ANNUAL REPORT 2025

@4pillarsuk
/4pillarsuk
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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Acronyms used in this document are:

ACC (Aberdeen City Council
ACVO (Aberdeen Council of Voluntary Organisations)
ADHD (Attention Deficit Hyperactivity Disorder)
AFAS (Aberdeen First Aid School)
ASHSCP (Aberdeenshire Health and Social Care Partnership)
AVA (Aberdeenshire Voluntary Association)
BBV (Blood-borne Virus)
CPD (Continuing Professional Development)
EAST (Events and Awareness Support Team)
EDI (Equality, Diversity and Inclusion)
FY (Financial Year)
GIRFEC (Getting It Right For Every Child)
GREC (Grampian Regional Equality Council)
HIIC (Health Issues in the Community)
HMD (Holocaust Memorial Day)
LGBT+ (Lesbian, Gay, Bisexual, Transgender, plus)
LIA (LGBT+ Inclusion Advocate)
LOST (LGBT+ Outreach Support Team)
MHFA (Mental Health First Aid)
OSCR (Office of the Scottish Charity Regulator)
QuEST (Queer Equality Support Team)
RAVE (Rainbow Awards 4 Voluntary Excellence)
RGU (Robert Gordons University)
SCIO (Scottish Charitable Incorporated Organisation)
SEARCH (Social Equality And Resources Community Hub)
SHMU (Station House Media Unit)
TDoR (Transgender Day of Remembrance)
ToR (Terms of Reference)
TRIP (Training Resources and Inclusion Program)
VAST (Voluntary Action Support Team)
WAD (World AIDS Day)
YP (Young Person)
YPI (Youth and Philanthropy Initiative)

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) Eoin Cowie (Treasurer) Amber Keenan (Trustee)
Senior Management Team	Deejay Whittingham
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

This year has been another challenging year for Four Pillars.
Huge effort by staff has put us in a better financial position than last year however gaining financial support for our services continues to be challenging.
Despite this we have continued to support the LGBT+ community in Grampian. This support is even more vital as the social and political climate continues to move against LGBT+ people.
We continue to focus on providing safe spaces, supporting individuals and educating the wider community. Our groups and activities continue to build community and foster peer to peer support.
With our largest event of the year Grampian Pride bringing together thousands of people to remember our history, celebrate our present and embrace our future.
I would like to Thank all our staff and volunteers for their hard work this year, many of whom go above and beyond for the community. I also want to Thank everyone who supports us, both financially and by raising awareness of the charity and the work we do. Now more than ever it is important that people know Four Pillars exists and is here to support them.

Together with Mental Health Aberdeen, we are in early discussions and have begun initial planning to relocate 4 Unity hub to a unit on Union Street. This project is dependent on both organisations securing the necessary funding or grants to make it viable.

The proposed move aims to create a shared community hub alongside other organisations, fostering stronger collaboration and a more integrated approach to supporting the wider community.

The new location would offer several key benefits: improved access via public transport for staff, volunteers, and—most importantly—service users; enhanced physical accessibility for individuals with mobility needs; and greater visibility, which can increase footfall and raise awareness of our services. The larger, more flexible space also opens up opportunities to expand our services, host more group sessions and events, and provide private spaces for one-to-one support. Being based in a central, prominent location also helps reduce stigma, making it easier for individuals to seek help discreetly and confidently.

Rachael Beedie
Chair of the board of Trustees

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 forums including; Third party reporting forum, Mental Health forum, Equalities and Human Rights forum, Badminton Scotland, Holocaust Memorial Day planning committee and Aberdeenshire Lived Experience Network, to name a few. Through and outside of these groups we have continued to build relationships with Aberdeen Front Runners, GREC, ACVO, AVA, SHMU, Aberdeen City Council, Aberdeenshire Council, Health & Social Care Partnerships and others. We were heavily involved in the planning and execution of the first One-Network Aberdeen event, which saw 40 third-sector mental health organisations come together for a day of networking and showcasing services to the public. More recently Four Pillars and Cults Parish Church came together for afternoon tea, bringing cross-generational members from both organisations together to share a common ground, love and unity.

Challenges

The largest challenge this year has been with engagement across the board. While lots of services were on offer by Four Pillars staff and volunteers, including Workshops, Training, Socials, Fundraisers, Events, etc. it was hard to keep attendance high. It is believed this is due to a shift in priorities for both professional bodies and communities. With the cost of living getting harder, people working more hours just to survive, we found people generally have less free time in order to attend. Another area of concern has been social media, despite having a following of over 3,000 people across various networks we are not reaching people outside of that. A fear to share our posts due to online backlash and hatred prevents the majority of our followers from sharing our posts. This has been more prevalent in recent months with the banning of Trans rights in USA, reversal of equal marriage across several states and countries and ostracization of LGBT+ people in general.

Positives

Despite the challenges that have faced our service users, both in the UK and those across the world we have seen community spirit prevail. We see this in the number of people utilising our core services with 255 people accessing Four Pillars for the first time this year, adding to our regular cohort of service users, with this we saw 3,999 engagements, average 333 engagements per month, which saw an average of 110 people per month accessing Four pillars. Grampian Pride, 2024, was a huge success for the 7th year running with around 10,000 people attending the parade, highest attendance to date, and over 6,000 at the village afterwards. Once again showing the impact within our community and the strength and resilience that coming together can have.

Going Forward

Next Year (April 2025 – March 2026) given the political and social turbulence we are facing, both as an organisation and members of the community our focus for next year is on strength, stability, unity and above all else equality. Our aim would be to maintain our current core services, whilst looking at the ever changing landscape to adapt and grow services where they are needed.

Deejay Whittingham
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.

Four Pillars' is structured into 3 areas of support:

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

Within these areas we offer 6 main 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 these channels we were able to streamline the projects and services we offer the community.

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	Recruiting and maintaining of volunteers, RAVE

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

Staff Structure

The staffing structure has remained consistent over the past 12 months with 7 employees.

CEO: Deejay Whittingham (formally Deejay Bullock)

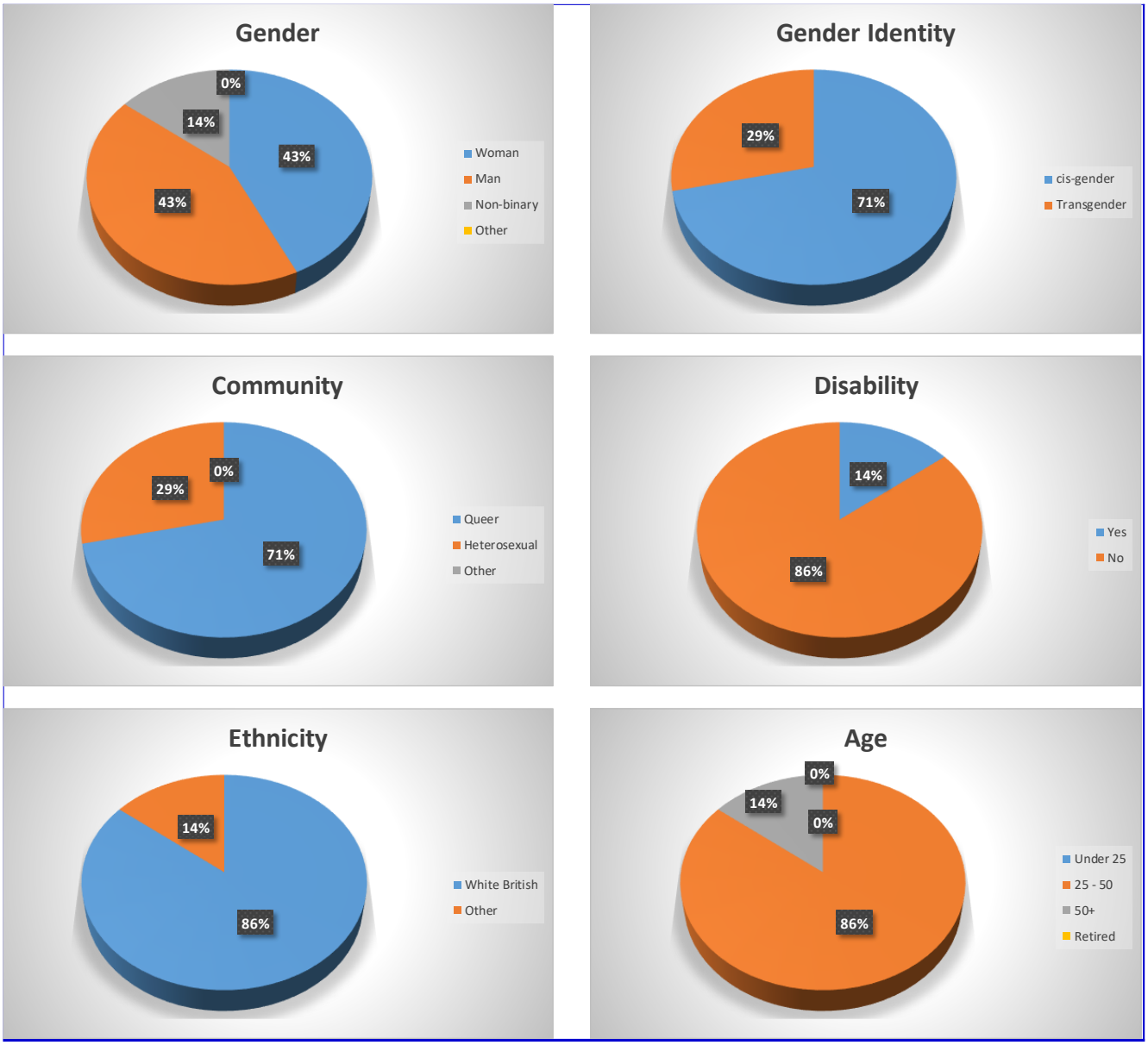
LGBT+ Inclusion Advocates: Layla Wilson | Bradley Whittingham | Lauren Strachan | Linda Reid | Jakub Ivanecky | Jennifer Johnstone

Staff Hours

Record	Hours	Against expected hours	Last year's hours	
Contracted Hours	9,655		13836.33	-30%
Hours Worked	8,286	86%	12282.50	-33%
Holidays	1,006	10%	1651.00	-39%
Sickness	71	1%	271.50	-74%
Over Time	247	3%	472.00	-48%
Total Paid Hours	9,610	99.5%	14405.50	-33%

Staff demographic

7 staff members

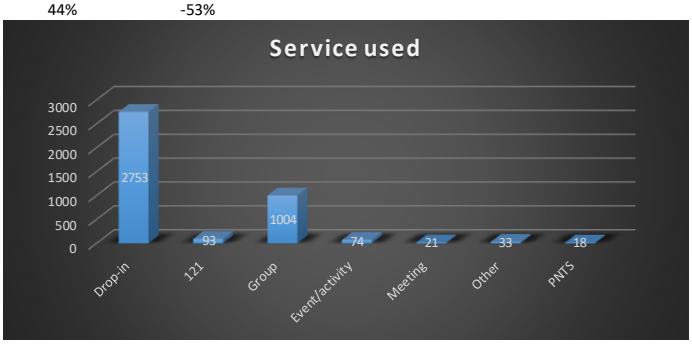


OBJECTIVES AND ACTIVITIES

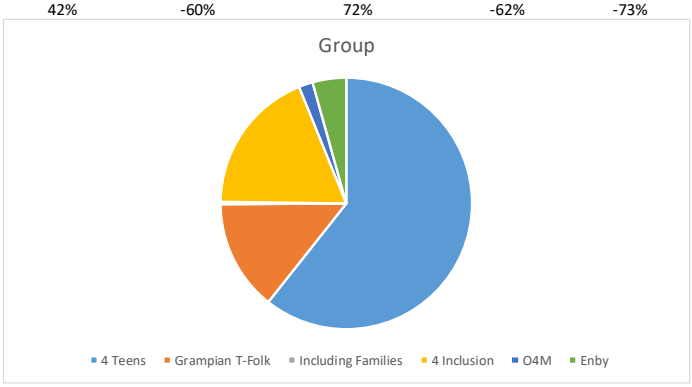
Overall engagement

Charts

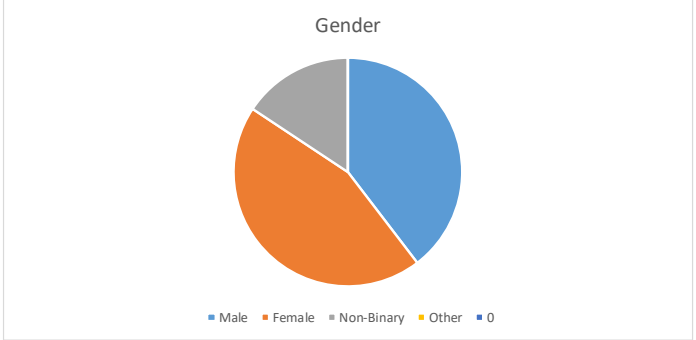
Previous visit	Yes	No
3999	3744	255
% dif from last year:	44%	-53%



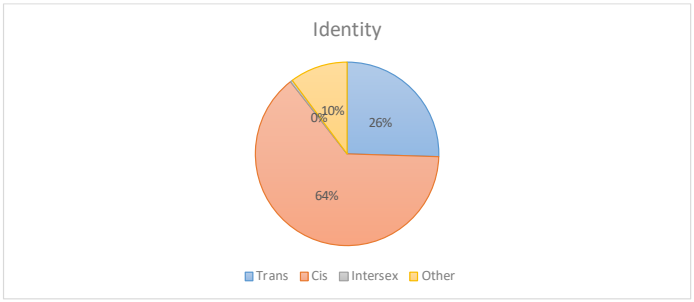
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	PNTS
3996	2753	93	1004	74	21	33	18
% dif from last year:	42%	-60%	72%	-62%	-73%	-72%	50%



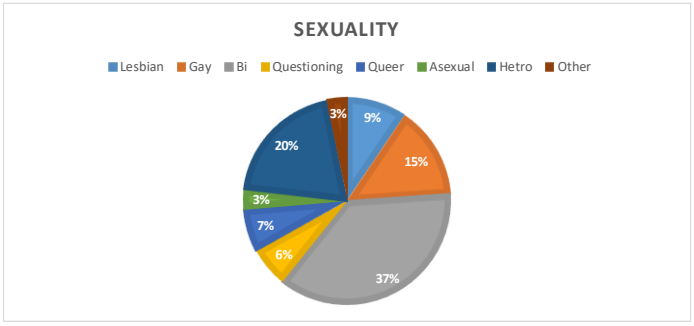
Group	4 Teens	Grampian T-Folk	Including Families	4 Inclusion	O4M	Enby	Queer Creations	Positive Peers	Rainbow Rookies
1004	575	135	3	177	17	41	24	2	30
% dif from last year:	124%	-42%	-63%	222%	750%	46%			



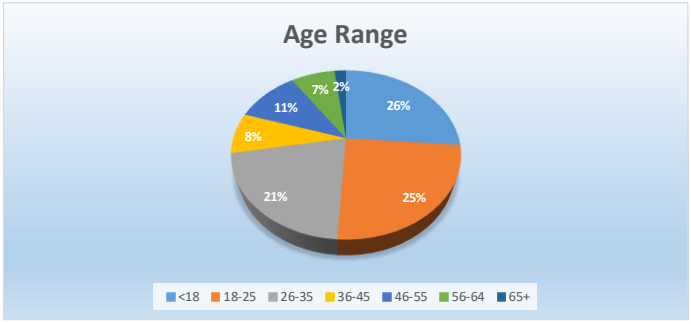
Gender	Male	Female	Non-Binary	Other	0
	101	114	40	0	0
% dif from last year:	-59%	-53%	-54%	-100%	-100%



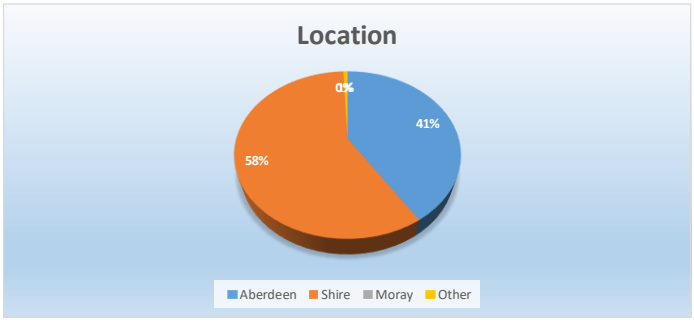
Identity	Trans	Cis	Intersex	Other
	65	163	1	26
% dif from last year:	-63%	-50%	-83%	-48%



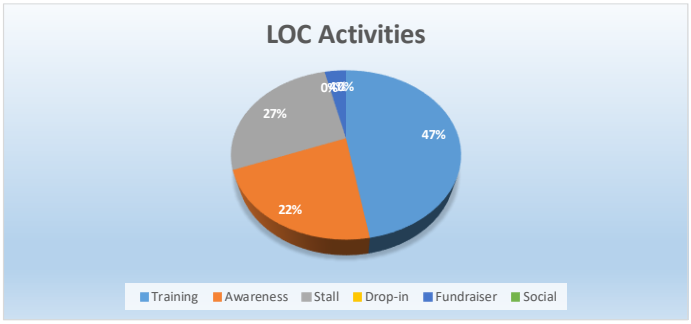
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other
	24	37	94	16	17	8	51	8
% dif from last year:	-55%	-67%	-38%	-38%	-70%	-75%	-61%	-43%



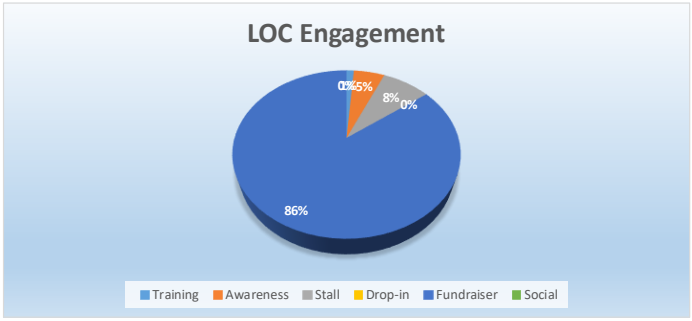
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+
	67	63	54	20	27	19	5
% dif from last year:	-51%	-63%	-60%	-74%	-56%	-51%	-29%



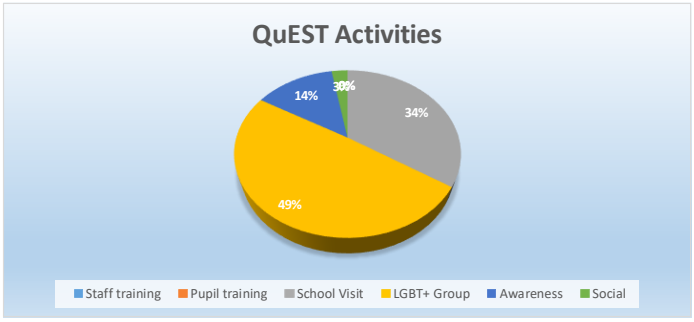
Location	Aberdeen	Shire	Moray	Other
	59	84	0	1
% dif from last year:	-41%	-40%	-100%	-94%



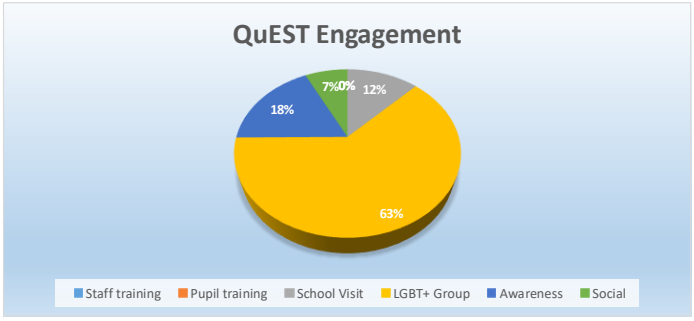
LOC Activities	Training	Awareness	Stall	Drop-in	Fundraiser	Social
55	26	12	15	0	2	0
% dif from last year:		-37%	-66%	-100%	-33%	-100%



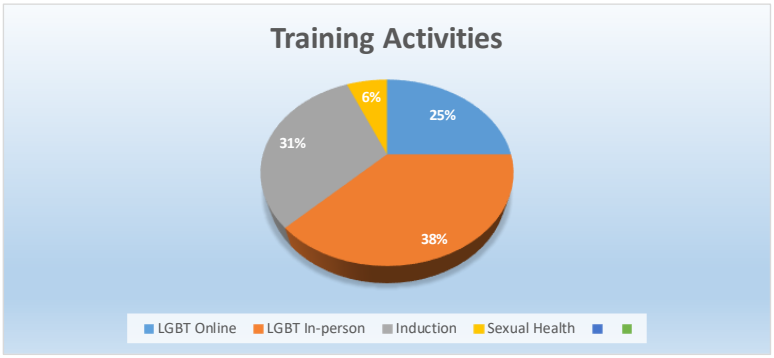
LOC Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social
7068	89	373	576	0	6030	0
% dif from last year:	256%	-42%	-48%	-100%	10864%	-100%



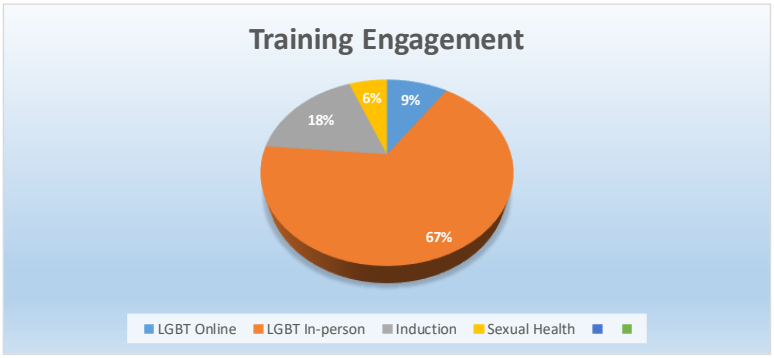
QuEST Activities	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social
73	0	0	25	36	10	2
% dif from last year:	-100%		127%	100%	100%	100%



QuEST Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social
681	0	0	84	426	121	50
% dif from last year:	-100%		171%	95%	-27%	285%



Training Activities	LGBT Online	LGBT In-person	Induction	Sexual Health
16	4	6	5	1
% dif from last year:				



Training Engagement	LGBT Online	LGBT In-person	Induction	Sexual Health
85	8	57	15	5
% dif from last year:				

Totals	sign-in	Outreach	total engagement	per month
	3999	7834	11833	986
	27%	164%	94%	94%

Previous Visit	Yes	No							Individuals		Direct	Aditional
	3744	255						New	255		Engagement	Engagement
								Av: per month	21		3999	7834
								Av: per month		110	333	
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media					
	107	21	13	48	11	7	22					
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	VAST					
	2753	93	1004	74	21	33	21				3999	
Group	4 Teens	Grampian T-Folk	Including Families	4 Inclusion	O4M	Enby	Queer Creations	Positive Peers	Rainbow Rookies			
	575	135	3	177	17	41	24	2	30		1004	
Gender	Male	Female	Non-Binary	Other	PNTS							
	101	114	40	0	0						255	
Identity	Trans	Cis	Intersex	Other	PNTS							
	65	163	1	26	0						255	
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other				
	24	37	94	16	17	8	51	8			255	
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS				
	67	63	54	20	27	19	5	0			255	
Event Location	Aberdeen	Shire	Moray	Other								
	59	84	0	1								144
LOST Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social						
	26	12	15	0	2	0						55
LOST Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social						
	89	373	576	0	6030	0						7068
QuEST Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social						
	0	0	25	36	10	2						73
QuEST Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social						
	0	0	84	426	121	50						681
TRIP Activity	LGBT Online	LGBT In-person	Induction	Sexual Health								
	4	6	5	1								16
TRIP Engagement	LGBT Online	LGBT In-person	Induction	Sexual Health								
	8	57	15	5								85

With the data collected over the past 12 months we are able to depict the reach and engagement the organisation has achieved. It is once again a credit to our hard-working team, despite many challenges, to see that we have had 11,833 engagements throughout the year, up 4,725 on the previous year, 7,108 (although we haven't previously counted Grampian Pride figures). 3,999 of these were direct (sign-in) whilst the wider, outreach teams, connected with 7,834 individuals, including 6,000 at Grampian Pride. With this data being recorded we are able to see that we had on average 333 engagements per month with 110 individuals. We also saw 255 new service users accessing Four Pillars for the first time this year.

Whilst the numbers reflect an increase in engagements across the whole organisation, it is important to note 6,000 were at Grampian Pride 2024 alone. This means in real-terms the organisation has seen a significant decrease in engagements this year. To note the drop-in service has seen a decrease of 311 engagements over the year. New service users are also down 159 compared to last year. Despite this we believe the engagements across the organisation reflects the stability of services. Whilst one-to-one support reduced again by 34% from last year, our groups increase by 43%.This again 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 36 LGBT+ groups, and engaging with 426 young people >43%

Additionally out of the 255 new service users this year we welcomed 114 women, 101 men and 40 non-binary individuals. 64% identified as cis-gender whilst the rest made up a vast variety of our community. 204 individuals identified on the LGBT+ spectrum whilst 51 identified as heterosexual, showing that supporting allies has a direct positive impact on our community.

New data introduced this year at SEARCH allowed us to identify where new service users travel from in order to reach the hub. From that data (data on page 16) we are aware 129 were based in the city, 29 came from Aberdeenshire and a further 29 came from further afield. This is in addition to the general outreach activities which included 46 events in the city and 11 in Aberdeenshire reaching 957 & 135 respectively

It is important to note that outreach work through LOST drastically changed from previous years, following feedback from community members we spent less time doing activities such as walks, picnics and arts & crafts and dedicated the time to deliver a series of 6 focused workshops. Some of those workshops, especially in Aberdeenshire, were poorly attended – if at all, which drastically affected the number of engagements this year (down 807). To address this we will be combining both general activities and dedicated workshops moving forward.

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

General knowledge of the QuEST services is reaching more teachers across Aberdeenshire with our LIA's being able to reach all 17 academies this year. With this our team has provided 49 one-to-one's with 28 young people across Aberdeenshire, reaching 25 new service users (up 9 from last year)

All 25 new young people identified under the LGBT+ Umbrella. The range of support provided included Sexuality, Gender Identity, Depression, Anxiety, Self Harm, Exam Stress, Trauma, Behavioral Difficulties, and Substance use, with many having multiple issues to discuss.

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 (6) reconnected with a LIA (LGBT+ Inclusion Advocate) for a different/additional factor than the first meeting.

Individual sessions

Previous Visit	Yes	No						New		Total
	24	25						25		49
Change in need	Yes	No								
	6	18								24
Statement	Care Experienced	Gypsy/Traveller	Disability	LGBT+	BAME	EAL	PNTS			
			3	25		1				29
Factors	Exam Stress	Trauma	Bereavement	Sexuality	Gender	Substance use	Self harm	Depression	Anxiety	
	3	2		17	21	2	5	8	12	70
Location	City	North	South	Moray						
	1	37								38
Gender	Male	Female	Non-Binary	Other	PNTS					
	10	8	7							25
Identity	Trans	Cis	Intersex	Other	PNTS					
	16	9								25
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS	
		1	10	7	5	2				25
Age Range	P1-P7	S1	S2	S3	S4	S5	S6	PNTS		
		1	10	6	4	2	2			25

In addition to providing 49 one-to-one sessions our LIA's have concentrated on connecting, building and supporting LGBT+ groups in each school across Aberdeenshire. They were able to reach 426 pupils during 36 LGBT+ lunch club sessions this year. Providing guidance, information and general support. They were also able to support general awareness sessions, YPI groups and socials.

Whilst it has been difficult to provide staff with LGBT+ training, this is usually due to time commitments as the sessions are 4 hours long, we have been able to provide more direct support to teachers and support staff. Having provided 25 meetings "school visits" to 84 adults. This includes meetings to discuss needs, phone calls and email chains concerning support for a young person.

Group session

Location	Aberdeen	Shire	Moray	Other				Total
	0	73	0	0				73
Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social		
	0	0	25	36	10	2		
Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social		
	0	0	84	426	121	50		681

SEARCH – SOCIAL EQUALITY AND RESOURCES COMMUNITY HUB

SEARCH has seen a slight decrease in engagements this year, <7.8% to 3817, although the overall picture indicates a steady and consistent service.

We note that out of the 3817 engagements, an average of 318 engagements per month, was with around 99 people per month. Meaning on average, each service user visits around 3 times per month. Of the 3817 engagements 2746 utilised our drop-in service, 35 people attended a one-to-one and our groups were attended 977 times over the 12 months. It is also good to see that a wide variety of different people continue to access our service. 78 new service users identified as male, another 80 identified as female while 29 were non-binary. 44 individuals are transgender, 119, 63%, cis gender and 24 identified outside of either trans or cis binaries. 43, 22%, were heterosexual whilst 144 identified within the LGBT+ community. Additionally, out of the 187 new service users, at 4 unity this year, 49, 26%, were aged 18-25 years old while only 5 were over the age of 65.

Previous Visit	Yes	No						Individuals		Total
	3630	187					New	187		3817
							Av: per month	16	99	318
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media			
	91	18	12	40	8	7	11			187
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	PNTS			
	2746	35	977	8	21	30	0			3817
Group	4 Teens	Grampian T-Folk	Including Families	4 Inclusion	O4M	Enby	Queer Creations	Positive Peers	Rainbow Rookies	
	574	135	3	176	17	41	24	2	5	977
Location	Aberdeen	Shire	Moray	Other						
	129	29	1	28	0	0	0	0	0	187
Gender	Male	Female	Non-Binary	Other	PNTS					
	78	80	29	0	0					187
Identity	Trans	Cis	Intersex	Other	PNTS					
	44	119	1	23	0					187
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS	
	12	28	76	9	9	6	43	4	0	187
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS		
	35	49	46	13	22	17	5	0		187

When we compare our data to last year we have seen a decrease of 324 check-ins, down from 4141 in 23/24, taking our average engagement from 345 per month to 318. Our data collection now allows us to see how many individuals we engage with each month, collectively over the year that has averaged at 99 people per month (down just 1 from 23/24). We are now also able to identify where new service users are traveling from to reach the hub. We are able to identify that 129 live within the city, 29 from Aberdeenshire, 1 from Moray and 28 from further afield. Although we are not able to identify how many of the 3,630 other engagements were from these areas.

SEARCH remained open throughout the whole festive period, allowing us to offer a safe and welcoming space on Christmas Day, Boxing Day and New Years Day. This allowed us to support our most vulnerable service users during, what is, a difficult time of year for many LGBT+ individuals.

Alongside our regular events like; TDoR and WAD services, new partnerships this year with ACC, Cults Parish Church and others, has seen SEARCH used as a place of security and safety for our community. **note these event statistics/numbers are recorded on LOST as outreach events with the wider community – therefore those figures are not reflected here.*

Our community room is also utilised regularly by several groups including an ADHD support group, group for cared for children and, victims of abuse further highlighting the safety and security SEARCH provides to the wider community.

Groups

With the introduction of a new online platform/app called Spond, we are now able to keep a better track of "current" numbers and remind individuals of group sessions. Spond also allows individuals to interact between sessions on a safe platform, without giving out numbers or email addresses to other service users.

Spond has allowed us to keep a better understanding of attendance which has led to us identifying several groups that have not worked as intended over the year. With this in mind Positive Peers (which started in April 2024) and Including Families, which has struggled for several years, are now online groups only. Additionally moving into 25/26 Out 4 Me will move to online support only and Grampian Enby will be closed. Allowing enby groups to connect with Grampian T-folk members regularly.

In contrast to this, 2025 also saw the creation of two new groups, Queer Creations and Rainbow Rookies. These constant changes highlight the traversing needs of our service users and our ability to adapt. It is important that we retain the need for our core groups such as Grampian T-Folk, 4 inclusion, 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.

Group	Sessions	Registered users	Attendance
4 Teens	Weekly	19	575
Grampian T-Folk	Fortnightly	30	135
Grampian Enby	Fortnightly	12	33
4 Inclusion	Fortnightly	23	117
Out 4 ME	Fortnightly	6	11
Positive Peers	Online	2	1
Including Families	Online	8	3
Queer Creations	Ad-hok	11	11
Rainbow Rookies	Ad-hok	20	27

New groups:

Queer Creations - a vibrant community dedicated to showcasing, encouraging, and supporting the LGBT+ community through a wide range of creative activities. From spoken word and creative writing to arts and crafts, we provide a safe and inclusive space for all forms of artistic expression. Join us to unleash your creativity, connect with like-minded individuals, and be inspired by the diverse talents within our community.

Rainbow Rookies - a thriving community group dedicated to bringing together LGBT+ individuals through engaging physical activities. As part of our ongoing commitment to the third pillar of our 4 pillars, we strive to enrich our minds, keep our bodies healthy, and build a supportive network of like-minded individuals.

At Rainbow Rookies, we believe in the power of community and physical activity to foster well-being and connection. Our group is a space where you can stay active, make new friends, and enjoy a variety of sports and fitness activities. We meet to participate in different physical activities designed to be fun, inclusive, and accessible for all fitness levels.

LOST - LGBT+ OUTREACH SUPPORT TEAM

Whilst it would be unfair to compare data to previous years, in many areas, as the service shifted significantly from awareness and social activities to dedicated workshops/training, our outreach program has received a mixed response this year. 6 dedicated workshops aimed at improving the lives of LGBT+ individuals, designed to be delivered to both care givers and community members were developed by the team. Weekly sessions were then offered across Aberdeen and Aberdeenshire between July 2024 – March 2025. However, despite lots of call and interest for the workshops, very few people engaged over the 9 month period. As we can see from the data below 26 out of the possible 36 sessions were held with a total of 89 people attending.

Group sessions

Location	Aberdeen	Shire	Moray	Other			Total
	44	11	0	0			55
Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	26	12	15	0	2	0	55
Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	89	373	576	0	6030	0	7068

In addition to this LIAs have organised or attended 29 wider activities, encompassing; 15 stalls, 12 awareness sessions, 2 fundraisers. Including TDoR, HMD, & World AIDS day. With a reach of 6979 people.

Across Aberdeen City and Aberdeenshire the LOST have also provided 45 (<6) one-to-ones, of which 11 had never used Four Pillars services before.

Individual engagements

Previous Visit	Yes	No							Individuals	Total
	34	11						New	11	45
This Month	Yes	No					Av: per month		3	3.75
	4	29								33
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media			
	3	1	0	3	2	0	1			10
Service used	Drop-in	121	Group	Event/activity	Meeting	Other				
	7	11	26	0	0	1				45
Group	4T	GT	IF	4I	O4M	GE	QC	PP	RR	
	0	0	0	1	0	0	0	0	25	26
Location	Aberdeen	North	South	Moray						
	6	1	3	1						11
Gender	Male	Female	Non-Binary	Other						
	6	3	2	0						11
Identity	Trans	Cis	Intersex	Other						
	4	6	0	1						11
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other		
	0	3	3	0	1	0	2	2		11
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+			
	0	6	1	2	2	0	0			11

TRIP - TRAINING RESOURCES AND INCLUSION PROGRAM

Whilst we continue to provide LGBT+ Awareness Training sessions to both corporations and third sector partners, over the past 12 months we have seen a large decline in both bookings, <18 and attendees, <267. We believe the main cause for this is that LGBT+ training is no longer free to Grampian Pride sponsors. Another area to note is that feedback indicates the 4-hour session is too long for people to take timeout for during the working day. Therefore, in Q4 of this year we started offering the 4-hour training session over 2 days affording people to participate over different sessions. We have also found this is a good way to allow participants to reflect on learning and feedback in session 2.

Additionally funding streams will change for 25/26 and additional workshops will now fall under the remit of TRIP. This should improve engagement and attendance moving forward. In particular we have been awarded funding from Age Scotland that will see workshops delivered directly to carers across Grampian.

Throughout the past year we have delivered 10 LGBT+ awareness sessions to 65 individuals across multiple organisations either online or in-person. All 10 completed the new CPD certificated 4 hour training. In total this equated to 260 Training hours this year. In addition to this the team have provided 5 Volunteer inductions to 15 new volunteers throughout the year.

Year

Location	City	North	South	Moray		Total
	15	0	0	1		16
Training	LGBT Online	LGBT In-person	Induction	Sexual Health		
	4	6	5	1		16
Engagement	LGBT Online	LGBT In-person	Induction	Sexual Health		
	8	57	15	5		85

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
- Human sexual behaviour
- When Services Find it Hard to Engage
- Child Sexual Exploitation and Child Trafficking
- HIIC
- Self-Harm Awareness Training
- Trauma Informed Response
- SHMU multi-media course
- RGU courses
- Suicide prevention

Within this year a total of 14 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 continued to develop and maintain strong working relationships with volunteers, and we can see a positive impact in both attendance and engagement with 32 volunteers currently in service across Four Pillars.

Target		Achieved this Year		Sup/deficit
To recruit volunteers on low incomes	2	People on low incomes	7	+5
To recruit volunteers with mental health conditions	2	People with mental health conditions	12	+10
To recruit volunteers with a long-term medical condition	1	People with a long-term medical condition	3	+2
To recruit volunteers affected by abuse	1	People affected by abuse	8	+7
To recruit volunteers from a LGBT+ background	12	LGBT or intersex people	10	-2
To recruit volunteers with convictions / people with an offending background	1	People with convictions / people with an offending background	0	-1
To recruit volunteers from minority ethnic backgrounds	1	People from minority ethnic backgrounds	3	+2
Total volunteer recruitment target	24	Total volunteer recruitment	15	-9

15 volunteers were fully inducted this year, from a diverse and global background. Bringing with them valued lived experiences that we are able to learn and grow from supporting our community. We can see that an amazing 3717.50 hours (down 22% from 4795.25 hours in 23/24) have been dedicated by volunteers. Of which 1288.25 were directly given to supporting individuals visiting the drop-in service, hub, throughout the year, and a staggering 673 hours to supporting groups. This is clearly reflected in the 4 Unity data above (page 16) which as we know has increased in group attendees substantially over the past 12 months, compared to a year ago. Outside of this it is not surprising to see Grampian Pride hours, 929.5 are amongst the highest, between planning and executing pride events this year.

Board Four Pillars	76.00
Corporate Training Four Pillars	4.00
Corporate Training Other	17.50
Events Four Pillars	23.50
Events LOC	38.75
Events Other	20.50
Fundraising Four Pillars	38.00
Fundraising Other	206.00
Grampian Pride Four Pillars	308.00
Grampian Pride Other	621.50
Groups Four Pillars	673.00
Support & Development Four Pillars	1234.25
Support & Development Other	36.00
Support & Supervision Four Pillars	18.00
Training Received College/Uni	8.00
Training Received Four Pillars	54.50
Training Received Home	1.00
Training Received Other	56.00
Web Design/Social Media Four Pillars	252.50
QUEST Four Pillars	7.50
One to One Four Pillars	16.00
Training Support Four Pillars	7.00
	3717.50

As we can see above, targets for 24/25 were mixed, whilst some areas surpassed expectation, others struggled and we only fully inducted 15 of the 24 volunteers throughout the year, (although a lot more were interviewed and taken on, just didn't complete their training). However, when we collate the data across all 4 years of the fund reached all targets, bar 1 set out in this fund (data below).

Over the past three and half years our Volunteer Coordinator has recruited 81 volunteers (3 more than target) of which 67 identified within the LGBT umbrella, 46 considered themselves on a low income, and 22 have a long-term medical condition.

Target		Achieved this Year		Sup/deficit
To recruit volunteers on low incomes	8	People on low incomes	46	+38
To recruit volunteers with mental health conditions	8	People with mental health conditions	50	+42
To recruit volunteers with a long-term medical condition	4	People with a long-term medical condition	22	+18
To recruit volunteers affected by abuse	4	People affected by abuse	35	+31
To recruit volunteers from a LGBT+ background	42	LGBT or intersex people	67	+25
To recruit volunteers with convictions / people with an offending background	3	People with convictions / people with an offending background	2	-1
To recruit volunteers from minority ethnic backgrounds	5	People from minority ethnic backgrounds	23	+18
Total volunteer recruitment target	78	Total volunteer recruitment	81	+3

Moving forward our volunteer team will focus on the Rainbow Awards 4 Voluntary Excellence (RAVE) inline with new funding received for 2025/26 from the National Lottery. This program will not only allow us to recruit and retain volunteers but improve their skills, abilities and confidence by taking them through the 7 stages of the program. This will lead to better employment opportunities for our volunteers.

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;

The 7 RAVE Levels:

Level 1 - Purple
Introduction to workplace standards and expectations

Level 2 - Blue
Personal Development & Reflection

Level 3 - Green
Foundational Skills and Engagement

Level 4 - Yellow
Developing skills, communication, and teamwork

Level 5 - Orange
Build skills in leadership, project management and event coordination

Level 6 - Red
Advanced Leadership skills, Fundraising and budget management

Completion - Rainbow
Demonstrate advanced leadership, strategic planning, and decision-making skills

EAST – Events & Awareness Support Team

Grampian Pride

Event took place on the 25th May 2024. The parade, from 11am-12pm, along Union Street saw around 10,000 people taking to the streets to celebrate the community. Up by approximately 2,000 on previous years. The parade route also saw a change this year, due to parts of Union Street being closed. The parade route turned up Union Terrace and then proceeded along School Hill to finish at Marischal Collage. This change was welcomed by the committee and the effect it had on participants was also appreciated, as turning corners along the route allowed them to see the full extent of those taking part.

The Pride village, which took place at Duthie Park, for the second year in a row. Ran from 1pm-6pm was headlined by Subwoolfer and Cheryl Hole and saw approximately 6,000 people in attendance, 2,000 less than 2023, <75%. There were no notable incidences at or concerning Grampian Pride and the day seemed to run smoothly.

Tickets

Whilst we know around 6,000 people attended the event, through wristbands and security checks, our Grampian Pride app crashed at the moment of entry. This meant that we were unable to “check-in” attendees and therefore have to rely on wristbands given out to calculate figures. Moving forward we will be going back to Eventbrite for tickets to allow us to record more accurate (although not 100%) data. Notably, from the data we have, we know 6,179 people ordered a ticket. From calculating how many wristbands we had left at the end of the event (4,000) we can assume 6,000 attended and therefore, for the first time our unused tickets has fallen from 40% to just 1%.

We also offered VIP tickets for the first time, which encouraged people to purchase a ticket for additional benefits on site, namely a private bar and front of stage access. Around 300 VIP tickets were purchased and whilst it had teething problems it has been deemed a success and therefore will be running again moving forward.

From survey respondents, just 54, we know 11% attended their first Pride with us. The overall rating for Grampian Pride 2024 was 8.44/10. Participants “fravourite” part of the event was “everything” with 17 people clicking this option whist another 17 clicked “other” for least fravourite, this was a mixed bag of music tastes, transport issues, bar and food, and the silent disco.

Sponsors

Grampian Pride 2023 was sponsored by; BP, First Bus, Shell, Subsea7, Cheerz, Granite Elite, Petrofac, Unison, CNR International, Granite City Events, Harbour Energy, Stork, Baker Hughes, Balloon Studio, Champion X, CMS, GSK, Nescol, Revolution, Siberia, Union Square, Xodus

Funding

Fundraisers

We currently have 7 charity pots in circulation across the city, which have raised £866.27 this year.
This year we started the "Run for Change" campaign. Addressing the political and social persecution facing our LGBT+ community by running several marathon's and ultra-marathon's across the UK in 2025. The target for this campaign is to run over 300km collectively throughout the year and raise £40,000, the majority of that will be raised in the 25/26 fiscal year. Although 1 race, 45km has already been completed. To-date, £400 has been raised toward the campaign.

Funding application decisions

Over the last 12 months the organisation applied for 26 (<4) grants totaling £875,538.45 and has been awarded for 10 (>5) of those applications, worth £231,825.00 (>£97,225)

Impact	£10,500.00	
Health improvement fund	£4,520.00	
Baker Hughes Foundation	£38,118.45	
Consortium Trans & Non-Binary Fund	£3,000.00	
AVA mental health and wellbeing fund Round 4	£10,000.00	
Aberdeenshire Health and Social Care Partnership	£67,500.00	Over 3 years
Age Scotland	£15,000.00	
National Lottery Community Fund	£17,700.00	
ACC Cultural Investment Fund *Pride	£15,000.00	
Aberdeenshire Council (QuEST)	£84,000.00	Over 3 years

	Applications	%	Decision %	Amount	Decision %
Funding applied for this FY	26			£ 875,538.45	
Funding decisions pending	7	26.92%		£ 231,825.00	26.48%
Funding awarded	10	38.46%	52.63%	£ 265,338.45	30.31%
Funding declined	9	34.62%	47.37%	£ 378,420.00	43.22%

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	£20,775.71
4 Unity	£1,012.69
Total	£21,788.40

Retail Value	
4 Pride	£41,122
4 Unity	£5,128.51
Total	£46,250.51

Profit/Loss	
4 Pride	£20,346.29
4 Unity	£4,115.82
Total	£24,462.11

Income

Total income generated throughout the year was £294,968.03. <4.47% from last year.
The main sources of income continues to be grant funding at £173,838.45 (>4.07%) which equated to 59% of total income. Grampian Pride saw an increase in this year's income by 7.92% through new sponsorships and made up 26.5%, £78,000, of the overall income. While other unrestricted funds (sales, training, donations and fundraisers) made up the other 24.5%, £72,276.13.

Target Income	Yearly
4 Unity sales	£ 10,000.00
Funding (Grants)	£150,000.00
Donations	£ 5,000.00
Fundraising	£ 30,000.00
Other (training/invoices)	£ 35,000.00
Pride	£ 70,000.00
Total target	£300,000.00

Income	Actual Income					Yr on Yr
2024-25	Q1	Q2	Q3	Q4	Year	2024
Sales	£ 7,271.58	£ 3,170.08	£ 3,558.80	£ 4,236.70	£ 18,237.16	28.29%
Funding (Grants)	£18,750.00	£22,270.00	£ 58,868.45	£ 73,950.00	£173,838.45	4.07%
Donations	£ 1,077.59	£ 466.83	£ 989.65	£ 2,518.67	£ 5,052.74	-12.46%
Fundriasing	£ 5,146.08	£ 751.62	£ 405.70	£ 913.95	£ 7,217.35	-85.08%
Misc (Training/room hire)	£ 5,829.00	£ 1,049.33	£ 1,368.00	£ 4,376.00	£ 12,622.33	1048.48%
Grampian Pride	£30,000.00	£ 2,500.00	£ 13,500.00	£ 32,000.00	£ 78,000.00	7.92%
Total	£68,074.25	£30,207.86	£ 78,690.60	£117,995.32	£294,968.03	-4.47%

Expenditure

Expenditure	Q1	Q2	Q3	Q4	Year
Total	-£ 84,379.30	-£ 55,798.96	-£ 42,997.91	-£ 75,633.83	-£ 258,809.99
Budget	-£ 75,000.00	-£ 75,000.00	-£ 75,000.00	-£ 75,000.00	-£ 300,000.00
Over/Under	£9,379.30	£19,201.04	£32,002.09	£633.83	£41,190.01

The total resources expended during 24/25 was £258,809.99. The main areas of expenditure were for staffing and training costs of £126,136.83 although this is £43,863.17 lower than expected at the beginning of the year

Expenditure	**Q1**	**Q2**	**Q3**	**Q4**	**Total**
Grampian Pride	-£ 36,616.05	-£ 11,014.94	-£ 300.00	-£ 17,966.78	-£ 65,897.76
Rent	-£ 6,168.10	-£ 5,350.12	-£ 4,860.00	-£ 5,820.00	-£ 22,198.22
Salary/Staff Costs	-£ 29,873.07	-£ 30,337.05	-£ 30,283.05	-£ 35,643.66	-£ 126,136.83
Charity Activities	-£ 1,028.75	-£ 216.98	-£ 510.33	-£ 1,084.67	-£ 2,840.73
Post / Printing / Stationary	-£ 93.47	-£ 118.78	-£ 74.40	-£ 438.65	-£ 725.30
Phones	-£ 611.97	-£ 607.39	-£ 281.55	-£ 281.55	-£ 1,782.46
Web & BB	-£ 590.20	-£ 365.31	-£ 287.98	-£ 386.51	-£ 1,629.99
Subscriptions	-£ 1,944.33	-£ 1,862.73	-£ 1,079.12	-£ 1,143.31	-£ 6,029.49
Light & Heating	-£ 1,880.20	-£ 1,016.13	-£ 1,325.52	-£ 2,294.95	-£ 6,516.79
Rates & Water	-£ 461.54	-£ 418.67	-£ 374.74	-£ 409.62	-£ 1,664.57
Insurance	-£ 123.40	-£ 889.48	-£ 102.58	-£ 205.16	-£ 1,320.62
Misc	-£ 252.62	-£ 644.02	-£ 328.34	-£ 6,225.37	-£ 7,450.36
Travel	-£ 754.32	-£ 401.41	-£ 836.15	-£ 754.78	-£ 2,746.66
Office Equipment	£ -	£ -	-£ 219.99	£ -	-£ 219.99
Repairs & Renewals	£ -	£ -	£ -	£ -	£ -
Accounting	-£ 345.00	-£ 345.00	-£ 345.00	-£ 795.00	-£ 1,830.00
Bank charges	-£ 5.93	-£ 36.38	-£ 101.37	£ 4.03	-£ 139.65
Projects	-£ 3,630.34	-£ 2,174.59	-£ 1,687.80	-£ 2,187.85	-£ 9,680.58
TOTAL	£84,379.30	£55,798.96	£42,997.91	£75,633.83	£258,809.99

SUMMARY OF FINANCIAL PERFORMANCE

Income
Total net income generated throughout the year was £294,968.03. The main sources of income were from grants totaling £173,838.45 which equated to 59% of total income. Grampian Pride sponsorship income made up 26.5%, £78,000, of the overall income while other unrestricted funds (sales, training, donations and fundraisers) made up the other 24.5%, £72,276.13.

Expenditure
The total resources expended during the year was £258,809.99. The main areas of expenditure, 49%, were for staffing and training costs; £126,136.83. Core costs; £33,669.85, 13%, which included support costs such as rent, insurances, utilities, governance costs such as auditors/independent examiners' remuneration, board expenses, specialist consultancy & legal fees. Other project costs; £9,680.58, less than 4% and Grampian Pride; £65,897.76, 25%, and miscellaneous spends, including merchandise and fittings; £23,424.97, 9%.

Unrestricted Funds / Reserves
We received Unrestricted Funds of £121,129.58 through donations and fundraisers, including Grampian Pride funding of £78,000 through sponsorships. 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 £173,838.45. This includes; Aberdeenshire Council GIRFEC team, £25,000, Aberdeenshire Health & Social Care Partnership, £25,000, Robertson Trust, £25,000, Impact Funding, £10,500, National Lottery, £17,700, AVA, £10,000, LGBT+ Consortium, £3,000, Health Improvement Fund, £4,520, Baker Hughes, £38,188.45, AGE Scotland £15,000

The majority of the above funds, were/are for salary costs including Robertson Trust, GIRFEC, ASHSCP, Impact funding, National Lottery, AVA, AGE Scotland

Budget
The board has set a budget for 2025/26 of £220,000. This includes £20,000 for Grampian Pride, staffing costs of £135,000, Rent costs at £25,000, insurance and contractual costs of around £29,000, including governance, utilities and accounting, and £5,000 misc. expenses (volunteers, training, stock, events, fundraisers) and £6,000 project.

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 2025

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 2025.

Objectives and activities

The principle activities of the charity are:

- The Advancement of Health
- The Promotion of equality and diversity
- The advancement of education

Four Pillars' mission is to support the LGBT+ community in manners 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 Whittingham

Four Pillars SCIO

Trustees' Report

Statement of trustees' responsibilities

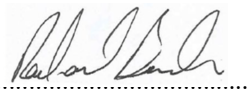
The trustees (who are also the directors of Four Pillars SCIO for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), 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 13 November 2025 and signed on its behalf by:



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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 2025.

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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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 (Institutue 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.

Four Pillars SCIO

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

A Forbes
.....
Alan Forbes - Lime Blue Accountancy Ltd
ICPA (Institutue of Certified Practising Accountants

13 November 2025

Four Pillars SCIO

Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
Income and Endowments from:				
Donations and legacies	2	121,130	173,838	294,968
Total income		121,130	173,838	294,968
Expenditure on:				
Charitable activities	4	(111,081)	(147,729)	(258,810)
Total expenditure		(111,081)	(147,729)	(258,810)
Net income		10,049	26,109	36,158
Net movement in funds		10,049	26,109	36,158
Reconciliation of funds				
Total funds brought forward		(10,901)	43,850	32,949
Total funds carried forward		(852)	69,959	69,107

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

Four Pillars SCIO

(Registration number: CS006106)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Current assets			
Debtors	8	13,800	-
Cash at bank and in hand	9	71,205	37,040
		85,005	37,040
Creditors: Amounts falling due within one year	10	(15,898)	(4,091)
Net assets		69,107	32,949
Funds of the charity:			
Restricted income funds			
Restricted funds		69,959	43,850
Unrestricted income funds			
Unrestricted funds		(852)	(10,901)
Total funds		69,107	32,949

The financial statements on pages 5 to 13 were approved by the trustees, and authorised for issue on 13 November 2025 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 2025

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.

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.

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.

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

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.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

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.

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.

2 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Donations and legacies;			
Donations from individuals	121,130	56,118	177,248
Grants, including capital grants;			
Grants from other charities	-	117,720	117,720
	121,130	173,838	294,968

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total funds £
FOUR PILLARS	24,893	-	24,893
FOUR UNITY	18,237	-	18,237
GRAMPIAN PRIDE SPONSORSHIP	78,000	-	78,000
QuEST	-	25,000	25,000
SEARCH	-	25,000	25,000
HIF	-	4,520	4,520
IMPACT	-	10,500	10,500
LGBT	-	3,000	3,000
AVA	-	10,000	10,000
BAKER HUGHES	-	38,118	38,118
AGE	-	15,000	15,000
NATIONAL LOTTERY	-	17,700	17,700
OTHER - ROBERTSON TRUST	-	25,000	25,000
Total for 2025	121,130	173,838	294,968

4 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £
FOUR PILLARS	35,976	-	35,976
FOUR UNITY	18,485	-	18,485
GRAMPIAN PRIDE	65,898	-	65,898
BAKER HUGHES	-	23,618	23,618
LBGT	-	3,000	3,000
QuEST	-	25,115	25,115
ACVO	-	15,000	15,000
ASHCP	-	25,000	25,000
HIF	-	1,232	1,232
IMPACT	-	10,500	10,500
POSTCODE LOTTERY	-	11,563	11,563
AVA	-	9,600	9,600
ROBERTSON TRUST	-	13,823	13,823
	120,359	138,451	258,810

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:

	2025 No	2024 No
Administrative staff	7	5

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

7 Taxation

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

8 Debtors

	2025 £
Trade debtors	13,800

9 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	71,205	37,040

10 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	156	-
Other taxation and social security	5,641	-
VAT grant repayable	9,599	-
Other creditors	502	4,091
	15,898	4,091

11 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 £1,628 (2024 - £4,400).

Four Pillars SCIO

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	Total 2025 £	Total 2024 £
Donations and legacies		
Appeals and donations	56,118	-
Appeals and donations	121,130	127,510
Grants - other agencies	117,720	167,033
Sponsorship	-	14,215
	294,968	308,758
Charitable activities		
Wages and salaries	(128,262)	(159,486)
Staff NIC (Employers)	-	(23,770)
Staff pensions (Defined contribution) - pension scheme 1	(1,628)	(4,400)
Rent	(15,579)	-
Rent	(6,620)	(23,437)
Rates	(1,665)	(1,406)
Light, heat and power	(6,516)	(9,390)
Insurance	(1,321)	(852)
Repairs and maintenance	-	(247)
Telephone and fax	(1,782)	(2,502)
Office expenses	(220)	(832)
Printing, postage and stationery	(726)	(1,255)
Trade subscriptions	(6,029)	(7,185)
Sundry expenses	(2,381)	(9,157)
Travel and subsistence	(2,747)	(407)
Advertising	(1,630)	(1,530)
Accountancy fees	(1,830)	(134)
Legal and professional fees	-	(436)
Bank charges	(1,210)	(62)
Staff training	(1,316)	(1,102)
Sundry expenses	(7,067)	(579)
Promotional expenses	(2,260)	(24,723)
Promotional expenses	(68,021)	(47,749)
Other services	-	(424)
	(258,810)	(321,065)