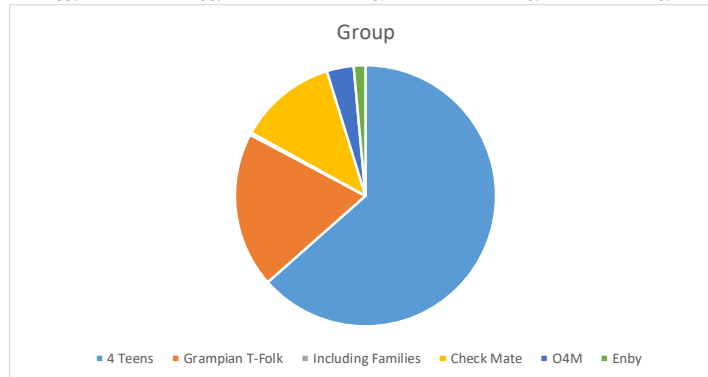
Charts



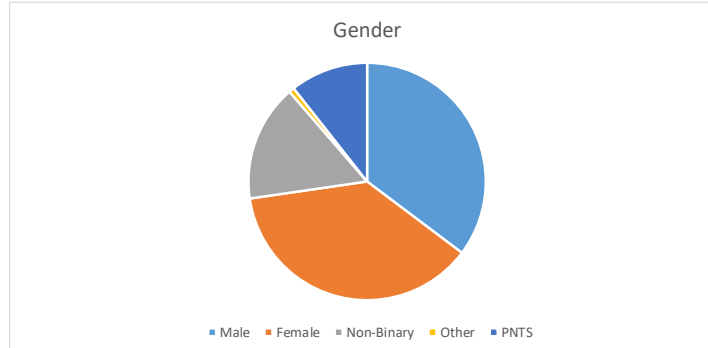
Previous visit	Yes	No
4357	3943	414
% dif from last year:	52%	-24%



Service used	Drop-in	121	Group	Event/activity	Meeting	Other	PNTS
4291	3064	142	701	237	64	58	25
% dif from last year:	59%	-38%	20%	23%	-18%	-50%	108%

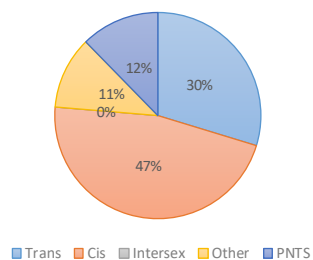


Group	4 Teens	Grampian T-Folk	Including Families	Check Mate	O4M	Enby	Writers Group
697	438	133	2	84	23	10	7
% dif from last year:	70%	-43%	-75%	53%	1050%	-64%	



Gender	Male	Female	Non-Binary	Other	PNTS
	146	155	66	3	44
% dif from last year:	-41%	-36%	-24%	0%	-33%

Identity

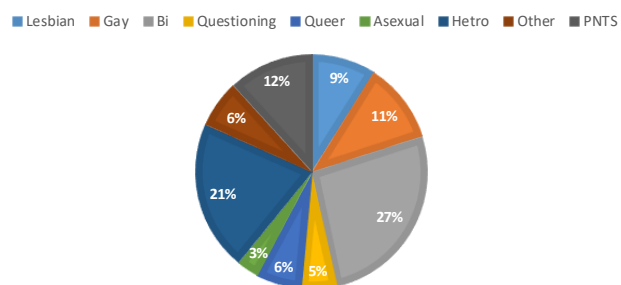


Identity

Trans	Cis	Intersex	Other	PNTS
123	193	0	47	51
-31%	-41%	-100%	-6%	-41%

% dif from last year:

SEXUALITY

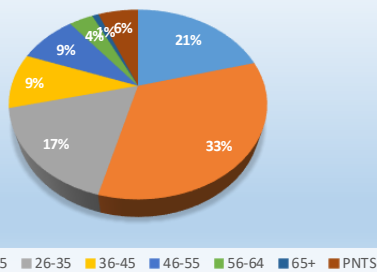


Sexuality

Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS
37	46	110	20	26	13	86	27	49
-30%	-59%	-28%	-23%	-54%	-59%	-34%	93%	-34%

% dif from last year:

Age Range

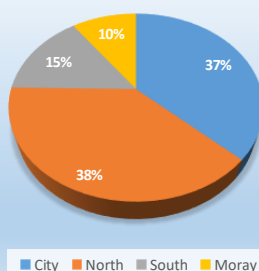


Age Range

<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS
86	138	71	39	36	15	4	25
-37%	-20%	-48%	-49%	-41%	-62%	-43%	25%

% dif from last year:

Location

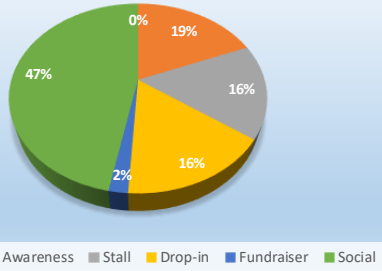


Location

City	North	South	Moray
97	101	39	26
-3%	-27%	-22%	44%

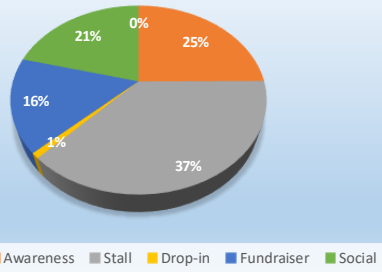
% dif from last year:

LOC Activities



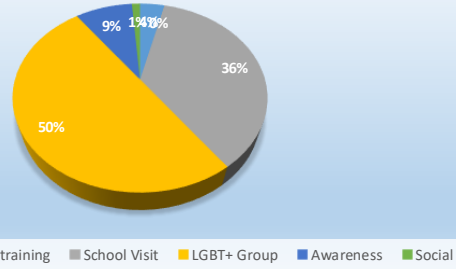
LOC Activities	Training	Awareness	Stall	Drop-in	Fundraiser	Social
149	0	28	24	24	3	70
% dif from last year:		47%	-45%	71%	0%	4%

LOC Engagement



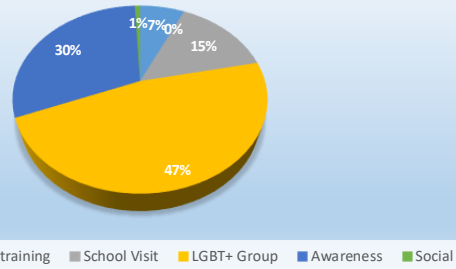
LOC Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social
1770	0	441	658	16	285	370
% dif from last year:	-100%	-31%	-41%	-30%	418%	-35%

QuEST Activities



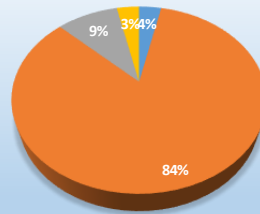
QuEST Activities	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social
80	3	0	29	40	7	1
% dif from last year:	-57%		164%	122%	40%	0%

QuEST Engagement



QuEST Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social
629	43	0	93	297	191	5
% dif from last year:	-59%		200%	36%	16%	-62%

Training Engagement



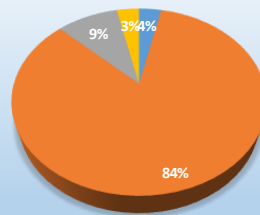
Training Activities

34

% dif from last year:

LGBT Online 2 LGBT In-person 18 Induction 11 Sexual Health 3

Training Engagement



Training Engagement

352

% dif from last year:

LGBT Online 12 LGBT In-person 295 Induction 33 Sexual Health 12

Previous Visit	Yes	No							Individuals	Direct	Additional
	3943	414						New	414	Engagement	Engagement
								Av: per month	110	4357	2751
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media				
	182	19	18	87	21	7	58				
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	PNTS	QuEST		4357	
	3064	142	701	237	64	58	25	66			
Group	4 Teens	Grampian T-Folk	Including Families	Check Mate	O4M	Enby					
	441	149	1	82	18	10				701	
Gender	Male	Female	Non-Binary	Other	PNTS					414	
	146	155	66	3	44						
Identity	Trans	Cis	Intersex	Other	PNTS					414	
	123	193	0	47	51						
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS		
	37	46	110	20	26	13	86	27	49	414	
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS		414	
	86	138	71	39	36	15	4	25			
Event Location	City	North	South	Moray							
	97	101	39	26							263
LOC Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social					
	0	28	24	24	3	70					149
LOC Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social					
	0	441	658	16	285	370					1770
QuEST Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social					
	3	0	29	40	7	1					80
QuEST Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social					
	43	0	93	297	191	5					629
Training Activity	LGBT Online	LGBT In-person	Induction	Sexual Health							
	2	18	11	3							34
Training Engagement	LGBT Online	LGBT In-person	Induction	Sexual Health							
	12	295	33	12							352

With the above data in mind, we are able to paint a picture of the reach and engagement of the organisation over the last 12 months. It is once again a credit to our hard-working team, despite many challenges, to see that we have had 7108 engagements throughout the year. (up more than 1000 on the previous year, 6104) 4357 of these were direct (sign-in) whilst the wider, outreach teams, connected with 2751 individuals. With this data being recorded we are able to see that we had on average 363 engagements per month with 110 individuals. We also saw 414 new service users accessing Four Pillars for the first time this year.

Whilst once again the whole organisation has seen an increase in engagements, the largest area has been within the 4 unity hub drop-in service, 3064 visits, up 59% from 1932 last year. These figures show a continued growth, not only within the hub but across the organisation, with demand on services increasing for the third year running by 16%. Whilst one-to-one support reduced by 38% from last year, our groups increase by 20% and drop-in by 59%. This shows us that people are reaching out in different ways, which we believe is a result of creating a warm and welcoming environment across the organisation. This is also evident in our Quest project having visited 40 LGBT+ groups, >122% and engaging with 297 young people >36%

Additionally out of the 414 new service users this year there has been an almost even split between male and female attendees, 35/37%, whilst others identified outside of those boundaries. 47% identified as cis-gender whilst the rest made up a vast variety of our community. This highlights that whilst more members of our community are reaching out, the same can be said for our allies across Grampian. It is sincerely hoped that this will in turn pave the way for a more inclusive society.

As we can see it has been extremely difficult to engage with people across Moray, over the last 12 months we have found it difficult to engage with people in this area. Therefore a decision to withdraw from this area moving forward took place and while we will continue to offer any one-to-one support where needed, it is unlikely we will do any outreach or promotions in Moray over the next 12 months.

It is important to remember that throughout 2023/24 the organisation suffered substantial losses in funding, with COVID and Cost of living funding projects coming to an end, and as a result our staffing numbers dwindled from 15 in April to just 7 in March. Despite that the team have adapted services across the board and ensured service user needs were met on a daily basis. The growth in 414 new service users and reach of 7108 engagements over the last 12 months is testament to that feat.

Data Sources

The above data has been recorded throughout the year across all projects and relies on people filling out the survey:

- a). every time they come into contact with Four Pillars services and
- b). correctly.

Therefore, we estimate around 10% of those that use our services are not recorded accurately through this data collection tool.

QuEST – QUEER EQUALITY SUPPORT TEAM

Having been established over 2 years now, we are pleased to announce the QuEST project has been given an extension until March 2025. Throughout 23/24 the team have logged 1423 hours, through which they have supported 16 new young people, +3 on the year's target, and carried out 66 one-to-ones, +40 on target, across Grampian. From the data below we can see that some young people had multiple factors for wanting/needing a one-to-one with our team and occasionally young people (5) reconnected with a LIA (LGBT+ Inclusion Advisor) for a different/additional factor than the first meeting.

Individual sessions

Previous Visit	Yes	No						New		Total
	50	16						16		66
Change in need	Yes	No								
	5	45								50
Statement	Care Experienced	Gypsy/Traveller	Disability	LGBT+	BAME	EAL	PNTS			
	1	1	4	15			1			22
Factors	Exam Stress	Trauma	Bereavement	Sexuality	Gender	Substance use	Self harm	Depression	Anxiety	
	4	5	1	9	14		5	5	8	51
Location	City	North	South	Moray						
	1	43	22							66
Gender	Male	Female	Non-Binary	Other	PNTS					
	7	3	2	3	1					16
Identity	Trans	Cis	Intersex	Other	PNTS					
	12	1		1	2					16
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS	
	1	1	6	4				2	2	16
Age Range	P1-P7	S1	S2	S3	S4	S5	S6	PNTS		
		2		9	2	2	1			16

Having previously concentrated on raising awareness and training for school staff, the team has concentrated on providing that same awareness to the young people. With this they were able to visit LGBT+ groups in schools 40 times and engage with 297 students. LIA's also attended 7 awareness sessions and 1 social for young people totaling a further reach of 196 people.

LIA's have now established contact with all 17 schools across Aberdeenshire and has either attended or arranged to attend in the near future. Additionally we have noticed a drop in training sessions, <4 from last year, although teacher engagement remained a positive 43 across all 3 sessions. The team has noticed that staff prefer to reach out directly and therefore we have recorded 29 "school visits". This includes meetings to discuss needs, phone calls and email chains concerning support for a young person.

Group session

Location	City	North	South	Moray				Total
	5	56	19	0				80
Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social		
	3	0	29	40	7	1		
Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social		
	43	0	93	297	191	5		629

PATH – PREJUDICE AND SOLIDARITY ARCHIVED THROUGHOUT HISTORY

Prejudice and Solidarity Archived Throughout History (PATH) is a community-led heritage project run by Four Pillars & GREC (Grampian Regional Equality Council), exploring minority ethnic groups and queer community history in Aberdeen and surrounding areas, which was established in April 2022. This project ended March 2024.

Measurable activity	To date	Target	Difference
Research areas of interest	5	5	0
Engage volunteers and/or community members to carry out the research	15	10	+5
Develop training skills for those taking part in the research process	6	N/A	+6
To gather the data researched in order to build presentations / workshops next year	20	N/A	+20

During the past 12 months the PATH worker has provided training for project workers and participants on accessing existing physical collections and digital archives relating to the history and heritage of ethnic minorities & LGBT+ communities from past to present in Aberdeen. We organised 8 different visits (4 locations with 2 different times) to local institutions such as University of Aberdeen, Aberdeen City Archives, Elphinstone Institute and Aberdeen Treasure Hub. In addition, visits to the National Library of Scotland and National Records of Scotland in Edinburgh also took place over this period.

Lessons plans created have been shared through the Aberdeen Montgomery Development Education Center (MDEC) teachers' network as resources. One session was planned with teachers as part of the MDEC network, however, due to low numbers of sign-ups, it was postponed. We visited 4 Academies and led an online talk to Aberdeenshire academies education staff. We accommodated the various needs of each school and delivered talks to their LGBT+ club or teachers themselves.

As part of LGBT+ History Month, we worked with the Central Library to increase their reference holding on local LGBT+ books and create a Scots language-influenced "Queir shelf o'buiks initiative". Based on our recommendations, the Central Library purchased 25 books, creating a reference library available to the public, on LGBT+ History as well as fiction and non-fiction books by Scottish LGBT+ Authors. Some of these have also expanded the collection at Four Pillars Hub which is available to our service users.

During archival research, we identified a collection of Bessie Craigmyle poetry titled "A Handful of Pansies" which was not accessible on other digital platforms. We were able to digitise it and add it to our website, and it will be available in University of Aberdeen Digital Collections.

Work at Four Pillars have allowed for recruitment and engagement with ethnic minorities & LGBT+ members of the community. 2 more volunteers were gained over the last 12 months. It became challenging to engage volunteers (both PATH and general volunteers) to aid in event participation, mainly as most required research interest and/or public speaking.

Despite the Project concluding, outstanding work is being filtered into available LOC partnership and effort, namely work with Aberdeen Art Gallery to establish LGBT+ Art Trail featuring items located in their depository

SEARCH – SOCIAL EQUALITY AND RESOURCES COMMUNITY HUB

We have continued to see growth within this service >37% from 2022/23, although believe this has started to stabilise after COVID and cost of living crisis increased demand last year.

We note that out of the 4141 engagements, and average of 345 engagements per month, this was with around 100 people per month (meaning each service user would visit 3 or 4 times per month).

Of the 4141 engagements 3063 utilised our drop-in service, 91 people attended a one-to-one and our groups were attended 701 times over the 12 months. It is also good to see that a wide variety of different people continue to access our service. However, out of the 334 new service users, at 4 unity this year, 121 were aged 18-25 year olds while only 4 were over the age of 65.

Previous Visit	Yes	No						Individuals		Total
	3807	334					New	334		4141
							Av: per month	100		345
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media			
	166	18	10	69	17	6	48			334
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	PNTS			
	3063	91	701	141	63	57	25			4141
Group	4 Teens	Grampian T-Folk	Including Families	4 Inclusion	Pink Granite	Out 4 Swimming				
	441	149	1	82	18	8				699
Gender	Male	Female	Non-Binary	Other	PNTS					
	131	131	53	0	19					334
Identity	Trans	Cis	Intersex	Other	PNTS					
	89	176	0	46	23					334
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS	
	31	42	94	10	17	13	81	25	21	334
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS		
	62	121	62	35	29	14	4	7		334

When we compare our data to last year we have seen an increase of 1333 check-ins, up from 3008 in 22/23, taking our average engagement from 250 per month to 345. *notably we saw an increase of 1338 check-ins from 21/22.* Our data collection now allows us to see how many individuals we engage with each month, collectively over the year that has averaged at 100 people per month.

However, this data, shows that in the past quarter alone that average was 124 individuals per month. This highlights the significant growth of the service throughout the last year. But further highlights the need for the service, a drop-in centre and more importantly community. Especially as other services are cut or adapted to meet funding availability. This is further evidenced in the 3063 drop-in engagements > 59% on 2022/23 driving home the need for a safe community led space in Aberdeen.

With this in mind the 4 Unity; Social Engagement And Resource Community Hub (SEARCH) team adapted services to ensure needs were met by those visiting. "A new calendar of events" was introduced, offering computer literacy support, arts & crafts, swap shop, book clubs, and more. However, the timings for these sessions were not always favourable and therefore the team now work on a drop-in basis for all sessions. Meaning people can access the support/interaction they want, when they want it. In addition to this, we also noticed that confusion and unease was appearing between drop-in times and group sessions. As the groups grew, participants felt they were limited in space and activities because the hub was open for drop-in until 8pm. Likewise, people attending drop-in sessions felt obliged to join a group or leave, even if that group was not catered towards their needs. To fix this solution the team introduced new opening times from March 2024 onwards: Drop-in 10-5pm Tuesday to Saturday and groups between 6-8pm.

Groups

Group numbers have struggled this year, despite some groups being popular, others have barely run due to low attendance. Some closed whilst others are set to re-open in the coming year and new groups have emerged throughout. These constant changes highlight the traversing needs of our service users and our ability to adapt. It has become apparent throughout this year, despite closing many groups at the end of the last financial year, it is important that we retain the need for groups such as Grampian T-Folk, 4 Inclusion (also known as Check Mates), and 4 Teens, because this brings together like minded people. We need to remove the stigma from “support group” and re-inject the positive connections that can be sustained through attending specific groups.

*Some of the below data has been lost due to closures and renaming of groups leading to people not being signed in correctly. Additionally in order to keep as accurate data as possible, each attendee will be asked to sign up every April and all previous data will be deleted and names removed from our emailing system. This also allows us to keep in line with good practice on GDPR

Grampian T-Folk

Registered: 115 – Check-ins this year: 149

After a turbulent year and lots of consultation with members. This group now runs every other Wednesday from 6-8pm. This is an increase in sessions to cater to more individuals availability.

Grampian Enby

Registered: 2 – Check-ins this year: 10

This is a new group, established January 2024, to allow members that feel they don't fit in with Grampian T-folk to discuss their needs and get support from like-minded peers. The group runs every other Wednesday from 6-8pm, opposite week to Grampian T-Folk (members that identify under both umbrellas are welcome to join both groups)

4Teens

Registered: 70 – Check-ins this year: 441

This group continues to grow from strength to strength and now runs every Friday from 6-8pm and remains our most popular group.

Out 4 ME

Registered: 13 – Check-ins this year: 18

Whilst this group is still fairly new, it has struggled to maintain attendance. Like all new groups, it will take time, perseverance and adaptability to ensure its future growth.

Including Families

Registered: 6 – Check-ins this year: 1

Including Families remained closed as a group throughout the year, with many parents seeking one-to-one support. However, we have seen a higher demand for a group session and will look to re-establish the group in the new year.

4 Inclusion/Check mates

Registered: 43 – Check-ins this year: 82

Check mates replaced 4 Inclusion early 2023 and whilst it started off strong in numbers, it does appear to have reduced significantly over the past few months, This is likely due to a change in staff running the sessions. However, with an increase in requests for a 4 Inclusion group we will look to re-establish 4 Inclusion with games in the coming year.

LOST - LGBT+ OUTREACH SUPPORT TEAM

Our outreach program has received mixed impact this year. Whilst we struggled to maintain connections in Moray and momentum in Aberdeenshire, we saw positive results in the city. With this in mind we took to the drawing board and submitted a funding bid for year 3 of the Government Mental Health & Wellbeing Fund, distributed by ACVO, AVA & Moray TSI, with the plan to adapt the service to be workshop based. Those bids were successful in Aberdeen City and Shire. Over the past 3 months our team of LGBT+ Outreach Coordinators have been developing 6 workshops to be delivered throughout 24/25. These are; Living with HIV, Trans-Dementia, LGBT+ Aging, Online Safety, LGBT+ Parents, and Basic Sexual Health.

Whilst it is positive to see this change and gives new light and growth to the organisations offering, lets not forget the great work our LOCs have done over the past 12 months.

Individual engagements

Previous Visit	Yes	No							Individuals	Total
	86	64						New	64	150
							Av: per month		9	12.5
										89
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media			
	20	1	8	18	6	1	10			64
Service used	Drop-in	121	Group	Event/activity	Meeting	Other				
	1	51	0	96	1	1				150
Location	Aberdeen	North	South	Moray						
	62	59	26	3	0					150
Gender	Male	Female	Non-Binary	Other	PNTS					
	8	21	11	0	24					64
Identity	Trans	Cis	Intersex	Other	PNTS					
	22	16	0	0	26					64
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS	
	5	3	10	6	9	0	5	0	26	64
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS		
	8	17	9	4	7	1	0	18		64

Across all 4 areas, Aberdeen City, Aberdeenshire south, Aberdeenshire North, and Moray the LOC team have committed 2955 hours providing 51 one-to-ones and organised 96 activities, namely Group sessions such as Expressive North East & Check Mates, a gaming group, for the local community. Through this they have welcomed 64 new service users into Four Pillars.

In addition to this they have organised or attended 149 wider activities, encompassing; 24 stalls, 28 awareness sessions, 24 drop-in sessions, 3 fundraisers and 70 social events. Including TDoR, HMD, & World AIDS day. With a reach of 1770 people.

Group sessions

Location	City	North	South	Moray			Total
	59	45	20	25			149
Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	0	28	24	24	3	70	149
Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	0	441	658	16	285	370	1770

TRIP - TRAINING RESOURCES AND INCLUSION PROGRAM

We continue to provide LGBT+ Awareness Training sessions to both corporations and third sector partners, over the past 12 months the 4 hour session has been redeveloped in line with new data and now carries a CPD certification for those that complete this training. In conjunction, the 2 hour session has also been adapted to coincide with the 4 hour training and is now an “introduction to LGBT+ awareness”. This allows individuals to test the waters, or get a basic understanding either before completing the 4 hour session or because time constraints don’t allow for a full 4 hour session. 296 people completed the 2 hour introductory session this year.

Throughout the past year we have delivered 20 LGBT+ awareness sessions to 307 individuals across multiple organisations either online or in-person. 11 of those completed the new CPD certificated 4 hour training. In total this equated to 612 Training hours this year. In addition to this the team have provided 11 Volunteer inductions to 33 new volunteers throughout the year.

Year

Location	City	North	South	Moray	Total
	33	0	0	1	34
Training	LGBT Online	LGBT In-person	Induction	Sexual Health	
	2	18	11	3	34
Engagement	LGBT Online	LGBT In-person	Induction	Sexual Health	
	12	295	33	12	352

Within the above data the training team have been able to offer and/or provide our staff and volunteers with additional training sessions throughout the year. *Usually provided by external trainers* including;

- First Aid training by AFAS
- Mental Health First Aid training by AFAS
- Fire Warden training by realm
- Child protection training
- HiiC (Health inequality in the Community)
- No knives better lives
- Menopause awareness training
- GIRFEC training (Getting It Right For Every Child)
- EDI Community of Practice – supporting YP experiencing hate on social media
- self-harm awareness
- good conversations
- Child Protection & Disability

Within this year a total of 30 staff and volunteers took up one or more of the following sessions; MHFA, First Aid, EDI Community of Practice – supporting YP experiencing hate on social media, self-harm awareness, fire warden, good conversations and Child Protection & Disability.

VAST – VOLUNTARY ACTION SUPPORT TEAM

The Support & Development volunteer program, funded through Impact, continued to thrive. The Volunteer coordinator logged 1171 hours in which they developed and maintained a strong working relationship with volunteers, and we can see a positive impact in both attendance and engagement with 35 volunteers currently in service across Four Pillars.

Target		Achieved to date (FY)		Sup/deficit
To recruit volunteers on low incomes	2	People on low incomes	18	16
To recruit volunteers with mental health conditions	2	People with mental health conditions	18	16
To recruit volunteers with a long-term medical condition	1	People with a long-term medical condition	10	9
To recruit volunteers affected by abuse	1	People affected by abuse	14	13
To recruit volunteers from a LGBT+ background	10	LGBT or intersex people	25	15
To recruit volunteers with convictions / people with an offending background	1	People with convictions / people with an offending background	1	0
To recruit volunteers from minority ethnic backgrounds	1	People from minority ethnic backgrounds	9	8
Total volunteer recruitment target	18	Total volunteer recruitment	29	11

33 volunteers were fully inducted, with 29 of them being taken on this year, from all walks of life. Bringing with them valued lived experiences that we are able to learn and grow from supporting our community. We can see that an amazing 4795.25 hours (up 2379.75, >98% from 2415.5 hours in 22/23) have been dedicated by volunteers. Of which 1787.75 were directly given to supporting individuals visiting the drop-in service, hub, throughout the year. And a staggering 546 hours to supporting groups. This is clearly reflected in the 4 Unity data above (page 16) which as we know has increased in attendees substantially over the past 12 months, compared to a year ago. Outside of this it is not surprising to see Grampian Pride hours increased to 1245 hours between planning and executing 6 of the 7 Pride events that took place in 2023.

	Hours
Board Four Pillars	75.50
Corporate Training Four Pillars	19.00
Corporate Training Home	2.50
Corporate Training Other	21.50
Events Four Pillars	9.00
Events LOC	83.00
Fundraising Four Pillars	18.00
Fundraising Other	134.25
Grampian Pride Four Pillars	194.00
Grampian Pride Other	1051.00
Graphic Design Four Pillars	68.50
Groups Four Pillars	546.00
PATH Four Pillars	8.00
PATH Other	118.00
Support & Development Four Pillars	1787.75
Support & Supervision Four Pillars	16.25
Training Received Four Pillars	39.50
Training Received Home	5.50
Training Received Other	19.00
Web Design/Social Media Four Pillars	264.00
Web Design/Social Media Home	291.00
Web Design/Social Media Other	7.00
QUEST Four Pillars	1.00
Admin Four Pillars	16.00
	4795.25

As we can see above, all targets for 23/24 were met and all but one surpassed. This in turn meant that we reached all targets set out in this fund 3 years ago. (data below)

Over the past two and half years our Volunteer Coordinator has recruited 66 volunteers (12 more than target) of which 57 identified within the LGBT umbrella, 39 considered themselves on a low income, and 19 have a long-term medical condition.

Target		Achieved to date (Project)		Sup/deficit
To recruit volunteers on low incomes	6	People on low incomes	39	33
To recruit volunteers with mental health conditions	6	People with mental health conditions	38	32
To recruit volunteers with a long-term medical condition	3	People with a long-term medical condition	19	16
To recruit volunteers affected by abuse	3	People affected by abuse	27	24
To recruit volunteers from a LGBT+ background	30	LGBT or intersex people	57	27
To recruit volunteers with convictions / people with an offending background	2	People with convictions / people with an offending background	2	0
To recruit volunteers from minority ethnic backgrounds	4	People from minority ethnic backgrounds	20	16
Total volunteer recruitment target	54	Total volunteer recruitment	66	12

Unfortunately, our three year fund has now come to an end and due to Government funding cuts we are unable to maintain the volunteer program as it is. However, our plan is to retain the volunteer coordinator who will continue to recruit and support the volunteers as well as build on our new Rainbow Awards 4 Voluntary Excellence (RAVE) Program.

The "RAVE" Project is a multifaceted initiative designed to celebrate and recognise the contributions of volunteers from the LGBT+ community. The program encourages active involvement in the organisation's daily operations, community outreach, and administrative tasks, while volunteers earn awards (certificates) and gain valuable skills along the way. There are 7 steps to the RAVE program;

Level 1 – Purple •Complete induction •Read Policies & Procedures •Complete 4 hours volunteering	Level 2 – Blue •Complete an internal training session (sexual health etc) •Demonstrate confidence in engaging with service users •Complete 20 hours volunteering
Level 3 – Green •Fill in a "My volunteer" journey: reflection + target setting •Do an activity with service user/s •Complete 40 hours volunteering	Level 4 – Yellow •Complete 2 external training sessions (on IDLE or in Person) •Reach 1 of your targets set out in your journey •Complete 60 hours volunteering
Level 5 – Orange •Write and submit a proposal for an event/project/service •Attend an event such as WAD/GP/TDoV) •Complete 80 hours volunteering	Level 6 – Red •Attend a planning meeting for the event/project/service you proposed •Assist in a fundraising event •Complete 120 hours volunteering
Completion – Rainbow •Run/oversee an event/project/service you have been involved in •Run your own fundraiser •Complete 160 hours volunteering	

EAST – Events & Awareness Support Team

Grampian Pride

Following feedback and community engagements the committee wanted to extend the reach of Grampian Pride by taking the event across Aberdeenshire, this was named “Grampian Pride on tour” and between March & July 2023 we delivered 6 Pride events which reached approximately 8500 individuals in Inverurie, 150, Stonehaven, 110, Peterhead, 80, Fraserburgh, 100, Huntly, 60, and Aberdeen, 8,000. Whilst no one event was “poor” or received negative feedback or hostility from the local communities we did feel that some events were poorly attended and therefore not cost effective for the charity.

Grampian Pride (Aberdeen)

Event took place on the 27th May 2023. The parade, from 11am-12pm, along Union Street saw around 8,000 people taking to the streets to celebrate the community. The Pride village, which for the first time took place at Duthie Park, from 1pm-6pm was headlined by Basshunter and saw approximately 8,000 people in attendance, a record to date and increase of 77% on 2022. There were no notable incidences at or concerning Grampian Pride and the day seemed to run smoothly.

It is however important to highlight that in the weeks after the event, we received notification from Aberdeen City Council that 3 noise complaints were made. To rectify this moving forward the stage times are reduced and disco tent, that competed for sound with the stage, will become a silent disco in 2024.

Tickets

Whilst we know around 8,000 people attended the event, through wristbands and security checks, we changed our system for the first time, as part of a sponsorship package, which enabled us to create our own Grampian Pride app. Despite the success of the app for those that have used it, it created difficulties in respect to ticket numbers and data collection of tickets/attendee ratio. Although over the past 5 years we have seen a consistent 40% no show of booked tickets each year. Our aim is to now fix bugs and streamline the app for 2024 to reduce confusion, increase interest and make “checking in” much faster upon arrival.

Grampian Pride After Party

For the first time the Pride committee hosted its own after party event. This took place at Duthie Park after the main day event closed. (the change between day and night caused quite a lot of confusion for participants). The evenings line up consisted of Gareth Gates, Alex Party, Kelly Wilde, Janice Robinson & The Cheeky Girls (Although they were unable to attend). Approximately 500 people stayed for the evening event of the 5,000 hoped for. This meant that the charity lost out on significant ticket income and therefore will not be hosting an after party in 2024

Sponsors

Grampian Pride 2023 was sponsored by; BP, Cheerz, Granite Elite, Shell, Petrofac, Subsea 7, Arnold Clark, CNRI, Granite City Events, Neptune, NESCol, Revolution, Stork, Baker Hughes, Bilfinger, CMS Law, GSK, Harbour Energy, Mearsk, Pinsent Massons, Spirit Energy, Toms OCD, Unite

Funding

Fundraisers

We currently have 6 charity pots in circulation across the city, which has raised £716.65 this year. Our biggest fundraiser of the year was the SoS campaign in order to bridge the gap of lost funding experienced in the first quarter of the year. A target of £150,000 was identified and between donations and new funding bids we were able to secure almost £160,000. This included grant funding of £134,600, a donation of £20,000 from Neptune Energy and a collective of donations and fundraisers including a space in the ACC “charity shop” for 1 week in October, that raised over £500.

Funding application decisions

Over the last 12 months the organisation applied for 30 grants totaling £918,796.70 and has been awarded for 5 of those applications, worth £134,600.

Robertson Trust	£75,000.00	over 3 years
Postcode Lottery Trust	£25,000.00	
National Lottery Awards for All Scotland	£10,000.00	
AVA mental health and wellbeing fund (Yr 3)	£9,600.00	
ACVO mental health and wellbeing fund (Yr 3)	£15,000.00	

	Applications	%	Decision %	Amount	Decision %
Funding decisions pending from last FY	0			£ -	
Funding applied for this FY	30			£918,796.70	
Funding decisions pending	0	0.00%		£ -	0.00%
Funding awarded	5	16.67%	16.67%	£134,600.00	14.65%
Funding declined	25	83.33%	83.33%	£659,196.70	71.75%

Inventory

From data provided through Zettle. We are able to breakdown month on month reports so we can better understand sale patterns. With this information we will be able to reduce stock holds, prevent waste and improve services, which saves money.

Our current stock holdings are;

Stock Value	
4 Pride	£23,270.52
4 Unity	£659.78
Total	£24,224.16

Retail Value	
4 Pride	£44,914.20
4 Unity	£5,055.86
Total	£51,032.98

Profit/Loss	
4 Pride	£21,643.68
4 Unity	£4,396.08
Total	£26,039.76

Income

Total income generated throughout the year was £308,757.71. Down 13.86% from last year.

The main sources of income continues to be grant funding at £167,032.85 which equated to 54% of total income. However, as expected given the circumstances this was 36.53% lower than the previous year. Grampian Pride saw an increase in this year's income by 56.27% through new sponsorships, donations and ticket income and made up 23%, £72,276.13, of the overall income. While other unrestricted funds (sales, training, donations and fundraisers) made up the other 22%, £69,448.73.

Target Income	Yearly	Income	Actual Income					
		2023-24	Q1	Q2	Q3	Q4	Year	Yr on Yr
Sales	£ 10,000.00	Sales	£11,579.72	£ 4,132.14	£ 4,930.59	-£ 6,427.31	£ 14,215.13	23.97%
Training	£ 19,200.00	Training	£ 1,120.00	£ -	£ 1,305.67	£ 3,346.30	£ 5,771.97	
Funding (Grants)	£ 150,000.00	Funding	£27,688.60	£28,750.00	£ 79,483.00	£ 31,111.25	£167,032.85	-36.53%
Fundraising/Donations	£ 79,000.00	Donations/Fundraisers	£12,510.69	£ 6,815.00	£ 22,226.17	£ 6,810.72	£ 48,362.58	78.28%
Misc (invoices / room hire / etc)	£ 11,800.00	Misc (Invoices/room hire)	£ 576.50	£ 75.75	£ 81.80	£ 365.00	£ 1,099.05	-89.13%
Pride	£ 80,000.00	Grampian Pride	£34,964.13	£ 2,500.00	£ 1,000.00	£ 33,812.00	£ 72,276.13	56.27%
Other		Total	£88,439.64	£42,272.89	£109,027.22	£ 69,017.96	£308,757.71	-13.79%
Total target	£ 350,000.00							

Expenditure

Expenditure	Q1	Q2	Q3	Q4	Year
Total	-£ 119,470.62	-£ 63,360.33	-£ 68,494.01	-£ 69,740.31	-£321,065.28
Budget	£ 88,805.00	£ 88,805.00	£ 88,805.00	£ 88,805.00	£355,220.00
Over/Under	£30,665.62	£25,444.67	£20,310.99	£19,064.69	£34,154.72

The total resources expended during the 23/24 was £321,065.28. The main areas of expenditure were for staffing and training costs of £188,757.93 although this is £1,242.07 lower than expected at the beginning of the year

Expense	Q1	Q2	Q3	Q4	year
Grampian Pride	-£ 48,076.84	-£ 1,957.13	-£ 666.73	-£ 15,260.94	-£ 65,961.64
Rent	-£ 5,023.03	-£ 6,120.00	-£ 6,173.73	-£ 6,120.00	-£ 23,436.77
Salary/Staff Costs	-£ 54,698.00	-£ 48,009.24	-£ 45,269.31	-£ 40,781.38	-£ 188,757.93
Four Unity	-£ 2,358.25	-£ 2,089.51	-£ 8,022.53	-£ 1,497.50	-£ 13,967.79
Charity Activities	£ -	-£ 120.99	-£ 483.42	£ -	-£ 604.41
Post / Printing / Stationary	-£ 1,070.38	-£ 2.25	-£ 171.31	-£ 11.29	-£ 1,255.23
Phones	-£ 700.53	-£ 687.78	-£ 576.82	-£ 536.86	-£ 2,501.98
Web & BB	-£ 660.60	-£ 252.82	-£ 301.89	-£ 315.11	-£ 1,530.41
Subscriptions	-£ 2,398.58	-£ 1,219.44	-£ 2,431.80	-£ 1,135.77	-£ 7,185.58
Light & Heating	-£ 1,911.75	-£ 1,912.14	-£ 2,737.17	-£ 2,829.13	-£ 9,390.20
Rates & Water	-£ 752.55	-£ 236.50	-£ 204.11	-£ 213.50	-£ 1,406.66
Insurance	-£ 542.96	-£ 308.47	£ -	£ -	-£ 851.43
Misc	-£ 822.35	-£ 271.42	-£ 1,195.83	-£ 226.33	-£ 2,515.92
Office Equipment	-£ 164.08	-£ 59.98	£ -	-£ 607.50	-£ 831.56
Repairs & Renewals	-£ 57.68	-£ 11.63	-£ 177.86	£ -	-£ 247.17
Accounting	-£ 83.50	£ -	£ -	-£ 50.00	-£ 133.50
Bank charges	-£ 6.00	-£ 2.04	-£ 54.50	£ -	-£ 62.54
Projects	-£ 143.56	-£ 99.00	-£ 27.00	-£ 155.00	-£ 424.56
TOTAL EXPENDITURE	-£ 119,470.62	-£ 63,360.33	-£ 68,494.01	-£ 69,740.31	-£ 321,065.28

SUMMARY OF FINANCIAL PERFORMANCE

Income

Total net income generated throughout the year was £308,757.71. The main sources of income were from grants totaling £167,032.85 which equated to 54% of total income. Grampian Pride income made up of sponsorships, donations and ticket income made up 23%, £72,276.13, of the overall income while other unrestricted funds (sales, training, donations and fundraisers) made up the other 22%, £69,448.73.

Expenditure

The total resources expended during the year was £321,065.28. The main areas of expenditure, 58.8%, were for staffing and training costs; £188,757.93. Core costs; £51,348.94, 16%, which included support costs such as rent, insurances, governance costs such as auditors/independent examiners' remuneration, board expenses, specialist consultancy & legal fees. Other project costs; £424.56, less than 1% and Grampian Pride; £69,961.64, 20.5%, and miscellaneous spends, including merchandise and fittings; £14,572.20, 4.5%.

Unrestricted Funds / Reserves

We received Unrestricted Funds of £141,472.89 through donations and fundraisers, including Grampian Pride funding of £72,112.15 through sponsorships and donations. The organisation holds £13,000 in reserves. The board and finance team are working hard to ensure reserves are maintained going forward.

Restricted Funds

Grants received this period from various funders were £167,032.85. This includes; Aberdeenshire Council GIRFEC team, £25,000, Aberdeenshire Health & Social Care Partnership, £25,000, AVA & ACVO Mental health and wellbeing fund, £9600 & £15,000 respectively, Heritage Lottery Fund, £13,327.25, Aberdeen City Council LTU, £6153.30, IMPACT Fund £13,000, National Lottery, £10,000, Postcode Lottery £25,000, Robertson Trust, £25,000

The majority of the above funds, were/are for salary costs including ACC, ASC, ACVO, AVA, Robertson Trust, Impact, HSCP, 40% of Postcode Lottery

Budget

The board has set a budget for 2024/25 of £300,000. This includes £70,000 for Grampian Pride, staffing costs of £175,000, Rent costs at £24,000, insurance and contractual costs of around £19,000, including governance, utilities and accounting and £12,000 misc. expenses (volunteers, training, stock, events, fundraisers).

STATEMENT OF TRUSTEES RESPONSIBILITIES

A charity trustee must act in the interest of the charity, operate in a manner that is consistent with the charity's purpose, act with due care and diligence and manage any conflict of interest between the charity and any person or organisation who appoints trustees.

Each Trustee must comply with the 2005 Act (specific Duties) which include:

1. Having the charity details on the Scottish Charity Register
2. Reporting to OSCR: making changes to your charity
3. Financial records and reporting
4. Fundraising
5. Providing information to the public.

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law.

Section 44 of the 2005 Act requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable trust and of the incoming resources and application of resources, including the income and expenditure, of the charitable trust for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charity SORP.
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable trust will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable trust and to enable them to ensure that the financial statements comply with the Charities Act 2005. They are also responsible for safeguarding the assets of the charitable trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable trust's auditors/independent examiners are unaware; and
- they have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors/independent examiners are aware of that information.

Accounting records must be kept by the charity for a minimum of 6 years from the end of the financial year in which they were made.

Statement as to Disclosure of Information to Auditors/independent examiners

So far as the trustees are aware, there is no relevant information of which the charitable trust's auditors/independent examiners are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable trust's auditors/independent examiners are aware of that information.

Company Registration Number: CS 006106
Charity Registration Number: SC 052260

**REPORT OF THE TRUSTEES
AND THE UNAUDITED FINANCIAL STATEMENTS**

FOUR PILLARS SCIO

FOR YEAR ENDED 31ST MARCH 2024

Four Pillars SCIO

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Four Pillars SCIO

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2024.

Objectives and activities

Objects and aims

The Advancement of Health

The Promotion of equality and diversity

The advancement of education

Four Pillars' mission is to support the LGBT+ community in matters of Mental, Emotional, Physical & Sexual Health and offer information & support on a person-to-person basis to build a community that supports itself through peer education; thereby allowing individuals to make informed choices to improve their overall health & wellbeing.

Operate Four Unity as a hub, offering light refreshments, snacks and merchandise appropriate for the community whilst providing a safe space for individuals to relax, get advice, information, support and barrier contraception.

Provide various support & social groups to improve the mental, emotional, physical & sexual health of individuals through peer education & support.

Facilitate events throughout the year bringing the community together, building relationships and reducing isolation whilst providing educational & informational materials.

Offer 1-2-1 support when requested and establish pathways and referrals to needed services, improving the overall health & wellbeing of each individual.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Rachael Beedie
	Eoin Cowie
	Ross Hartley
	Michelle Cameron
	Amber Keenan
	Johnathan J Doran

Senior Management / Leadership Team:	Deejay Bullock
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Four Pillars SCIO

Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of Four Pillars SCIO for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can 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, Charities and Trustee Investment (Scotland) Act 2005 and The Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The annual report was approved by the trustees of the charity on 20 December 2024 and signed on its behalf by:



.....
Rachael Beedie
Trustee

Four Pillars SCIO

Independent Examiner's Report to the trustees of Four Pillars SCIO

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 44 (1) (c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered member of ICPA (Institute of Certified Practising Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulation; or
2. the accounts do not accord with those records and comply with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

A Forbes

Four Pillars SCIO

Independent Examiner's Report to the trustees of Four Pillars SCIO

.....
Alan Forbes - Lime Blue Accountancy Ltd
ICPA (Institute of Certified Practising Accountants)

20 December 2024

Four Pillars SCIO

Statement of Financial Activities for the Year Ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	2	141,725	167,033	308,758
Total income		<u>141,725</u>	<u>167,033</u>	<u>308,758</u>
Expenditure on:				
Charitable activities	3	(108,686)	(212,379)	(321,065)
Total expenditure		<u>(108,686)</u>	<u>(212,379)</u>	<u>(321,065)</u>
Net income/(expenditure)		<u>33,039</u>	<u>(45,346)</u>	<u>(12,307)</u>
Net movement in funds		33,039	(45,346)	(12,307)
Reconciliation of funds				
Total funds brought forward		<u>(43,940)</u>	89,196	<u>45,256</u>
Total funds carried forward		<u><u>(10,901)</u></u>	<u><u>43,850</u></u>	<u><u>32,949</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 7 to 13 form an integral part of these financial statements.

Four Pillars SCIO

(Registration number: CS006106)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Current assets			
Cash at bank and in hand	8	37,040	43,341
Creditors: Amounts falling due within one year	9	<u>(4,091)</u>	<u>1</u>
Net assets		<u>32,949</u>	<u>43,342</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		43,850	(25,300)
Unrestricted income funds			
Unrestricted funds		<u>(10,901)</u>	<u>68,642</u>
Total funds		<u>32,949</u>	<u>43,342</u>

The financial statements on pages 5 to 13 were approved by the trustees, and authorised for issue on 20 December 2024 and signed on their behalf by:



.....
Rachael Beedie
Trustee

The notes on pages 7 to 13 form an integral part of these financial statements.

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Four Pillars SCIO meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

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

Donations and legacies

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 by the charity 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 these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2024

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2024

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

- 1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);
- 2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
- 3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2024

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

Investments

Investments in non-convertible preference shares and non-puttable ordinary or preference shares (where shares are publicly traded or their fair value is reliably measurable) are measured at fair value through profit or loss. Where fair value cannot be measured reliably, investments are measured at cost less impairment.

Investments in subsidiaries and associates are measured at cost less impairment. For investments in subsidiaries acquired for consideration including the issue of shares qualifying for merger relief, cost is measured by reference to the nominal value of the shares issued plus fair value of other consideration. Any premium is ignored.

Derivative financial instruments

The charity uses derivative financial instruments to reduce exposure to foreign exchange risk and interest rate movements. The charity does not hold or issue derivative financial instruments for speculative purposes.

Derivatives are initially recognised at fair value at the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The resulting gain or loss is recognised in statement of financial activities immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in statement of financial activities depends on the nature of the hedge relationship.

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2024

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Donations and legacies;			
Donations from individuals	127,510	-	127,510
Grants, including capital grants;			
Grants from other charities	-	167,033	167,033
Regular giving and capital donations	14,215	-	14,215
Total for 2024	141,725	167,033	308,758
Total for 2023	96,893	263,187	360,080

3 Expenditure on charitable activities

		Unrestricted funds General £	Restricted funds £	Total funds £
Governance costs	Note 4	108,686	212,379	321,065
Total for 2023		99,813	301,956	401,769

In addition to the expenditure analysed above, there are also governance costs of £321,065 (2023 - £401,769) which relate directly to charitable activities. See note 4 for further details.

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Restricted funds £	Total funds £
Staff costs			
Wages and salaries	-	159,486	159,486
Social security costs	-	23,770	23,770
Pension costs	-	4,400	4,400
Audit fees			
Other fees paid to auditors	134	-	134
Legal fees	436	-	436
Marketing and publicity	1,530	-	1,530
Other governance costs	56,732	-	56,732
Allocated support costs	49,854	24,723	74,577
Total for 2024	<u>108,686</u>	<u>212,379</u>	<u>321,065</u>
Total for 2023	<u>99,813</u>	<u>301,956</u>	<u>401,769</u>

5 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

6 Staff costs

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Administrative staff	<u>5</u>	<u>5</u>

No employee received emoluments of more than £60,000 during the year.

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2024

7 Taxation

The charity is a registered charity and is therefore exempt from taxation.

8 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	<u>37,040</u>	<u>43,341</u>

9 Creditors: amounts falling due within one year

	2024 £	2023 £
Other creditors	<u>4,091</u>	<u>(1)</u>

10 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £4,400 (2023 - £2,098).

Four Pillars SCIO

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	Total 2024 £	Total 2023 £
<i>Donations and legacies</i>		
Appeals and donations	127,510	73,384
Grants - other agencies	167,033	263,187
Sponsorship	14,215	23,509
	<u>308,758</u>	<u>360,080</u>
<i>Charitable activities</i>		
Wages and salaries	(159,486)	(195,964)
Staff NIC (Employers)	(23,770)	(10,090)
Staff pensions (Defined contribution) - pension scheme 1	(4,400)	(2,098)
Rent	-	(15,637)
Rent	(23,437)	-
Rates	(1,406)	-
Light, heat and power	-	(4,411)
Light, heat and power	(9,390)	-
Insurance	-	(421)
Insurance	(852)	-
Repairs and maintenance	-	(2,469)
Repairs and maintenance	(247)	-
Telephone and fax	-	(3,014)
Telephone and fax	(2,502)	-
Office expenses	(832)	(1,291)
Printing, postage and stationery	-	(2,542)
Printing, postage and stationery	(1,255)	-
Trade subscriptions	(7,185)	-
Sundry expenses	-	(29,936)
Sundry expenses	(9,157)	(33,874)
Travel and subsistence	(407)	-
Advertising	-	(260)
Advertising	(1,530)	-
Accountancy fees	-	(1,174)
Accountancy fees	(134)	(601)
Legal and professional fees	(436)	-
Bank charges	(62)	-
Staff training	-	(7,508)
Staff training	(1,102)	-
Sundry expenses	(579)	-

This page does not form part of the statutory financial statements.

Four Pillars SCIO

Detailed Statement of Financial Activities for the Year Ended 31 March 2024

	Total 2024 £	Total 2023 £
Promotional expenses	(24,723)	(26,432)
Promotional expenses	(47,749)	(62,533)
Other services	<u>(424)</u>	<u>(1,514)</u>
	<u><u>(321,065)</u></u>	<u><u>(401,769)</u></u>

This page does not form part of the statutory financial statements.