ANNUAL REPORT 2026

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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)
ASHSCP (Aberdeenshire Health and Social Care Partnership)
AVA (Aberdeenshire Voluntary Association)
BBV (Blood-borne Virus)
EAST (Events and Awareness Support Team)
EBD (Emotional Behavioral Difficulties)
F&F (Friends & Family)
GIC (Gender Identity Clinic)
GIRFEC (Getting It Right For Every Child)
GREC (Grampian Regional Equality Council)
GSHAW (Grampian Sexual Health And Wellbeing)
HMD (Holocaust Memorial Day)
IF (Including Families)
LGBT+ (Lesbian, Gay, Bisexual, Transgender, plus)
LIA (LGBT+ Inclusion Advocate)
LOST (LGBT+ Outreach Support Team)
MHFA (Mental Health First Aid)
O4M (Out 4 ME *Minority & Ethnic)
OSCR (Office of the Scottish Charity Regulator)
P/M (Per monh)
PVG (Protection of Vulnerable Groups)
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)
TDoR (Transgender Day of Remembrance)
ToR (Terms of Reference)
TRIP (Training Resources and Inclusion Program)
VAST (Voluntary Action Support Team)
WAD (World AIDS Day)
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) Martin Noble (Treasurer) Eoin Cowie (Trustee) Amber Keenan (Trustee) Daryl Jackson (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 has been another challenging year for Four Pillars and for the third sector as a whole.
Like many other charities, we continue to face difficulties in securing funding as available opportunities become increasingly limited.
Whether this is due to reduced funding across the sector or a decline in support for LGBT+ organisations in particular, the impact is being felt by our organisation and the communities we serve.

This year, we also faced backlash from within the LGBT+ community regarding the companies from which we received sponsorship for Grampian Pride. This placed additional pressure on everyone involved, but I am proud to say that we came together and delivered another successful Pride event for Grampian. This experience has prompted us to reflect on how Four Pillars will celebrate Pride in the future.

The social and political climate continues to create challenges for our community, particularly for our transgender members.
Despite these difficulties, we continue to push forward, providing safe spaces where people can meet, access support, and feel a sense of belonging.
We continue to deliver support and social groups, volunteering opportunities, community events, outreach activity, and educational projects.
This is only possible because of the hard work and dedication of our staff and volunteers. The Board thanks them for everything they do.
Looking ahead, we will continue striving to provide vital services to everyone who needs us.

Rachael Beedie
Chair of the board of Trustees

CHIEF EXECUTIVE OFFICER'S REPORT

Partnership Overview

Four Pillars has continued to maintain and strengthen partnerships across Grampian, with staff teams actively engaged in a broad range of strategic and community forums. Collectively, the team participates in 18 fora, including the Third Party Reporting Forum, Mental Health Forum, Equalities and Human Rights Forum, the Holocaust Memorial Day Planning Committee, and the Aberdeenshire Lived Experience Network, among others.

Through both formal collaboration and ongoing engagement beyond these forums, Four Pillars has continued to build and sustain relationships with key partners such as Aberdeen Front Runners, GREC, ACVO, AVA, Aberdeen City Council, Aberdeenshire Council, local Health and Social Care Partnerships, and Cults Parish Church. These partnerships remain integral to extending reach, enhancing service delivery, and strengthening community cohesion across the region.

Challenges

The most significant challenge this year has been a noticeable decline in engagement across services. Despite a wide range of provision delivered by Four Pillars staff and volunteers—including workshops, training, social groups, fundraising initiatives, and events—maintaining consistent attendance has proven difficult. This appears to reflect a broader shift in both community and organisational priorities. Ongoing cost-of-living pressures have resulted in individuals working longer hours and facing increased financial strain, leaving less capacity for participation in community-based activities.

This reduction in engagement was further compounded by the impact of Grampian Pride 2025, where the organisation experienced organised boycotts from larger groups of service users due to sponsorships primarily coming from energy companies. This led to a tangible withdrawal of participation and support from parts of the community, directly affecting attendance, engagement levels, and overall community cohesion.

In parallel, the organisation has faced increasing challenges in securing funding and grants. The external funding landscape has become more competitive and constrained, with a reduction in available opportunities and lower success rates for applications. This has placed additional pressure on operational sustainability and limited the ability to expand or innovate services at the pace required to meet growing need.

Positives

Despite a year defined by significant external pressures and internal challenges, Four Pillars has demonstrated resilience, adaptability, and sustained impact across Grampian. The organisation successfully maintained a broad and diverse service offering—including workshops, training, social groups, outreach, and events—ensuring continued access to vital support for the LGBT+ community. This consistency, even amid declining engagement trends, reflects a strong operational foundation and commitment to community need.

Partnership working has remained a key strength. Active involvement in multiple strategic forums, alongside continued collaboration with organisations such as Aberdeen City Council, Aberdeenshire Council, Health and Social Care Partnerships, and third-sector partners, has enabled Four Pillars to

retain visibility, influence, and integration within the wider support landscape. These relationships have supported both service delivery and opportunities for future development.

Grampian Pride 2025, while challenging, was ultimately delivered successfully under intense scrutiny and opposition. The ability to organise and execute a large-scale, visible community event in a complex socio-political climate demonstrates significant organisational resilience, strong volunteer mobilisation, and effective operational coordination. The event maintained its core purpose of visibility, inclusion, and community representation, even amid reduced attendance and external protest.

Volunteer contribution continues to be a critical asset, with substantial hours dedicated across service delivery, development, and events. This level of commitment highlights strong community investment in the organisation and provides a foundation for future growth, particularly if further structured into leadership and development pathways.

There have also been positive developments in innovation and outreach. New initiatives, including expanded sexual health engagement through partnerships with local businesses and targeted support for trans individuals, demonstrate responsiveness to emerging needs and gaps in provision. These targeted interventions strengthen the organisation's relevance and impact within specific communities.

Collectively, these strengths position the organisation well to stabilise, rebuild trust, and strategically grow in the coming year.

Going Forward

As we move into 2026/2027, against a backdrop of ongoing political and social turbulence impacting both the organisation and the communities we serve, our focus will be on strengthening resilience, ensuring stability, fostering unity, and continuing to advocate for equality. In response to current challenges, we have taken necessary steps to reduce staffing levels and streamline opening times to align with available resources, ensuring the sustainability of our core services.

Our priority is to maintain these essential services while remaining responsive to the evolving needs of the community. Alongside this, we will continue to explore and develop new channels to diversify income streams, reducing reliance on traditional funding sources and strengthening long-term financial resilience. Through a balanced approach of consolidation and targeted growth, we aim to adapt effectively within a changing landscape while continuing to deliver meaningful impact.

Deejay Whittingham
Chief Executive Officer

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

Staff Structure

The staffing structure has remained consistent over the past 12 months with 9 employees.

CEO: Deejay Whittingham

LGBT+ Inclusion Advocates: Layla Wilson | Bradley Whittingham | Lauren Strachan | Linda Reid | Jennifer Johnstone | Emily Taylor | Kirsty Mortimer | Ellie Fyffe

Staff Hours

Record	Hours	Against expected hours	Last year's hours	
Contracted Hours	9,278		9655	-4%
Hours Worked	8,161	88%	8286	-2%
Holidays	974	10%	1006	-3%
Sickness	94	1%	71	32%
Over Time	304	3%	247	23%
Total Paid Hours	9,532	102.7%	9610	-1%

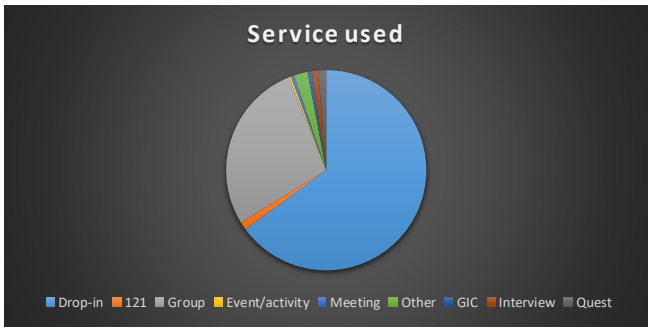
Staff demographic

staff members

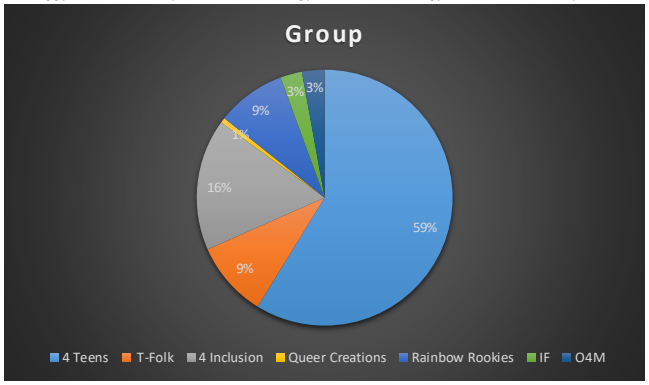
OBJECTIVES AND ACTIVITIES

Overall engagement

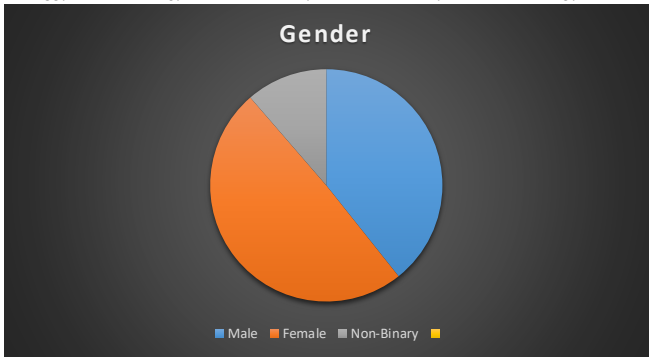
Previous visit	Yes	No
3808	3579	229
	94%	6%



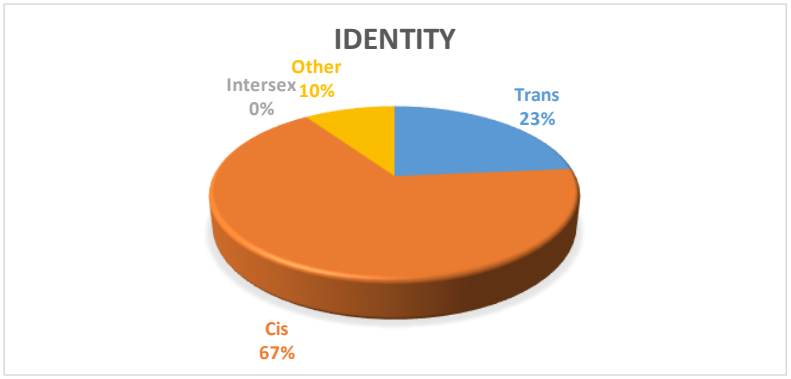
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	GIC	Interview	Quest
3808	2473	50	1053	13	21	84	26	39	49
	65%	1%	28%	0%	1%	2%	1%	1%	1%



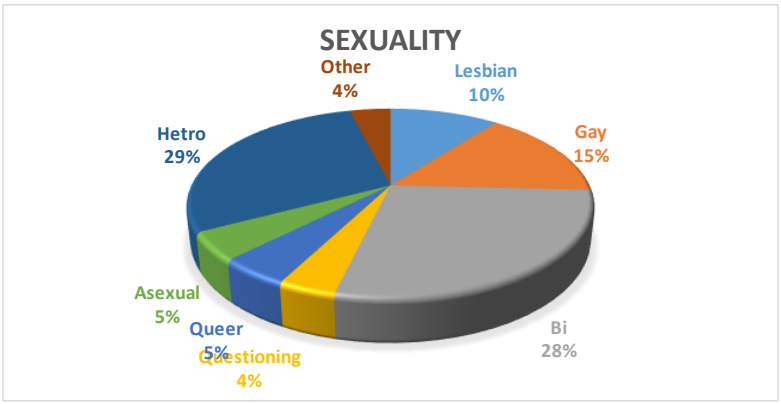
Group	4 Teens	T-Folk	4 Inclusion	Queer Creations	Rainbow Rookies	IF	O4M
1053	619	101	175	7	92	29	30
	59%	10%	17%	1%	9%	3%	3%



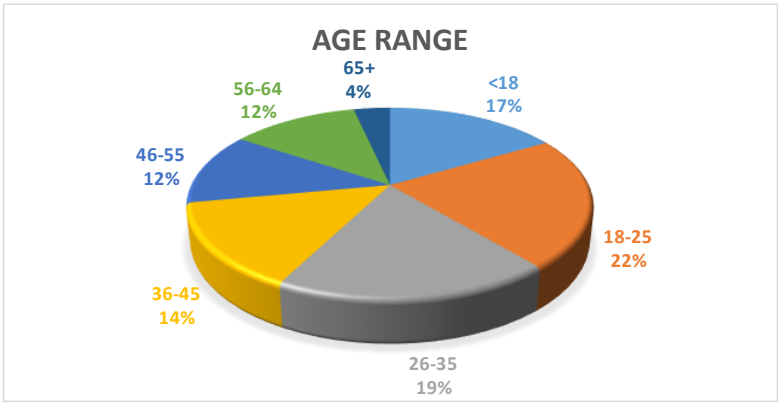
Gender	Male	Female	Non-Binary
229	90	113	26
	39%	49%	11%



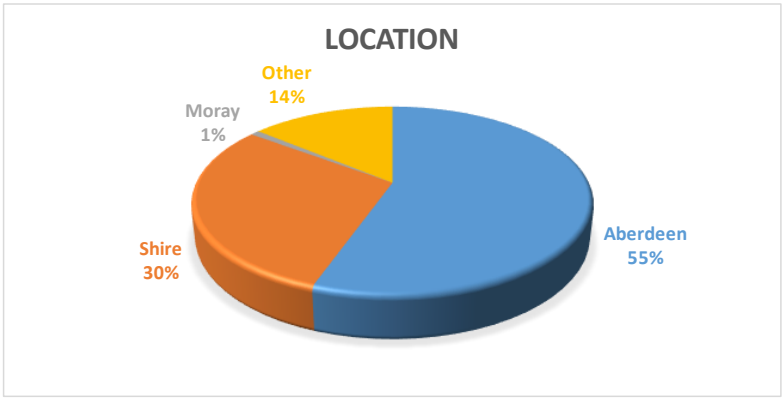
Identity	Trans	Cis	Intersex	Other
229	54	153	0	22
	24%	67%	0%	10%



Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other
229	24	35	64	9	11	11	66	9
	10%	15%	28%	4%	5%	5%	29%	4%

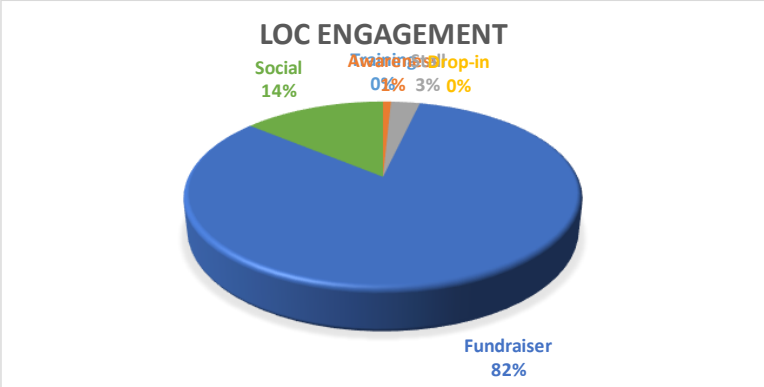


Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+
229	38	51	43	33	28	28	8
	17%	22%	19%	14%	12%	12%	3%

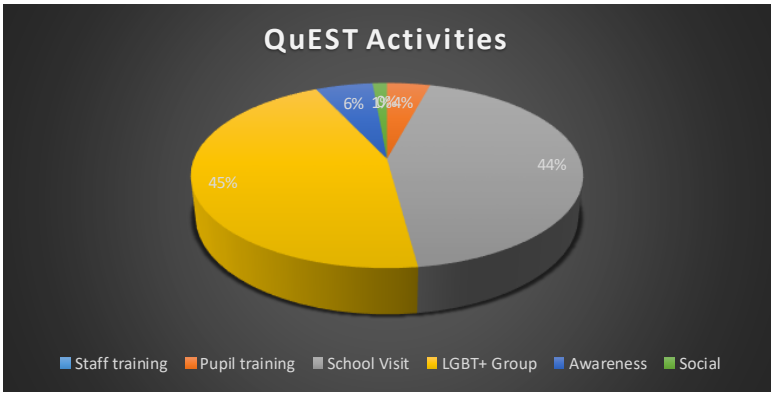


Location	Aberdeen	Shire	Moray	Other
229	127	68	2	32
	55%	30%	1%	14%

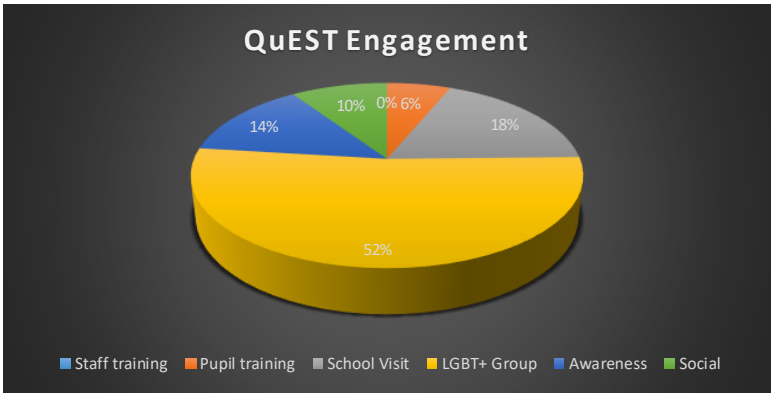
LOC Activities	Training	Awareness	Stall	Drop-in	Fundraiser	Social
49	0	3	6	10	1	29
	0%	6%	12%	20%	2%	59%



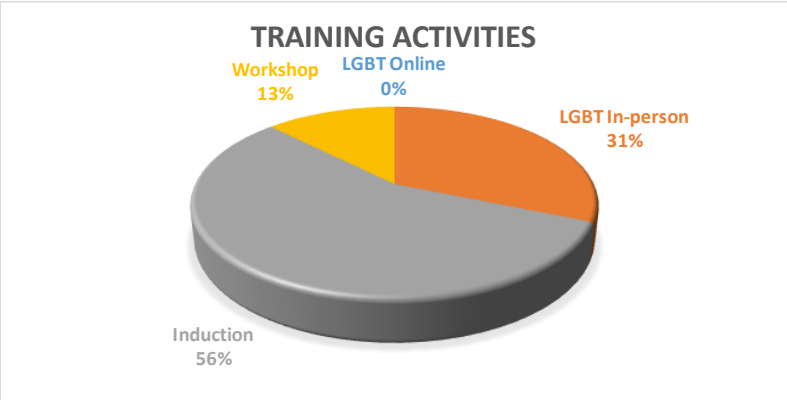
LOC Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social
4853	0	38	138	0	4000	677
	0%	1%	3%	0%	82%	14%



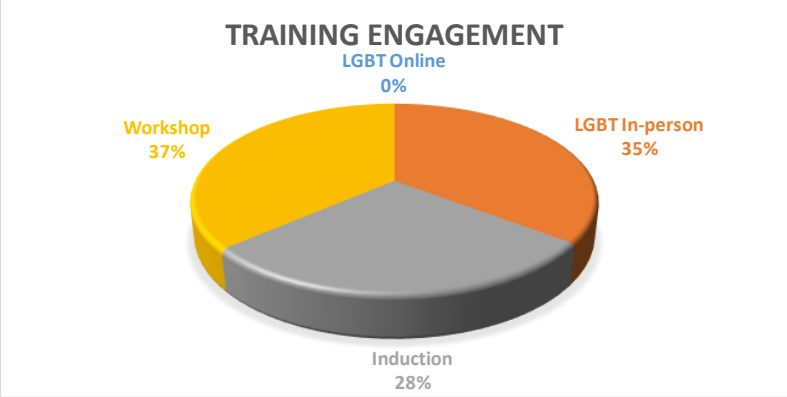
QuEST Activities	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social
71	0	3	31	32	4	1
	0%	4%	44%	45%	6%	1%



QuEST Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social
624	0	39	115	326	85	59
	0%	6%	18%	52%	14%	9%



Training Activities	LGBT Online	LGBT In-person	Induction	Workshop
16	0	5	9	2
	0%	31%	56%	13%



Training Engagement	LGBT Online	LGBT In-person	Induction	Workshop
99	0	35	28	36
	0%	35%	28%	36%

Totals	sign-in	Outreach	total engagement	per month
	3808	5576	9384	782

With data collected over the past 12 months, we are able to clearly evidence the organisation's reach and engagement. Despite a challenging operational landscape, it remains a testament to the commitment and resilience of our team that Four Pillars achieved a total of 9,384 engagements this year. However, this represents a decrease of 2,449 engagements compared to the previous year's total of 11,833.

Of these, 3,808 were direct (sign-in) engagements, while our wider outreach activity connected with 5,576 individuals, including approximately 4,000 engagements at Grampian Pride—a reduction of 2,000 compared to the previous year. On average, this equates to 317 engagements per month, reaching around 113 individuals monthly. We also welcomed 229 new service users over the year.

While overall figures indicate a decline, it is important to contextualise this data. A significant proportion of the reduction—2,000 engagements—relates directly to decreased attendance at Grampian Pride 2025. However, even when accounting for this, the organisation has experienced a notable overall reduction in engagement levels. The drop-in service alone recorded 280 fewer engagements, and new service users decreased by 26 compared to the previous year.

Despite these reductions, there are indicators of service stability and evolving engagement patterns. One-to-one support saw a further 18% decrease, while group participation increased by 5%, suggesting a shift in how individuals are accessing support. This trend reflects the continued success of fostering a safe, welcoming, and community-led environment. This is further demonstrated through the QUEST project, which engaged 326 young people across 32 LGBT+ groups.

Demographic data shows that of the 229 new service users, 113 identified as women, 90 as men, and 26 as non-binary. Additionally, 67% identified as cisgender, with the remaining 33% percent representing transgender and non-binary identities. Notably, 163 individuals identified within the LGBT+ spectrum, while 66 identified as heterosexual, reinforcing the importance and positive impact of engaging allies within our services.

Newly introduced data tracking has also provided insight into geographical reach. Of new service users, 127 were based in Aberdeen City, 68 from Aberdeenshire, 2 from Moray, and 32 from further afield. This is complemented by extensive outreach delivery, including 40 events within the city and 101 across Aberdeenshire.

Within the LOST program, there was a strategic focus on smaller, more targeted interventions, including dedicated groups, structured activities, and one-to-one support. This resulted in 49 activities engaging 4,853 individuals, alongside consistent weekly group delivery. Initiatives included "Walk and Talks" and yoga sessions through the Rainbow Rookies group, as well as a book club under Queer Creations.

This year, we launched a new program, GSHAW aimed at strengthening community-based sexual health provision. The initiative focuses on engaging local businesses and public-facing outlets to act as accessible distribution points for sexual health resources, including prophylaxis, BBV testing kits, and up-to-date sexual health information. Through this program, we successfully partnered with 19 organisations across Grampian, significantly expanding our reach beyond traditional service settings. Over the reporting period, a total of 9,216 condoms were distributed, demonstrating both demand and the effectiveness of embedding sexual health support within everyday community spaces.

In addition, we introduced a new targeted support service for transgender individuals, developed in response to identified gaps in provision and increasing demand for tailored support. Through engagement with the Gender Identity Clinic pathway and wider community networks, the service supported 27 individuals, providing a combination of guidance, advocacy, and signposting. Of these, 15 individuals accessed one-to-one support sessions, enabling more personalised, trauma-informed interventions. This service represents a critical step in addressing health inequalities and ensuring that trans individuals are able to access safe, affirming, and informed support within the Grampian area.

However, the overall reduction in engagement cannot be overlooked. It highlights a shifting landscape in both community need and service accessibility, compounded by external pressures such as funding instability, reduced capacity, and wider socio-political challenges impacting the LGBT+ sector. In response, the organisation has begun adapting its service model, introducing new activities and reshaping delivery methods to better align with how individuals are choosing to engage.

Moving forward, it is clear that incremental change will not be sufficient. The data evidences a need for more decisive, and at times, drastic organisational adaptations to ensure sustainability, relevance, and impact. This includes re-evaluating service delivery models, strengthening outreach strategies, diversifying engagement opportunities, and aligning resources more effectively with emerging community needs.

The below 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.

Previous Visit	Yes	No			New Individuals	229	Individual engagement		1350	Direct engagements	3808
	3579	229			Av. New p/m	19	Av. Individuals p/m		113	Av: Engagements p/m	317
										Aditional engagements	5576
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media				
	91	28	15	45	15	3	21				
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	GIC	Interview	Quest		
	2473	50	1053	13	21	84	26	39	49	3808	
Group	4 Teens	T-Folk	4 Inclusion	Queer Creations	Rainbow Rookies	IF	O4M				
	619	101	175	7	92	29	30			1053	
Location	Aberdeen	Shire	Moray	Other							
	127	68	2	32						229	
Gender	Male	Female	Non-Binary								
	90	113	26							229	
Identity	Trans	Cis	Intersex	Other							
	54	153	0	22						229	
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other			
	24	35	64	9	11	11	66	9		229	
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+				
	38	51	43	33	28	28	8			229	
Event Location	Aberdeen	Shire	Moray	Other							
	40	101	0	0							141
VAST Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social					
	0	1	0	0	0	0					1
VAST Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social					
	0	9	0	0	0						9
LOST Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social					
	0	3	6	10	1	29					49
LOST Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social					
	0	38	138	0	4000	677					4853
QuEST Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social					
	0	3	31	32	4	1					71
QuEST Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social					
	0	39	115	326	85	59					624
TRIP Activity	LGBT Online	LGBT In-person	Induction	Workshop							
	0	5	9	2							16
TRIP Engagement	LGBT Online	LGBT In-person	Induction	Workshop							
	0	35	28	36							99

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 15 academies this year. With this our team has provided 49 one-to-one's with 23 young people across Aberdeenshire, reaching 11 new service users.

All 23 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 (5) reconnected with a LIA for a different/additional factor than the first meeting.

Individual sessions

Previous Visit	Yes	No						New			Total
	38	11						11			49
Change in need	Yes	No									
	5	33									38
Statement	Care Experienced	Gypsy/Traveller	Disability	LGBT+	BAME	EAL	PNTS				
			2	11							13
Factors	Exam Stress	Trauma	Bereavement	Sexuality	Gender	Substance use	Self harm	Depression	Anxiety	EBD	
				4	8		1	2	5	1	20
Location	City	Shire	Moray	Other							
		11									11
Gender	Male	Female	Non-Binary	Other	PNTS						
	4	6	1								11
Identity	Trans	Cis	Intersex	Other	PNTS						
	6	5									11
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS		
	3	1	1	2	1			3			11
Age Range	P1-P7	S1	S2	S3	S4	S5	S6	PNTS			
	2		2	3	1	1	2				11

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 326 pupils during 32 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 31 meetings "school visits" to 115 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
	1	74	0	0					75
Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social	YPI		
	0	3	31	32	4	1	4		
Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social	YPI		
	0	39	115	326	85	59	46		624

SEARCH – SOCIAL EQUALITY AND RESOURCES COMMUNITY HUB

SEARCH has seen a further decrease in engagements this year, <8.6% to 3487, although the overall picture indicates a steady and consistent service.

We note that out of the 3487 engagements, an average of 291 engagements per month, was with around 96 people per month. Meaning on average, each service user visits around 3 times per month. Of the 3487 engagements 2465 utilised our drop-in service, 43 people attended a one-to-one and our groups were attended 954 times over the 12 months. It is also good to see that a wide variety of different people continue to access our service. 69 new service users identified as male, another 69 identified as female while 21 were non-binary. 37 individuals are transgender, 104, cis gender and 43, were heterosexual whilst 116 identified within the LGBT+ community. Additionally, out of the 159 new service users, at 4 unity this year, 38, were aged 18-25 years old while only 6 were over the age of 65.

Previous Visit	Yes	No			New Individuals	159	Individual engagement		1155		Total
	3328	159			Av. New p/m	13	Av. Individuals p/m		96	Direct engagements	3487
										Av: Engagements p/m	291
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media				
	76	23	5	37	6	1	11				159
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	GIC				
	2465	43	954	2	18	5	0				3487
Group	4 Teens	T-Folk	4 Inclusion	Queer Creations	Rainbow Rookies	IF	O4M				
	619	101	168	5	10	21	30				954
Location	Aberdeen	Shire	Moray	Other							
	92	36	1	30							159
Gender	Male	Female	Non-Binary	Other							
	69	69	21	0							159
Identity	Trans	Cis	Intersex	Other							
	37	104	0	18							159
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other			
	13	29	47	5	9	9	43	4			159
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+				
	27	38	30	21	14	23	6				159

When we compare our data to last year we have seen a decrease of 281 check-ins, down from 2746 in 24/25, taking our average engagement from 318 per month to 291. Our data collection now allows us to see how many individuals we engage with each month, collectively over the year that has averaged at 96 people per month (down just 4 from 24/25). We are also able to identify where new service users are traveling from to reach the hub. We are able to identify that 92 live within the city, 36 from Aberdeenshire, 1 from Moray and 30 from further afield. Although we are not able to identify how many of the 3,328 other engagements were from these areas.

For the second year, 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

The introduction of Spond, mobile app, has significantly improved the organisation's ability to accurately track attendance, monitor engagement trends, and evaluate the effectiveness of group delivery. This enhanced visibility has enabled a more data-driven approach to identifying which groups are thriving and which require adaptation.

Group	Sessions	Registered users	Attendance
4 Teens	Weekly	43	619
Out 4 ME	Weekly	19	30
4 Inclusion	Fortnightly	87	175
Grampian T-Folk	Fortnightly	64	101
Including Families	4 Weekly	17	29
Queer Creations	Ad-hoc	24	7
Rainbow Rookies	Ad-hoc	52	92
Positive Peers	Online	4	0

Across all groups, engagement levels vary considerably. 4 Inclusion has demonstrated the strongest performance, with 87 registered users and a total attendance of 175, making it the most engaged and consistently attended group over the reporting period. 4 Teens also shows strong sustained engagement, achieving the highest overall attendance (619) from 43 registered users, indicating regular and repeat participation.

Mid-level engagement is observed in Grampian T-Folk (101 attendance from 64 users) and Rainbow Rookies (92 attendance from 52 users), suggesting steady but more variable participation. In contrast, Out 4 ME (30 attendance from 19 users) and Including Families (29 attendance from 17 users) reflect lower engagement levels relative to their registered base, highlighting challenges in consistent attendance.

Notably, Queer Creations (7 attendance from 24 users) and Positive Peers (0 attendance from 4 users) have experienced minimal to no engagement, indicating that these formats or delivery methods have not been effective in their current form and require review or restructuring.

In response to these engagement patterns, targeted service adaptations have been implemented. Both Out 4 ME and Including Families have now been reintroduced as in-person sessions, recognising the importance of face-to-face interaction in fostering connection, trust, and sustained participation. Early indications suggest that this shift is necessary to better meet the needs of these groups and improve accessibility and engagement outcomes.

LOST - LGBT+ OUTREACH SUPPORT TEAM

This year, we launched a new program, GSHAW aimed at strengthening community-based sexual health provision. The initiative focuses on engaging local businesses and public-facing outlets to act as accessible distribution points for sexual health resources, including prophylaxis, BBV testing kits, and up-to-date sexual health information. Through this program, we successfully partnered with 19 organisations across Grampian, significantly expanding our reach beyond traditional service settings. Over the reporting period, a total of 9,216 condoms were distributed, demonstrating both demand and the effectiveness of embedding sexual health support within everyday community spaces.

In addition, we introduced a new targeted support service for transgender individuals, developed in response to identified gaps in provision and increasing demand for tailored support. Through engagement with the GIC pathway and wider community networks, the service supported 27 individuals, providing a combination of guidance, advocacy, and signposting. Of these, 15 individuals accessed one-to-one support sessions, enabling more personalised, trauma-informed interventions. This service represents a critical step in addressing health inequalities and ensuring that trans individuals are able to access safe, affirming, and informed support within the Grampian area.

Group sessions

Location	Aberdeen	Shire	Moray	Other			Total
	22	27	0	0			49
Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	0	3	6	10	1	29	49
Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	0	38	138	0	4000	677	4853

In addition to this LIAs have organised or attended 49 wider activities, encompassing; 6 stalls, 3 awareness sessions, 10 drop in sessions and 1 fundraiser as well as 29 social events. Including Pride, TDoR, HMD, & World AIDS day. With a reach of 4853 people.

Individual engagements

Previous Visit	Yes	No			New Individuals	39	Individual engagement		96		Total
	113	39			Av. New p/m	3	Av. Individuals p/m		8	Direct engagements	152
										Av: Engagements p/m	13
Referral	F&F	Google	Local Auth	Other	Charity	Poster	Social Media				
	10	1	8	4	9	1	6				39
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	GIC				
	8	6	99	11	2	0	26				152
Group	4 Teens	T-Folk	4 Inclusion	Queer Creations	Rainbow Rookies						
	0	0	7	2	82						91
Location	Aberdeen	North	South	Moray							
	22	14	1	2							39
Gender	Male	Female	Non-Binary	Other							
	8	28	3	0							39
Identity	Trans	Cis	Intersex	Other							
	11	26	0	2							39
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other			
	7	1	9	1	1	2	18	0			39
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+				
	0	9	7	7	11	3	2				39

TRIP - TRAINING RESOURCES AND INCLUSION PROGRAM

The data highlights a concentrated delivery of training and engagement within the City, with all 16 recorded instances taking place in this location and no activity across North, South, or Moray, indicating a highly centralised approach. A total of 16 training sessions were delivered, the majority of which were induction-based (9), followed by LGBT in-person sessions (5) and workshops (2), with no online training recorded. This reflects a strong reliance on face-to-face provision, with a notable absence of digital delivery. In terms of engagement, 99 individuals were reached overall, with workshops generating the highest engagement (36), closely followed by LGBT in-person sessions (35), and induction sessions engaging 28 individuals. Despite fewer sessions, workshops appear to have the greatest impact in terms of reach, suggesting their effectiveness as a delivery model.

Due to current constraints and the need to prioritise core service delivery, the TRIP program will be placed on hold until further notice. As a result, no planned LGBT+ awareness training or workshops will be provided during 2026/27. Overall, while the volume of activity demonstrates consistent delivery, the lack of geographical spread and online provision highlights key areas for development, particularly in expanding accessibility and increasing reach beyond the city.

Year

Location	City	North	South	Moray		Total
	16	0	0	0		16
Training	LGBT Online	LGBT In-person	Induction	WorkShop		
	0	5	9	2		16
Engagement	LGBT Online	LGBT In-person	Induction	WorkShop		
	0	35	28	36		99

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
- Mental Health First Aid training
- Fire Warden training
- Self-Harm Awareness Training
- Suicide prevention
- British Sign Language (Basics)

VAST – VOLUNTARY ACTION SUPPORT TEAM

The Volunteer program, funded through National Lottery, 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 30 volunteers currently in service across Four Pillars.

Measurable activity	Per year	To date	Difference
Recruit Pride volunteers	50	86	+36
Recruit Four Pillars volunteers	50	21	-29
Sign up volunteer to Rainbow Awards	50	107	+57
Support volunteer to step up Rainbow Awards	50	0	-50
Support volunteer into work/education	12	7	-12
To recruit volunteers on low income	4	10	+6
To recruit volunteers with mental health conditions	4	9	+5
To recruit volunteers with a long-term medical condition	4	4	0
To recruit volunteers affected by abuse	4	7	+3
To recruit volunteers from an LGBT+ background	25	17	-8
To recruit volunteers with convictions	1	0	-1
To recruit volunteers from minority ethnic backgrounds	8	7	-1
Total volunteers' recruitment target	100	107	+7

The volunteer data presents a mixed but overall positive performance against targets, with clear areas of strength alongside some notable gaps that require strategic attention.

Performance has been particularly strong in Pride volunteer recruitment, exceeding target by +36 (86 vs 50), and in Rainbow Awards sign-ups, which more than doubled the target (+57). This indicates strong engagement with high-visibility or event-based opportunities, suggesting that volunteers are more readily mobilised around defined, time-bound initiatives. Additionally, recruitment of volunteers from priority support groups has performed well, including those on low income (+6), with mental health conditions (+5), and those affected by abuse (+3)—demonstrating effective outreach into vulnerable or marginalised communities.

However, this strength is contrasted by underperformance in core organisational volunteering. Four Pillars volunteer recruitment is significantly below target (-29), highlighting a challenge in onboarding new volunteers. However, it must also be highlighted that new laws in April 2025 mean that all current and volunteers are required to obtain a PVG certificate. This process initially took around 6 months to complete.

There are also disparities in inclusion-focused recruitment. While some groups are well represented, recruitment from an LGBT+ background (-8) is below target, which is particularly significant given the organisation's core focus. Recruitment of volunteers with convictions (-1) and from minority ethnic backgrounds (-1) is also slightly under target, pointing to potential barriers in accessibility or engagement strategies for these groups.

Despite these inconsistencies, the overall volunteer recruitment target has been exceeded (+7), reaching 107 against a target of 100. This demonstrates that, at a macro level, recruitment efforts are effective; however, the distribution of engagement is uneven. The data suggests a need to rebalance focus—strengthening pathways into core volunteering roles, improving progression and development structures, and refining targeted outreach to ensure alignment with organisational priorities and inclusion goals.

Volunteer Activities	Hours
Board Meetings Four Pillars	78.00
Events Four Pillars	85.00
Events Other	8.00
Fundraising Four Pillars	37.00
Fundraising Home	23.00
Fundraising Other	87.00
Grampian Pride Four Pillars	100.50
Grampian Pride Other	673.00
Graphic Design Four Pillars	7.00
Groups Four Pillars	508.50
One to One Four Pillars	4.50
Events - LOC College/Uni	2.00
Events - LOC Other	4.50
QUEST Four Pillars	4.00
QUEST Home	11.00
QUEST Other	65.00
Support & Development Four Pillars	1094.00
Support & Supervision Four Pillars	8.50
Support and Supervision Four Pillars	4.00
Training Received Four Pillars	227.00
Training Received Home	3.00
Training Support Four Pillars	0.50
Web Design/Social Media Four Pillars	2.00
Web Design/Social Media Home	20.00
	3057.00

The volunteer activity data shows a total contribution of 3,057 hours, which is substantial and indicates a highly engaged and operationally critical volunteer base. However, the distribution of these hours is uneven and reveals key strategic dependencies and inefficiencies.

The largest proportion of time is concentrated in “Support & Development Four Pillars” (1,094 hours), accounting for over a third of all volunteer activity. This suggests that a significant amount of volunteer capacity is being directed toward internal development, infrastructure, and possibly service delivery support rather than outward-facing engagement. While this is essential for sustainability, such a high proportion may indicate over-reliance on volunteers for core organisational functions that would typically require funded staff roles.

The second major area is “Groups Four Pillars” (508.5 hours), highlighting that peer-led groups remain a central pillar of service delivery. This aligns with community-based support models and demonstrates strong engagement in direct service provision. However, when combined with Grampian Pride-related activity (773.5 hours), it becomes clear that a large portion of volunteer effort is event-driven, particularly around Pride.

Training is another notable area, with 227 hours of training received within Four Pillars, but very minimal “Training Support” (0.5 hours). This implies a one-directional model where volunteers are being trained but not necessarily progressing into roles where they train or mentor others—highlighting a gap in capacity-building and leadership development pathways.

Lower-hour categories such as one-to-one support (4.5 hours), graphic design (7 hours), and web/social media (22 hours combined) suggest underutilisation in areas that could enhance visibility, outreach, and personalised support. Given the organisation’s reliance on engagement and awareness, these are potential growth areas.

EAST – Events & Awareness Support Team

Grampian Pride

Grampian Pride 2025, held on 7 June at Duthie Park, represented a significant shift toward sustainability, community ownership, and operational resilience in the face of substantial external and internal pressures. The event retained its core structure of a city parade followed by a festival, adopting a “back to grassroots” approach that prioritised local performers, suppliers, and community-led programming, including the introduction of a Cabaret Tent to showcase local talent.

Attendance reached approximately 5,000 participants in the parade and 4,000 at the festival, reflecting a reduction from previous years and aligning with a strategic focus on stabilisation rather than growth. However, the lead-up to the event was marked by considerable challenge, including organised opposition from groups such as “Fossil Free Pride,” who publicly criticised the event’s association with oil and gas sponsors. This escalated into coordinated protest activity, with several local organisations, including university LGBT+ groups, aligning with the campaign.

The organisation experienced sustained online harassment and criticism over a three-month period, which contributed to a negative perception within sections of the wider community and placed significant strain on the organising team. On the day of the event, approximately 200 protestors attempted to block the parade route but were intercepted, subsequently continuing their protest at the rear of the procession. These circumstances had a notable impact on volunteer and committee morale, with several Grampian Pride committee members indicating they would not be involved in future planning cycles.

Despite these challenges, the event was delivered at an estimated cost of £60,000–£70,000, supported by a volunteer base of approximately 60 core contributors and up to 100 additional event-day volunteers, underscoring both the resilience of the organisation and its continued reliance on volunteer capacity. Overall, Grampian Pride 2025 can be characterised as a consolidation year defined not only by financial constraint but also by heightened socio-political tension, necessitating a renewed focus on organisational sustainability, community trust, and long-term strategic positioning

Sponsors

Grampian Pride 2025 was supported by a diverse sponsorship portfolio spanning energy, transport, retail, education, and local business sectors, including BP, Shell, Subsea 7, Petrofac, Serica Energy, CNRI, Harbour Energy, Repsol, and Baker Hughes, alongside organisations such as Granite Elite, Prospect 13, Granite City Events, Krakatoa, Cheerz, Stagecoach, FirstBus, NESCOL, OVG, Tesco, GSK, ChampionX, Elements, Altred, Be Wonder, Exodus, and Siberia. This breadth of sponsorship was critical in enabling delivery of the event, particularly within a challenging funding landscape. However, the inclusion of several oil and gas companies within the sponsorship base became a focal point of public scrutiny and protest, highlighting the ongoing tension between financial sustainability and stakeholder expectations. Despite this, sponsor contributions remained essential to maintaining a free, accessible Pride event for the Grampian community.

Funding

Fundraisers

We currently have 14 charity pots in circulation across the city, which have raised £911.04 this year. This year we continue 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 2026. The target for this campaign is to run over 1000 km collectively throughout the year and raise £40,000, the majority of that will be raised in the 26/27 fiscal year. Although 1 race, 100km has already been completed. To-date, £2,199 has been raised toward the campaign.

Funding application decisions

Over the last 12 months the organisation applied for 17 grants totaling £913,523.65 and has been awarded for 4 of those applications, totalling £79,000

ACVO mental health and wellbeing fund Round 5&6	£30,000.00
AVA mental health and wellbeing fund Round 5&6	£24,000.00
Bank Of Scotland-Empower	£250,000.00
Bryson Corbett Charitable Trust	£5,000.00
CABWI Charity	£25,000.00
UDECIDE	£15,000.00
Dulverton Trust	£30,000.00
Hays Travel Foundation	£55,000.00
Healthy Hearts	£15,000.00
Hobart Charitable Trust	£4,500.00
Hugh Fraser Foundation	£112,523.65
Inspiring Scotland Cashback for communities	£180,000.00
LNER	£10,000.00
People's Postcode Trust	£25,000.00
Scottish Government Sexual Health and Blood Borne Virus Action P	£40,000.00
The Wolfson Foundation	£80,000.00
Weir Charitable Trust	£12,500.00

AWARDED

ACVO mental health and wellbeing fund Round 5&6	£30,000.00	2 years
AVA mental health and wellbeing fund Round 5&6	£24,000.00	2 years
NHS GIC Support service	£15,000.00	
NHS Grampian Charity	£10,000.00	

	Applications	%	Decision %	Amount	Potential funding	Decision %
Funding decisions from last FY	8			£ 246,825.00		
Funding applied for this FY	17			£ 913,523.65	£ 1,160,348.65	
Funding decisions pending	3	12.00%		£ 34,500.00		2.97%
Funding awarded	4	16.00%	18.18%	£ 79,000.00		6.81%
Funding declined	18	72.00%	81.82%	£1,046,848.65		90.22%

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	£18,323.42
4 Unity	£917.32
Total	£19,240.74

Retail Value	
4 Pride	£36,391.2
4 Unity	£5,137.18
Total	£41,528.38

Profit/Loss	
4 Pride	+£18,067.78
4 Unity	+£4,219.86
Total	+£22,287.64

Income

Total income generated throughout the year was £192,017.81. <34.90% from last year.
The main sources of income continues to be grant funding at £142,500 (<18%) which equated to 74% of total income. Grampian Pride saw a decrease in this year's income by 94.87% due to no planned event in 2026. While other unrestricted funds (sales, training, donations and fundraisers) made up the other 23.70%, £45,517.81

Target Income	Yearly
4 Unity sales	£ 20,000.00
Training	£ 10,000.00
Funding (Grants)	£120,000.00
Fundraising/Donations	£ 40,000.00
Misc (invoices / room hire / etc)	£ 10,000.00
Pride	£ 20,000.00
Total target	£220,000.00

2025-26	Q1	Q2	Q3	Q4	Year	2024/25
Sales	£ 8,287.97	£ 3,467.47	£ 2,507.05	£ 2,428.80	£ 16,691.29	-8.48%
Funding	£45,375.00	£24,375.00	£ 9,375.00	£ 63,375.00	£142,500.00	-18.03%
Donations/Fundraisers	£12,340.12	£ 2,913.10	£ 4,444.83	£ 5,909.12	£ 25,607.17	108.70%
Misc (Invoices/room hire)	£ 1,165.00	£ 278.35	£ 702.00	£ 1,074.00	£ 3,219.35	28.52%
Grampian Pride	£ 3,000.00	£ 1,000.00	£ -	£ -	£ 4,000.00	-94.87%
Total	£70,168.09	£32,033.92	£ 17,028.88	£ 72,786.92	£192,017.81	-34.90%

Expenditure

Expenditure	Q1	Q2	Q3	Q4	Year
Total	-£ 96,143.16	-£ 67,988.69	-£ 50,881.53	-£ 43,969.01	-£ 258,982.39
Budget	-£ 55,000.00	-£ 55,000.00	-£ 55,000.00	-£ 55,000.00	-£ 220,000.00
Over/Under	£41,143.16	£12,988.69	£4,118.47	£11,030.99	£38,982.39

The total resources expended during 25/26 was £258,982.39 The main areas of expenditure were for staffing and training costs of £149,890.49.

*Note: The 2025/26 budget, as set out by the board did not include prior Grampian Pride expenditure commitments for Grampian Pride 2025 that had already been put in place. This usually rolls over each year due to the consistency of the event and requirements around income/outgoings relating to the time of the event. (usually crosses 2 financial years). Because the decision to with-hold Grampian Pride in 2026 was made this led to a confusions in budget and over-spend in this financial year.
A breakdown of all expenditure is shown in the below table. This shows a spend for Grampian Pride as £43,343.64 in this financial year. Against a target of £20,000.

Expenditure	Q1	Q2	Q3	Q4	Total
Grampian Pride	-£ 39,136.11	-£ 4,207.53	£ -	£ -	-£ 43,343.64
Rent	-£ 4,082.45	-£ 6,640.00	-£ 3,575.62	-£ 7,120.00	-£ 21,418.07
Salary/Staff Costs	-£ 41,296.27	-£ 42,387.31	-£ 40,327.30	-£ 25,879.61	-£ 149,890.49
Charity Activities	-£ 573.75	-£ 235.63	-£ 164.40	-£ 1,658.91	-£ 2,632.69
Post / Printing / Stationary	-£ 80.00	-£ 82.80	-£ 69.00	-£ 160.67	-£ 392.47
Phones	-£ 299.49	-£ 420.75	-£ 401.49	-£ 401.49	-£ 1,523.22
Web & BB	-£ 785.55	-£ 398.14	-£ 345.84	-£ 440.60	-£ 1,970.13
Subscriptions	-£ 1,932.01	-£ 964.86	-£ 740.28	-£ 1,669.38	-£ 5,306.53
Light & Heating	-£ 1,537.79	-£ 959.30	-£ 1,353.10	-£ 2,376.70	-£ 6,226.89
Rates & Water	-£ 409.06	-£ 466.15	-£ 443.33	-£ 495.39	-£ 1,813.93
Insurance	-£ 149.21	-£ 900.08	-£ 97.92	-£ 195.84	-£ 1,343.05
Misc	-£ 41.79	-£ 474.38	-£ 24.44	-£ 197.00	-£ 737.60
Travel	-£ 1,262.32	-£ 2,077.03	-£ 2,037.31	-£ 1,410.78	-£ 6,787.44
Office Equipment	£ -	£ -	£ -	£ -	£ -
Repairs & Renewals	£ -	-£ 1,835.48	-£ 316.60	-£ 29.17	-£ 2,181.25
Accounting	-£ 345.00	-£ 345.00	-£ 345.00	-£ 795.00	-£ 1,830.00
Bank charges	£ 67.83	-£ 27.22	-£ 71.30	-£ 40.56	-£ 71.25
Projects	-£ 33.36	-£ 2,745.85	-£ 15.00	-£ 34.00	-£ 11,513.74
Stock	-£ 4,246.83	-£ 2,821.18	-£ 553.61	-£ 1,063.91	-£ 8,685.53
TOTAL	£96,143.16	£65,167.51	£50,327.92	£42,905.10	£258,982.39

SUMMARY OF FINANCIAL PERFORMANCE

Income
Total net income generated throughout the year was £192,017.81. The main sources of income were from grants totaling £142,500 which equated to 74% of total income. Grampian Pride sponsorship income made up 2.08% £4,000, of the overall income while other unrestricted funds (sales, training, donations and fundraisers) made up the other 23.70%, £45,517.81.

Expenditure
The total resources expended during the year was £258,982.39. The main areas of expenditure, 57.87%, were for staffing and training costs; £149,890.49. Core costs; £41,503.07, 16.02%, 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; £11,513.74, less than 4.44% and Grampian Pride; £43,343.64, 16.7%, and miscellaneous spends, including merchandise and fittings; £12,731.45, 4.91%.

Unrestricted Funds / Reserves
We received Unrestricted Funds of £49,517.81 through donations and fundraisers, including Grampian Pride funding of £4,000 through sponsorships. The organisation holds £0 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 £142,500. This includes; Aberdeenshire Council GIRFEC team £28,000, Aberdeenshire Health & Social Care Partnership £22,500, Robertson Trust £25,000, ACC £15,000, AVA £12,000, NHS Grampian Charity £10,000, NHS GIC £15,000, ACVO £15,000

The majority of the above funds, were/are for salary costs including Robertson Trust, GIRFEC, ASHSCP, AVA

Budget
The board has set a budget for 2026/27 of £165,000. This includes staffing costs of £113,000, Rent costs at £15,600, insurance and contractual costs of around £24,000, including governance, utilities and accounting, and £5,000 misc. expenses (volunteers, training, stock, events, fundraisers) and £7,400 project costs.

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 2026

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 of the charitable company for the year ended 31 March 2026.

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
	Daryl Jackson
Other Officers:	Mr Martin Noble, Treasurer
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 ..... 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 trustees on my examination of the financial statements of Four Pillars SCIO ('the charity') for the year ended 31 March 2026.

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

Date: 19th October 2026

Four Pillars SCIO

Statement of Financial Activities for the Year Ended 31 March 2026

	Note	Unrestricted funds £	Restricted funds £	Total 2026 £
Income and Endowments from:				
Donations and legacies	2	49,518	142,500	192,018
Total income		49,518	142,500	192,018
Expenditure on:				
Charitable activities	4	(107,155)	(151,827)	(258,982)
Total expenditure		(107,155)	(151,827)	(258,982)
Net expenditure		(57,637)	(9,327)	(66,964)
Transfers between funds		58,489	(58,489)	-
Net movement in funds		852	(67,816)	(66,964)
Reconciliation of funds				
Total funds brought forward		(852)	69,959	69,107
Total funds carried forward	12	-	2,143	2,143

	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	12	(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 2026

	Note	2026 £	2025 £
Current assets			
Debtors	8	125	13,800
Cash at bank and in hand	9	6,155	71,205
		6,280	85,005
Creditors: Amounts falling due within one year	10	(4,137)	(15,898)
Net assets		2,143	69,107
Funds of the charity:			
Restricted income funds			
Restricted funds		2,143	69,959
Unrestricted income funds			
Unrestricted funds		-	(852)
Total funds	12	2,143	69,107

The financial statements on pages 5 to 15 were approved by the trustees, and authorised for issue on ..... and signed on their behalf by:

.....
Rachael Beedie
Trustee

Four Pillars SCIO

Notes to the Financial Statements for the Year Ended 31 March 2026

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 2026 £
Donations and legacies;			
Donations from individuals	49,518	-	49,518
Grants, including capital grants;			
Grants from other charities	-	142,500	142,500
	49,518	142,500	192,018

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2026 £
FOUR PILLARS	28,827	-	28,827
QUEST	-	28,000	28,000
ASHSCP	-	22,500	22,500
AVA	-	12,000	12,000
OTHER - ROBERTSON TRUST	-	25,000	25,000
NHSG CHARITY	-	10,000	10,000
NHS GIC	-	15,000	15,000
ACVO	-	15,000	15,000
ACC CULTURE	-	15,000	15,000
FOUR UNITY	16,691	-	16,691
GRAMPIAN PRIDE SPONSORSHIP	4,000	-	4,000
	49,518	142,500	192,018

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

4 Expenditure on charitable activities

	Unrestricted funds General	Restricted funds	Total 2026	Total 2025
	£	£	£	£
FOUR PILLARS	75,705	-	75,705	35,976
FOUR UNITY	19,957	-	19,957	18,485
GRAMPIAN PRIDE	4,751	-	4,751	65,898
BAKER HUGHES	-	14,500	14,500	23,618
LBGT	-	-	-	3,000
QuEST	-	28,000	28,000	25,115
ACVO	-	-	-	15,000
ASHCP	-	22,500	22,500	25,000
HIF	-	3,288	3,288	1,232
IMPACT	-	-	-	10,500
POSTCODE LOTTERY	-	-	-	11,563
AVA	-	10,000	10,000	9,600
ROBERTSON TRUST	-	25,000	25,000	13,823
AGE SCOTLAND	-	15,000	15,000	-
ACC CULTURE	-	15,000	15,000	-
NATIONAL LOTTERY	-	17,700	17,700	-
NHSG CHARITY	-	10,000	10,000	-
NHS GIC	-	12,500	12,500	-
	100,413	173,488	273,901	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 aggregate payroll costs were as follows:

Notes to the Financial Statements for the Year Ended 31 March 2026

	2026 £	2025 £
Staff costs during the year were:		
Wages and salaries	147,148	128,262
Pension costs	1,712	1,628
	148,860	129,890

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:

	2026 No	2025 No
Administrative staff	7	7

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

	2026 £	2025 £
Trade debtors	125	13,800

9 Cash and cash equivalents

	2026 £	2025 £
Cash at bank	5,057	71,205
Short-term deposits	1,098	-
	6,155	71,205

10 Creditors: amounts falling due within one year

	2026 £	2025 £
Trade creditors	-	156
Other taxation and social security	2,266	5,641
VAT grant repayable	(201)	9,599
Other creditors	2,072	502
	4,137	15,898

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 £1,712 (2025 - £1,628).

12 Funds

	Balance at 1 April 2025 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2026 £
Unrestricted funds					
General	(852)	49,518	(107,155)	58,489	-
Restricted funds	69,959	142,500	(151,827)	(58,489)	2,143
Total funds	69,107	192,018	(258,982)	-	2,143

Unrestricted funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General	(10,901)	121,130	(111,081)	(852)
Restricted funds	43,850	173,838	(147,729)	69,959
Total funds	32,949	294,968	(258,810)	69,107

Four Pillars SCIO

Detailed Statement of Financial Activities for the Year Ended 31 March 2026

	Total 2026 £	Total 2025 £
Donations and legacies		
Appeals and donations	-	56,118
Appeals and donations	49,518	121,130
Grants - other agencies	142,500	117,720
	192,018	294,968
Charitable activities		
Wages and salaries	(147,148)	(128,262)
Staff pensions (Defined contribution) - pension scheme 1	(1,712)	(1,628)
Rent	-	(15,579)
Rent	(21,418)	(6,620)
Rates	(1,814)	(1,665)
Light, heat and power	(6,227)	(6,516)
Insurance	(1,343)	(1,321)
Telephone and fax	(1,523)	(1,782)
Office expenses	-	(220)
Printing, postage and stationery	(393)	(726)
Trade subscriptions	(5,306)	(6,029)
Sundry expenses	(738)	(2,381)
Travel and subsistence	(6,787)	(2,747)
Advertising	(1,970)	(1,630)
Accountancy fees	(1,830)	(1,830)
Bank charges	(425)	(1,210)
Staff training	(1,030)	(1,316)
Repairs and renewals	(2,181)	-
Sundry expenses	(8,333)	(7,067)
Promotional expenses	(2,967)	(2,260)
Promotional expenses	(45,837)	(68,021)
	(258,982)	(258,810)