

CHARITY NO: SC048438

SKILLS EXCHANGE SCIO  
REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

SKILLS EXCHANGE SCIO

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

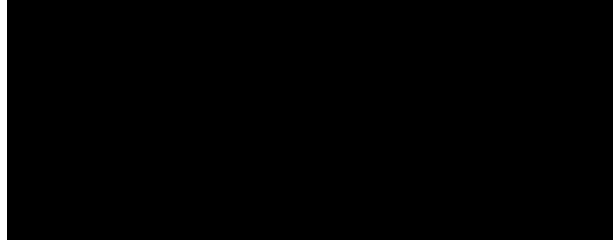
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SKILLS EXCHANGE SCIO

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees



Principal Office

103 Strathmore House  
1 Cornwall Street  
East Kilbride  
G74 1LF

Charity Number

SC048438

Independent Examiners

Wbg Services LLP  
168 Bath Street  
Glasgow  
G2 4TP

Bank

Virgin Money Plc  
40 St Vincent Place  
Glasgow  
G1 2HL

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their report together with the financial statements of the charity for the year ending 31 March 2025.

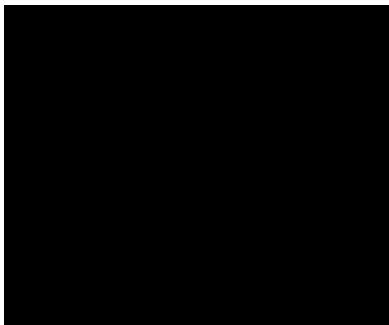
The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 and Accounting and Reporting 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.


Structure, governance and management

#### Governing Document

The charity is a Scottish Charitable Incorporated Organisation (SCIO) governed by its constitution which was registered with the Office of the Scottish Charity Regulator on 31 January 2020.

#### Chairman's Statement



, Chair of Skills Exchange SCIO Board of Trustees

At Skills Exchange, our mission is simple but powerful: to empower individuals—especially young people—by equipping them with the skills, support, and confidence needed to thrive. Through our strengths-based approach, we aim to foster resilience, personal growth, and a renewed sense of purpose within our community.

Over the past year, despite the wider financial pressures affecting the third sector, we have continued to deliver life-changing outcomes. This report highlights our progress, achievements, and the unwavering commitment of our team during a period of transition and renewal.

Our organisation remains dedicated to supporting individuals facing disadvantage—whether through poverty, mental health challenges, learning difficulties, or a lack of opportunity. We provide a flexible, person-centred model that includes employability training, life skills development, certified qualifications, and personal wellbeing support. Importantly, we do this through a blend of group sessions, intensive 1-to-1 mentoring, and work experience placements—all designed to help people take positive steps toward employment or further education.

We support young people at key transition points, including those moving from school into the workforce or engaging with alternative curriculum options. Many of these young people have experienced challenges in formal education, and we are proud to help rebuild their confidence and motivation through tailored learning. Alongside this, our work with older adults has expanded significantly, offering both training and meaningful opportunities to address social isolation and reconnect with community life post-pandemic.

Collaboration continues to be a cornerstone of our success. We work in partnership with Skills Development Scotland, local Jobcentres, South Lanarkshire Works – Aspire Programme, schools, colleges, training providers, and a network of local employers.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Chairman's Statement (continued)

We also benefit from the involvement of excellent partner organisations such as DARCYS Equine Assisted Learning Centre, NHS Stress Control, SAMH, U-Turn Peer Education, and the Scottish Fire & Rescue Community Team—who all enrich the experiences we offer.

2025 marks my seventh year as Chair of Skills Exchange SCIO, and it has been a year of significant change and strategic development. In Autumn 2024, our Chief Officer [REDACTED] moved on to a new opportunity. We thank [REDACTED] for her dedicated contribution. During the interim, Trustee [REDACTED] stepped up as Acting Chief Officer, volunteering his time and leadership to guide us through a crucial period. His efforts enabled us to implement structural improvements, secure additional funding, and successfully recruit our new Chief Officer, [REDACTED].

Since joining in November 2024, [REDACTED] has already made a strong and positive impact. She has overseen the recruitment of new staff, enhanced internal systems, and led our relocation to the EK Collective Hub—offering vastly improved facilities and a refreshed space for growth. Her leadership has reinvigorated the organisation, and we are excited about what lies ahead under her guidance.

While the funding environment for 2025/26 remains uncertain, our current reserves position is healthy and provides a solid foundation for continuity. We will continue to pursue additional funding sources and remain focused on delivering high-impact outcomes. The value of our work is clearly seen in the lives we help transform—and this remains our greatest motivation.

On behalf of the Board of Trustees, I extend our heartfelt thanks to the entire Skills Exchange team—staff, volunteers, and partners past and present. Your expertise, compassion, and dedication are the reason we can make such a meaningful difference.

As always, it is the journeys of our beneficiaries—their growth, success, and resilience—that inspire us to keep moving forward. That's what makes all this worthwhile.

#### Our Aims

Skills Exchange is dedicated to empowering local individuals by facilitating their journey and helping to overcome barriers to move towards a positive destination. We provide comprehensive support, including advice, guidance and training tailored to meet the unique needs of each individual person. By addressing obstacles such as lack of education, skills gaps and socio-economic challenges, we strive to create opportunities for all. We offer a range of programmes designed to enhance skills and boost employability.

Skills Exchange SCIO is committed to fostering a supportive community where individuals can grow, connect, and realise their potential. Whether they are looking to enhance their skills, build confidence, or prepare for employment, we offer tailored programs to support their journey.

#### Our Work in South Lanarkshire: Empowering People Through Practical Support & Creating Pathways

At Skills Exchange, we take a strategic and person-centred approach to tackling unemployment, inequality, and social exclusion. From our base at the EK Collective Hub in East Kilbride, we deliver a suite of accredited and outcome-driven programmes focusing on employability, life skills, mental health, personal development, and horticulture.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Our Work in South Lanarkshire: Empowering People Through Practical Support & Creating Pathways (continued)

Our work is primarily aimed at young people aged 16–24, many of whom face significant and overlapping barriers to progress, including mental health challenges, poverty, learning difficulties, care experience, and disengagement from formal education. We also support adults—many long-term unemployed—who are struggling with re-engagement and social isolation in the wake of the pandemic and ongoing cost-of-living pressures.

For both groups, we offer structured, flexible support designed to achieve long-term positive outcomes. We rebuild confidence, deliver practical skills, and provide tailored qualifications—all embedded within a nurturing environment where individuals are empowered to take meaningful steps forward in their lives.

Real-world work experience is a cornerstone of our model. By connecting participants with local employers for placements and insight sessions, we ensure their training is both relevant and transferrable—helping them become not only job-ready, but resilient and adaptable in an ever-changing job market.

Our service is guided by the belief that every individual has potential, and our interventions must be flexible, person-centred, and responsive. To deliver this, we work in close collaboration with a strong network of partners including:

- South Lanarkshire Council – Aspire Works Programme.
- Skills Development Scotland.
- Social Work and Education Services.
- Local Jobcentres, colleges, training providers, and third sector organisations.

We also benefit from long-standing partnerships with sector-leading contributors such as DARCYs Equine Assisted Learning Centre, Dress for Success, SAMH, U-Turn Peer Education, NHS Stress Control, and Scottish Fire & Rescue Community Team. Their input adds depth, innovation, and therapeutic value to our group work.

Our employer engagement model continues to grow. Local businesses actively contribute to our programmes by offering placements, mock interviews, and career talks. This not only builds students' practical knowledge, but also strengthens our ties to local industry, aligning our training with current labour market needs.

We are proud to report strong retention and progression outcomes, particularly among those who have previously struggled in other settings. In the last year alone, we supported 145 individuals, with over 71 transitioning into employment, further training, or education.

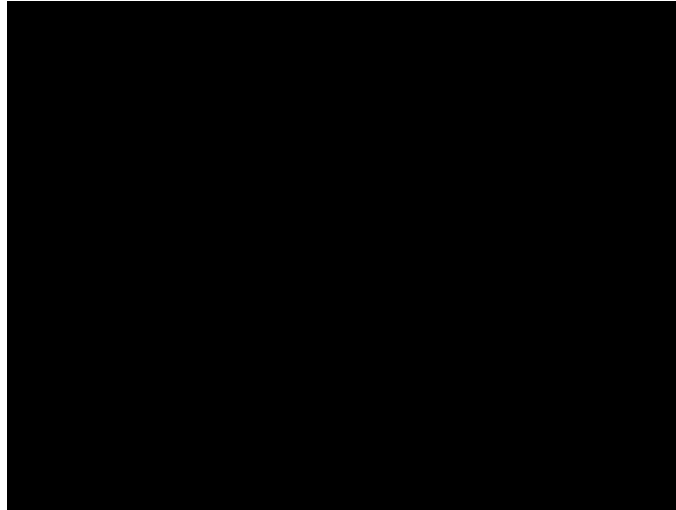
To our funders and stakeholders, we offer a proven model of delivery, based on collaboration, accountability, and impact. Our ability to adapt to shifting needs, maintain cost-efficiency, and deliver lasting results positions Skills Exchange as a valuable partner in tackling the deep-rooted challenges that affect vulnerable groups across South Lanarkshire.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Our Work in South Lanarkshire: Empowering People Through Practical Support & Creating Pathways (continued)

With your continued support, we remain committed to empowering individuals, transforming futures, and contributing to a stronger, more inclusive community.



#### Our Courses: Building Skills, Confidence, and Career Readiness

At Skills Exchange, we offer three accredited and outcomes-focused programmes that combine personal development, practical experience, and nationally recognised qualifications. Each course is designed to meet learners where they are and support them in progressing toward employment, further education, or greater social inclusion.

##### Skills for a Stronger Wellbeing

##### Building Confidence, Resilience & Mental Wellbeing

This 13-week programme provides a supportive, structured environment for individuals to develop the tools they need to thrive in life, relationships, and work. Through group-based activities and practical learning, participants explore personal growth, mental health, and emotional resilience.

##### Participants gain:

- Confidence & Motivation – Engaging, hands-on activities that foster self-belief and goal setting.
- Resilience for Life's Challenges – Strategies to manage stress, setbacks, and transitions with a positive mindset.
- Transferable Life Skills – Practical tools to apply across personal and professional settings.
- Community & Connection – A sense of belonging built through shared experiences and peer support.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Skills for a Stronger Wellbeing (continued)

- Certified Qualification – Participants achieve the SQA Wellbeing Award (SCQF Level 3 & 4), a recognised milestone for future progression. We can also offer a SQA in Mental Health.

#### Let's Grow

##### An Outdoor Journey in Skills, Self-Belief & Practical Achievement

Let's Grow is more than a horticulture course—it's a transformative, 13-week experience that uses nature and outdoor learning to build confidence, responsibility, and connection. This programme is particularly effective for individuals who thrive in hands-on environments and benefit from alternative learning methods.

#### Participants gain:

- Confidence Through Action – Cultivating plants and green spaces builds pride and tangible achievement.
- Motivation to Succeed – Clear, visible goals—from seed to harvest—enhance focus and personal drive.
- Teamwork & Life Skills – Students improve communication, problem-solving, and collaboration.
- Outdoor Learning & Partnerships – Delivered in partnership with the David Livingstone Birthplace and DARCYs Equine Assisted Learning Centre, offering meaningful engagement with nature.
- Recognised Achievement – Learners work toward the SQA National Progression Award (NPA) and SQA Employability Award, strengthening future employability.

#### Realising Your Potential (RYP)

##### A Stepping Stone to Skills, Confidence & Career Success

Realising Your Potential is a dynamic, 13-week employability course designed to prepare individuals for the realities of the job market. It combines practical training with real-world experience, equipping learners with the skills, knowledge, and confidence to transition into work or further education.

#### Participants gain:

- Confidence to Succeed – Support with interviews, applications, and navigating workplace expectations.
- Essential Employability Skills – Guidance in writing CVs and cover letters that stand out to employers.
- Insight into Industry – A 4-week work placement provides real-world exposure to various sectors.
- Job Search & Interview Readiness – Training in job ad analysis, interview prep, and soft skill development.
- Certified Qualification – Participants achieve the SQA Employability Award and Steps to Work, providing a clear pathway to sustained employment.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Realising Your Potential (RYP) (continued)

These programmes are designed not only to address immediate barriers but to create long-term impact. Our person-centred approach ensures every participant receives the tailored support they need to grow, connect, and progress.

#### Student Voices: Impact in Their Own Words

At Skills Exchange, the stories and experiences of our students reflect the real impact of our work. We're proud to share a selection of direct quotes from those who have taken part in our programmes this year. Their journeys demonstrate the value of inclusive, person-centred support—and the life-changing difference it can make.

*“Coming to Skills Exchange has helped me make friends.”*

*“Doing Let’s Grow showed me I love gardening, so I’ve applied to study Horticulture at college! I would never have done that without Skills Exchange giving me the confidence to go for it.”*

*“Before Skills Exchange, I struggled with change and social situations. The team gave me space to be myself, and now I have a routine I feel proud of. For the first time, I feel like I belong.”*

*“Walking into a room of strangers used to terrify me. I’ve made real friends—and I even led a group activity last month. That’s something I never thought I’d do.”*

*“I was stuck in a cycle of feeling low and doing nothing. ‘Skills for a Stronger Wellbeing’ gave me tools to understand myself better. I now volunteer once a week and feel like I have purpose again.”*

*“I left school with no clue what was next. The Let’s Grow course gave me skills, work experience, and the confidence to apply for jobs. I finally feel like I’m moving forward.”*

*“Job Club didn’t just help me fix my CV—it helped me believe I had something to offer again. I’ve just started part-time work and I’m so grateful for the support.”*

These testimonials highlight the profound social, emotional, and practical outcomes achieved through our programmes. Whether it’s gaining employment, finding community, building confidence, or discovering a passion, Skills Exchange supports individuals to take meaningful steps forward—at their own pace, and in their own way.

#### Watch Their Stories

We’ve captured some of these powerful journeys on film. Visit the links below to hear directly from our students and see the difference our support is making:

- Hear from some of our students:  
<https://vimeo.com/1075642314/b9ec11002e>  
<https://vimeo.com/1075642358/60ab5507d3>
- Student and now Volunteer:  
<https://vimeo.com/1075642426/6544a62242>

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Realising Your Potential (RYP) (continued)

- Hear from our previous student and now employee and one of our partners at Darcys:  
<https://vimeo.com/1078729072/bdee9a82d5>

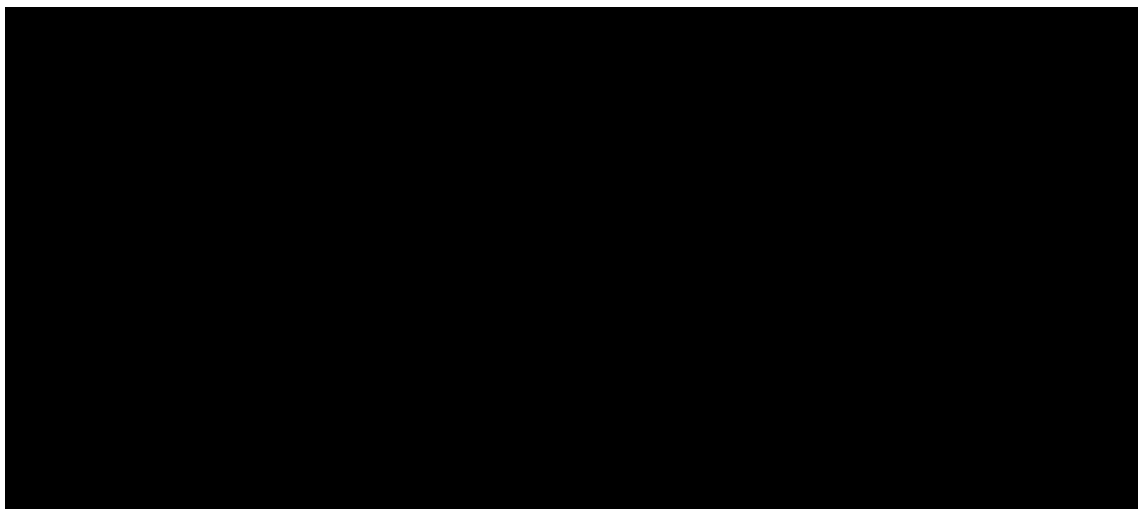
#### Our Funders: Enabling Impact Through Partnership

The continued success and growth of Skills Exchange would not be possible without the generosity and trust of our funders. In 2024/25, we were proud to receive vital financial support from a number of respected grant-making bodies and individual donors who share our vision of empowering lives through education, wellbeing, and employability.

We gratefully acknowledge support from:

- National Lottery – Young Start.
- National Lottery – Improving Lives.
- Bank of Scotland Foundation – Reach Programme.
- The Gannochy Trust.
- The Garfield Weston Foundation.
- The Postcode Lottery Trust.
- The Robertson Trust.
- The Hugh Fraser Foundation.
- JustGiving – Individual and Community Donations.

Each of these contributions has played a direct role in delivering our programmes, supporting vulnerable individuals, and sustaining our operations during a year of both challenge and transformation.



On behalf of our Trustees, team, and beneficiaries, we extend our heartfelt thanks. Your support is not just financial—it is an investment in real, lasting change within our community. We look forward to continuing these valued partnerships in the year ahead.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Our Achievements: Growth, Innovation & Lasting Impact

2024–2025 has been a year of meaningful progress, innovation, and deepened engagement at Skills Exchange. Amid a changing external environment, we remained agile and proactive—expanding our partnerships, evolving our programmes based on participant feedback, and achieving strong outcomes for the individuals and communities we serve.

A few key highlights from this year include:

- 145 individuals engaged with our services, benefitting from tailored support across our core training programmes.
- 71 participants successfully progressed into employment, further education, or vocational training—outcomes that speak directly to the effectiveness of our personalised, hands-on approach.
- We strengthened partnerships with organisations including DARCYS Equine Assisted Learning Centre, Dress for Success, SAMH, Scottish Fire & Rescue, The Army, Glasgow Council on Alcohol, and LANDED, all of whom continue to deliver valuable, interactive sessions that enhance our participants' learning and confidence.
- Our Let's Grow programme continued to resonate strongly with learners. Students shared powerful feedback about the impact of outdoor learning—reporting increased confidence, renewed motivation, and pride in contributing to the community garden. Many expressed an interest in gardening, green spaces, and community work as meaningful and therapeutic outlets.



- In response to this feedback, we are now actively expanding the scope of qualifications within the programme. Recognising that not all learners wish to pursue horticulture-specific accreditation, we're exploring the introduction of broader, skills-based options such as Rural Skills and Estate Maintenance. These would incorporate practical, transferable skills—like basic plumbing, painting, and fencing—broadening the employability prospects for our learners.
- The experience of 2024–25 has underscored the importance of listening to our participants, co-designing programmes with their needs in mind, and remaining flexible in how we define success. These insights continue to shape our approach and ensure Skills Exchange remains both relevant and responsive.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Our Achievements: Growth, Innovation & Lasting Impact

We are proud of what we've achieved this year. Our team has grown stronger through shared learning, fresh leadership, and a renewed commitment to quality delivery. Above all, we have stayed focused on our mission—to equip individuals with the tools, confidence, and support they need to shape brighter futures.

With the continued support of our funders and partners, we look forward to building on these successes in 2025–26.

#### Key Developments in 2024/25: A Year of Renewal and Forward Momentum

The 2024/25 year was marked by important milestones, leadership transitions, and renewed organisational strength. Despite sector-wide funding pressures, Skills Exchange continued to deliver essential services and build capacity for future growth.

#### Organisational Leadership and Development

- We ended the year in a stable financial position, with a healthy reserves balance that allows us to plan with confidence.
- In May 2024, [REDACTED] was formally appointed as Chief Officer after a period in the acting role.
- Following [REDACTED] departure in August 2024, the organisation entered a planned period of internal review. During this time, Trustee [REDACTED] stepped in as Acting Chief Officer, generously providing voluntary leadership and ensuring continuity of service.
- In November 2024, we were pleased to welcome [REDACTED] as our new Chief Officer. [REDACTED] experience and leadership have already brought renewed focus, energy, and strategic clarity to the charity.
- At the same time, we successfully appointed [REDACTED] as Team Leader and [REDACTED] as Tutor, strengthening our delivery team with skilled and passionate professionals.

#### A Culture of Resilience and Adaptability

- While leadership transitions can present challenges, they also provide an opportunity for reflection, renewal, and organisational growth. Throughout this period, Skills Exchange demonstrated resilience, with the team working collaboratively to ensure minimal disruption to programme delivery and continued positive outcomes for our beneficiaries.
- We have continued to foster a flexible and inclusive working environment, accommodating all staff requests for flexible working arrangements—supporting wellbeing, retention, and productivity.
- Our volunteering programme remains active, with a core group of committed volunteers who bring valuable skills and experience. While converting volunteer enquiries into placements continues to require focused effort, we are encouraged by the interest and engagement from the wider community.

#### Governance and Operations

- In March 2024, Trustee [REDACTED] stepped down, and we thank him for his service. The Board now consists of four active Trustees, and we are actively seeking to expand the Board in line with our strategic plans.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Governance and Operations (continued)

- In March 2024, we relocated to our new premises at the EK Collective Hub, providing improved facilities for staff, students, and partner collaboration.
- To mark this move and further build community engagement, we hosted a well-attended Open Day, welcoming partners and stakeholders to see the new space and learn more about our evolving offer.

As we look ahead to 2025/26, these key developments have laid a strong foundation for future growth, strengthened delivery, and deeper community impact.

#### Charity Trustees 2024/25

- 1.
- 2.
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#### Structure, Governance and Management

Skills Exchange SCIO is governed by a constitution that outlines the charity's purpose, structure, and operational framework. The Board of Trustees is responsible for ensuring compliance with this governing document and for providing strategic oversight to ensure the charity continues to deliver meaningful and measurable impact.

The current constitution was originally established in February 2019 and underwent a formal review and update in 2025, ensuring that our governance structure remains fit for purpose, compliant, and responsive to the evolving needs of our organisation and community.

#### Trustee Recruitment and Oversight

Trustee appointments have historically been made through careful discussion and consensus among existing Board members. This approach has consistently ensured a well-balanced mix of skills, experience, and commitment to the charity's mission. In March 2025, Trustee [REDACTED] stepped down from the Board, and we thank him for his valuable contribution during his time in post.

The Board currently comprises four active Trustees, with a target to return to a full complement of five. We are actively seeking to recruit an additional Trustee to further strengthen governance, bring fresh perspectives, and support our continued growth. In accordance with our constitution, Trustees are selected independently and are not appointed by external organisations, maintaining the integrity and independence of our Board.

As we move forward, we remain committed to robust governance, transparent leadership, and strategic planning—ensuring Skills Exchange continues to be well-managed, mission-driven, and accountable to those we serve.

#### Financial review

During 2024/25, the charity's finances were closely monitored and rigorously managed to ensure the effective use of all available resources. Efforts were made throughout the year to maximise income across all potential streams while also identifying and implementing cost-saving measures wherever possible.

## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Financial review (continued)

The Charity's income for the year amounted to £169,042 (2024: £193,638) and reported a deficit for the year of £11,597 (2024: £7,730).

The total combined balance of restricted and unrestricted funds at year-end stood at £61,597, a modest decrease from the previous year's figure of £73,194. While this represents a slight reduction, it reflects continued stability during a period of external uncertainty.

Looking ahead, the funding landscape remains complex and unpredictable. In response, we are committed to pursuing all viable funding opportunities, diversifying income sources, and continuing to monitor and reduce expenditure where possible. We remain vigilant and proactive in maintaining financial resilience and sustainability.

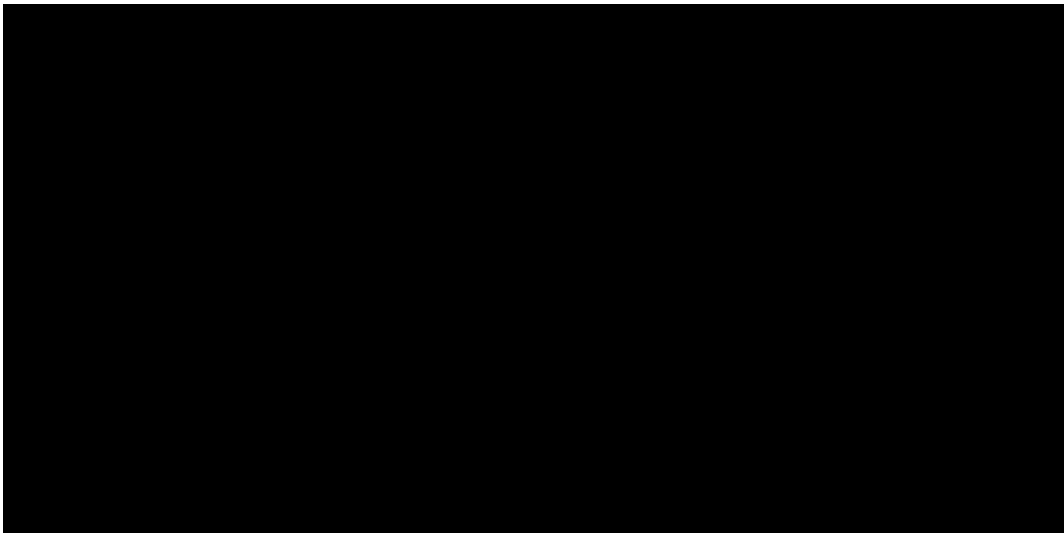
#### Reserves Policy

The Trustees have adopted a reserves policy that sets a target range of holding between three to six months' worth of operational expenditure in reserve, which equates to between £45,160 and £90,320. This policy is designed to provide financial stability and ensure continuity of services in the face of unforeseen challenges.

As of the end of the 2024/25 financial year, the charity held general free reserves of £20,817 which is below the target range. The financial systems and reporting processes implemented over the past year will look to support the strengthening of this position.

#### Donated Facilities and Services

Skills Exchange SCIO did not receive any donated facilities or services during the 2024/25 financial year.



## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Future Plans – 2025/26

As we look to 2025/26, Skills Exchange SCIO remains deeply committed to supporting disadvantaged individuals aged 16 and over—particularly those facing barriers to employment, education, or re-engagement with their communities. Our work is rooted in providing person-centred support that helps individuals move forward with confidence, resilience, and practical skills.

We recognise that the coming year will bring continued challenges across the third sector and the communities we serve. In response, we are focused on building a more resilient and responsive organisation—one that is well-positioned to maximise impact through strategic partnerships, effective use of funding, and tailored support for every learner.

Our priorities for the year ahead include:

- **Expanding and Deepening Partnerships**  
Collaboration is central to our future strategy. We will build new partnerships and strengthen existing ones—with local services, voluntary organisations, and referral agencies—to improve access to our programmes and share resources. We are also planning regular drop-in sessions at the local Job Centre, schools and community library to promote referrals, raise awareness, and increase community engagement.
- **Enhancing Student Support and Progression**  
Our students are at the heart of everything we do. In 2025/26, we aim to enhance the wraparound support we provide, from mental health provision to skills development and progression planning. We are also committed to addressing social isolation among adults and young people alike, ensuring our services remain inclusive and welcoming for all.
- **Introducing Practical, Career-Focused Training**  
To expand opportunities for our students, we are exploring the introduction of new qualifications in SQA Rural Skills: Estate Maintenance. This course will cover horticulture alongside practical, in-demand skills such as plumbing, fencing, painting, and general maintenance—providing learners with a broader, more versatile skill set that aligns with current labour market needs.
- **Improving Organisational Resilience**  
We will continue to strengthen our internal infrastructure, with a focus on staffing, succession planning, and financial sustainability. This will ensure that we remain adaptable and able to deliver consistently high-quality support regardless of external pressures.
- **Securing Diverse Funding Streams**  
A key focus will be on identifying and applying for funding from new sources, including trusts and foundations not previously approached. This is essential to scaling our impact and continuing to offer high-quality services without interruption.
- **Raising Awareness and Community Profile**  
We will invest in growing our digital presence and community visibility to ensure more potential students, partners, and funders understand what we do and how they can engage with us. The launch of a monthly newsletter and an expanded events calendar will support this goal.

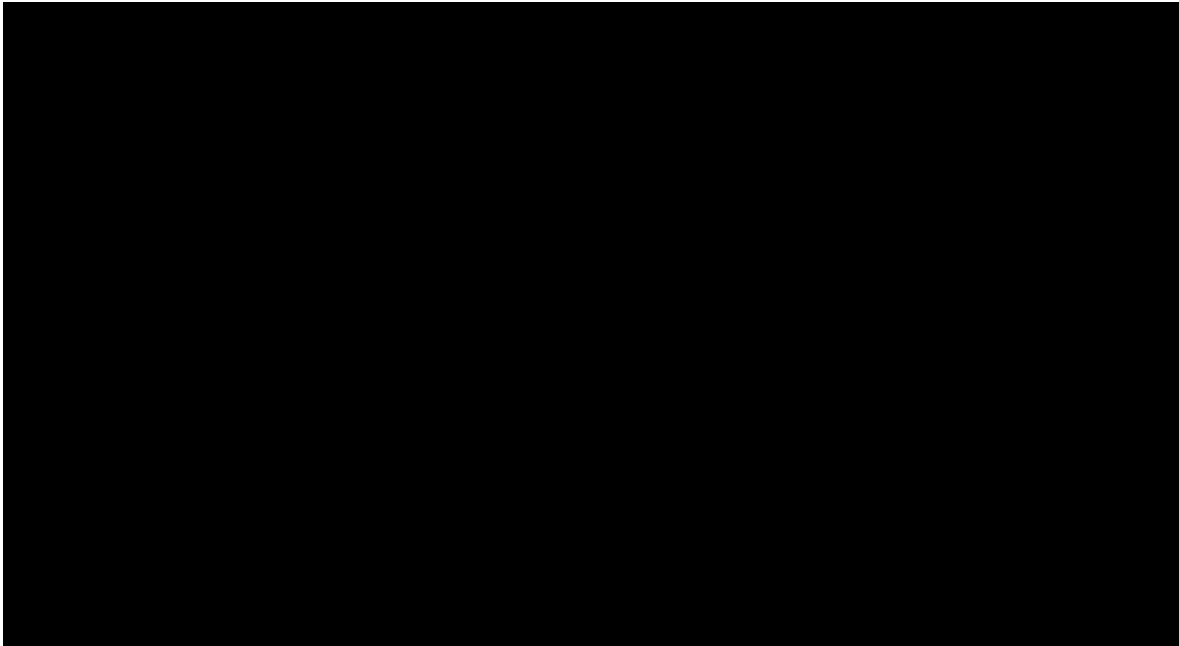
## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Future Plans – 2025/26 (continued)

- **Creating a New Community Engagement Role**  
To better connect with local community, organisations, and stakeholders, we will create a dedicated Community Engagement position. This role will support relationship-building, referrals, and information sharing—ensuring our services remain accessible and embedded in the wider community.
- **Mental Health and Wellbeing Focus**  
We will continue to prioritise mental health by embedding support into our programmes and delivering the Mental Health Award at least once during the year—equipping learners with tools to manage their wellbeing and progress with confidence.
- **Showcasing Impact Through Open Days and Events**  
We will host Open Days and networking events to give funders, partners, and potential referrers a direct insight into our work, the impact we're having, and the experiences of those we support.

Our ability to deliver on these goals is made possible through the ongoing support of our funders, partners, and stakeholders. We welcome collaboration, investment, and engagement as we continue to empower individuals and build stronger, more connected communities. Your support enables us to provide life-changing opportunities and create pathways to brighter futures.



## SKILLS EXCHANGE SCIO

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

#### Trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

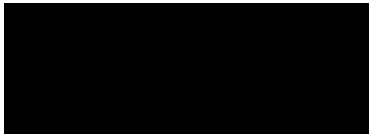
The law applicable to charities in Scotland requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, of the charity for that year. In preparing the financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006, and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees and signed on their behalf by:

A large black rectangular redaction box covering the signature of the trustee.

Date: 17 December 2025

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SKILLS EXCHANGE SCIO FOR THE YEAR ENDED 31 MARCH 2025

I report on the accounts of the charity for the year ended 31 March 2025 which are set out on pages 17 to 24.

### Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

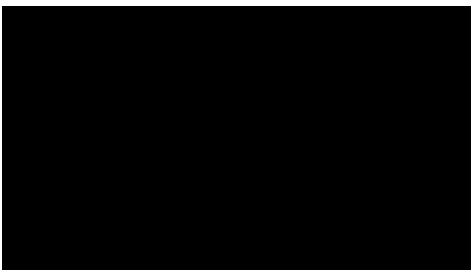
### Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

### Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respects the requirements:
  - to keep accounting records in accordance with Section 44 (1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
  - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulationshave not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Date: 17 December 2025

## SKILLS EXCHANGE SCIO

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDING 31 MARCH 2025  
(Including an Income and Expenditure account)

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	<i>Unrestricted Funds 2024 £</i>	<i>Restricted Funds 2024 £</i>	<i>Total Funds 2024 £</i>
Income and endowments from:							
Donations and legacies	4	23,548	145,494	169,042	53,732	139,906	193,638
Total Income		<u>23,548</u>	<u>145,494</u>	<u>169,042</u>	<u>53,732</u>	<u>139,906</u>	<u>193,638</u>
Expenditure on:							
Charitable activities	5	21,879	158,760	180,639	76,875	124,493	201,368
Total Expenditure		<u>21,879</u>	<u>158,760</u>	<u>180,639</u>	<u>76,875</u>	<u>124,493</u>	<u>201,368</u>
Net income/(expenditure)		1,669	(13,266)	(11,597)	(23,143)	15,413	(7,730)
Transfers between funds		-	-	-	-	-	-
Net movement in funds		<u>1,669</u>	<u>(13,266)</u>	<u>(11,597)</u>	<u>(23,143)</u>	<u>15,413</u>	<u>(7,730)</u>
Funds reconciliation							
Total Funds brought forward as restated	10	19,148	54,046	73,194	42,291	38,633	80,924
Total Funds carried forward	10	<u>20,817</u>	<u>40,780</u>	<u>61,597</u>	<u>19,148</u>	<u>54,046</u>	<u>73,194</u>

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

All income and expenditure derive from continuing activities.

SKILLS EXCHANGE SCIO

BALANCE SHEET AS AT 31 MARCH 2025

	Note	Total Funds 2025 £	Total Funds 2024 £
<i>Current assets:</i>			
Cash at bank and in hand		65,481	73,194
Total Current Assets		65,481	73,194
<i>Liabilities:</i>			
Creditors falling due within one year	9	(3,884)	-
Net Current Assets		61,597	73,194
Net Assets		61,597	73,194
<i>The funds of the charity:</i>			
Unrestricted funds	10	20,817	19,148
Restricted income funds	10	40,780	54,046
Total charity funds		61,597	73,194

Approved by the trustees and signed on their behalf by:



Date: 17 December 2025

## SKILLS EXCHANGE SCIO

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

#### 1. Accounting Policies

##### (a) Basis of preparation and assessment of going concern

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

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

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

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

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

##### (b) Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects.

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

Further details of each fund are disclosed in note 10.

##### (c) Income recognition

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

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

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

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

## SKILLS EXCHANGE SCIO

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

#### 1. Accounting Policies (continued)

##### (d) Expenditure recognition

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

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

- Expenditure on charitable activities includes governance costs and other activities undertaken to further the purposes of the charity and their associated support costs;

Irrecoverable VAT is charged as a cost against the activity for which the expenditure is incurred.

##### (e) Donated services and facilities

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

##### (f) Allocation of governance costs

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory independent examination fees.

The allocation governance costs are analysed in note 6.

##### (g) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

##### (h) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

##### (i) Employee Benefits

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

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

SKILLS EXCHANGE SCIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting Policies (continued)

(i) Employee Benefits (continued)

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

(j) Pensions

The charity contributes a set amount to Nest each month. The charity contribution is restricted to the contributions disclosed in note 7.

(k) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(l) Judgements and key sources of estimation uncertainty

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

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

The trustees are satisfied that the accounting policies are appropriate and applied consistently. There are no key sources of estimation exercised by the trustees.

2. Legal status of the charity

The charity is a registered Scottish Charitable Incorporated Organisation.

3. Related party transactions and trustees’ expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2024: £nil).

There were no trustee expenses paid or waived during the year (2024: £nil).

4. Income from donations and legacies

	2025	2024
	£	£
Donations	128	16,682
Grants	<u>168,914</u>	<u>176,956</u>
	<u>169,042</u>	<u>193,638</u>

## SKILLS EXCHANGE SCIO

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

## 5. Analysis of expenditure on charitable activities

	2025 £	2024 £
Core costs	15,885	44,079
IT costs	1,441	-
Project costs	23,450	-
Staff costs	131,695	126,645
Professional fees	6,374	14,014
Property costs	-	13,153
Travel costs	-	945
Printing and stationery	-	377
Telephone and computer costs	-	2,155
Governance costs (note 6)	1,794	-
	<u>180,639</u>	<u>201,368</u>

## 6. Allocation of governance

The breakdown of governance costs is shown in the table below:

Governance costs:

	2025 £	2024 £
Independent examiner's remuneration	1,794	-
	<u>1,794</u>	<u>-</u>

Governance costs are allocated to costs of charitable activities.

## 7. Analysis of staff costs and remuneration of key management personnel

	2025 £	2024 £
Salaries and wages	124,221	118,098
Social security costs	4,453	2,457
Other pension costs	3,021	6,090
Total staff costs	<u>131,695</u>	<u>126,645</u>
Key management personnel remuneration	<u>35,554</u>	<u>-</u>

The charity made £3,021 of contributions to employee's personal pension schemes (2024: £6,090). For more information about the pension contributions refer to note 1(j).

No employees had employee benefits in excess of £60,000 (2024: £nil).

	2025 No.	2024 No.
The average weekly number of persons, by headcount, employed by the charity during the year was:	<u>6</u>	<u>11</u>

## SKILLS EXCHANGE SCIO

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

## 8. Net income/(expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Independent Examiners fee	1,794	-

## 9. Creditors: amounts falling due within one year

	2025 £	2024 £
Other creditors and accruals	1,794	-
Taxation and social security	2,090	-
	<u>3,884</u>	<u>-</u>

## 10. Analysis of charitable funds

2024 Analysis of Fund movements	Fund b/fwd £	Income £	Expenditure £	Transfers £	Fund c/fwd £
Unrestricted funds					
General funds	42,291	53,732	(76,875)	-	19,148
Total unrestricted funds	<u>42,291</u>	<u>53,732</u>	<u>(76,875)</u>	<u>-</u>	<u>19,148</u>
Restricted funds					
New Horizon project	38,633	80,082	(69,126)	-	49,589
Lets Grow project	-	59,824	(55,367)	-	4,457
Total restricted funds	<u>38,633</u>	<u>139,906</u>	<u>(124,493)</u>	<u>-</u>	<u>54,046</u>
TOTAL FUNDS	<u>80,924</u>	<u>193,638</u>	<u>(201,368)</u>	<u>-</u>	<u>73,194</u>

2025 Analysis of Fund movements	Fund b/fwd £	Income £	Expenditure £	Transfers £	Fund c/fwd £
Unrestricted funds					
General funds	19,148	23,548	(21,879)	-	20,817
Total unrestricted funds	<u>19,148</u>	<u>23,548</u>	<u>(21,879)</u>	<u>-</u>	<u>20,817</u>
Restricted funds					
New Horizon project	49,589	102,328	(124,367)	-	27,550
Lets Grow project	4,457	43,166	(34,393)	-	13,230
Total restricted funds	<u>54,046</u>	<u>145,494</u>	<u>(158,760)</u>	<u>-</u>	<u>40,780</u>
TOTAL FUNDS	<u>73,194</u>	<u>169,042</u>	<u>(180,639)</u>	<u>-</u>	<u>61,597</u>

SKILLS EXCHANGE SCIO

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

10. Analysis of charitable funds (continued)

- a) The unrestricted funds are available to be spent for any of the purposes of the charity.
- b) Restricted funds are held for the following purposes:

New Horizon project - The New Horizons restricted fund supports a community-based programme for adults aged 16+ (with an expanded focus on beneficiaries aged 25+) who face barriers such as social isolation, poor mental health, or low confidence. Funding contributes to employing a community engagement worker and delivering a range of personalised interventions, including wellbeing sessions, life skills development, accredited qualifications, and supported work placements. The project is designed in stages to address specific barriers, promote social interaction, enhance personal development, and create pathways into volunteering, education, or employment, ultimately fostering improved mental health, self-esteem, and community engagement.

Lets Grow project – The Let’s Grow restricted fund supports a programme aimed at disadvantaged young people aged 16–24 across South Lanarkshire, particularly those experiencing poor mental health. The project provides structured 13-week programmes that combine personal development, health and wellbeing, employability skills, and practical work experience in horticulture, gardening, and environmental projects. Beneficiaries also have the opportunity to explore self-employment in green economy initiatives. Funding contributes to delivering these programmes, including staff costs, resources, and partnership activities, with the overall goal of improving confidence, resilience, and social engagement while offering progression into work, training, or further learning.

11. Net assets over funds

	2024	Unrestricted Funds	Restricted Funds	Total 2024
		£	£	£
Bank		19,148	54,046	73,194
		<u>19,148</u>	<u>54,046</u>	<u>73,194</u>
	2025	Unrestricted Funds	Restricted Funds	Total 2025
		£	£	£
Bank		24,701	40,780	65,481
Creditors		(3,884)	-	(3,884)
		<u>20,817</u>	<u>40,780</u>	<u>61,597</u>