Creative Edinburgh Limited
(A Company Limited by Guarantee)

TRUSTEES REPORT + FINANCIAL STATEMENTS

FOR THE YEAR ENDING
31 MARCH 2026

Company Number : SC245233

Charity Number : SC052838

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REPORT OF THE TRUSTEES

The Directors, who act as Trustees for charitable law purposes, present their report together with the financial statements of the charity for the year ending 31 March 2026, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. For the purpose of this report, the Directors are referred to as Trustees.

The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, Articles of Association, 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 (FRS 102).

OBJECTIVES + ACTIVITIES

The objectives of the charity and our activities are as laid out in the charity memorandum and articles adopted in September 2023:

1. The advancement of the arts and culture, in particular, through activities including, but not limited to:
    - **a.** supporting creative careers, social capital and pipelines into the arts, culture and creative industries;
    - **b.** actively encouraging collaboration between all sectors of the arts, culture and creative industries across Edinburgh, the Lothians, Scotland and beyond;
    - **c.** raising the profile of the creative industries in the foregoing areas to other organisations and agencies;
    - **d.** providing information, support and networking opportunities for those working in the creative industries;
    - **e.** promoting and encouraging the use of innovation in the creative indu across Edinburgh, the Lothians, Scotland and beyond;

- **f.** offering a platform for artists, practitioners and other creative professionals to showcase their work;
- **g.** hosting public and industry-facing events at which artists and creative practitioners speak, take part in debates, network and engage in discussions around the arts, culture and creative industries; and

2. The advancement of education, in particular, through:

- **a.** arranging and/or promoting educational events and knowledge sharing, and skills development courses for those working in the creative industries;
- **b.** offering mentoring services to those in the creative industries.

OUR VISION

We want Edinburgh to be a city that attracts creative people to contribute to its success, and where they feel included, connected, inspired and supported, regardless of their background.

Creatives in the city will thrive throughout their journeys, and their contributions will be seen and valued. They will be able to develop more sustainable creative practices and businesses, and feel part of a strong community.

OUR MISSION

Creative Edinburgh brings together creative thinkers and makers across the city. Through events, career development and advocacy, we support the city's creative community, providing an inclusive space for collaboration and connection at every stage of their career. By amplifying and celebrating the success of local creative endeavours, we shape the creative legacy of the city through connecting its people, projects and places.

ACHIEVEMENTS + PERFORMANCE

We achieve our objectives through our work with 7000+ Creative Edinburgh members, events, skills development initiatives, mentoring, advocacy, research and digital content. Also with our commitment to Fair Work, diversity and inclusion and environmental sustainability.

MEMBERSHIP

Creative Edinburgh Membership continues to grow at a steady pace, with 7003 members at the time of writing, alongside a consistent base of 53 paid members. We continue to generate income through paid membership while maintaining strong community engagement through members-only events, exclusive opportunities and a commitment to reinvesting all membership income back into the community. In 2025, we introduced a new 'Meet the Members' section in the newsletter, showcasing paid members by highlighting their work and increasing their visibility within our community of approximately 5000 subscribers.

Creative Edinburgh also launched an annual membership satisfaction survey to gather feedback from members. The findings were analysed by the Community Manager and the Executive Team and will help inform future processes and policies.

The members-only gathering, *An Evening with Creative Edinburgh*, continues to provide an opportunity for meaningful connection with members. The gathering held in May 2025 focused on wellbeing within the creative sector. Attendees formed a highly engaged group, discussing themes such as combatting isolation through coworking, volunteering and participation in sector-specific social groups, including writing and illustration groups. Creative Edinburgh also acknowledged the important role it plays in strengthening these connections through social events.

The February 2026 gathering focused on gaining feedback from members, exploring perspectives on inclusive spaces, creative community events, what it means to be part of a creative community, and approaches to networking. The session was particularly successful due to its more creative and accessible format: breakout tables encouraged participation, while attendees were able to contribute ideas to posters rather than speak within a formal roundtable setting.

Across 2025/26, Creative Edinburgh partnered with several organisations to provide exclusive opportunities for members, such as free and discounted hotdesking opportunities at Tribe Porty, Code Base and The Melting Pot.

Creative Edinburgh received funding from the City of Edinburgh Council for the *Multilingual Cultural Sector Guide for Artists and Creatives*. As part of this funding, 20 people who were new to Edinburgh received prepaid Premium Memberships. The team has supported creatives from diverse heritage backgrounds year-round with signposting, introductions and guidance tailored to their needs. The digital resource has been promoted widely to benefit as many locally based creatives as possible.

In June 2025, we supported 17 musicians through a partnership with Hidden Door Festival and the National Centre for Music, providing early-career artists with an opportunity to perform on the festival stage. The initiative had a hugely positive impact on participating artists and has opened the food to new commissions and professional development opportunities.

Six Creative Edinburgh members were selected to showcase their work through The Melting Pot Artist Showcase, a partnership between Creative Edinburgh and The Melting Pot, The Social Innovation Centre for Scotland, supporting emerging visual artists to exhibit work within the coworking space. The showcase created valuable opportunities for artists to connect with new audiences and fellow creatives. Attendees reported a strong sense of community, meaningful conversations with other artists, and engagement with a diverse range of artworks. Photos and an overview of the event can be found on the Creative Edinburgh website.

In August 2025, three Creative Edinburgh members delivered workshops as part of *Grassmarket Voices 2025*. A songwriter, writer, and visual artist were commissioned to lead sessions with members of the Grassmarket Community Project, supporting participants to explore and express their lived experiences through music, visual art, and creative writing. The opportunity had a significant impact on participating members, helping them build confidence, develop facilitation skills, and engage with communities in meaningful and creative ways.

Napier University developed an app designed to support freelancers by combining peer-to-peer knowledge sharing with a locally trained AI model. The platform enables users to ask questions directly to experienced freelancers while also receiving increasingly accurate and relevant AI-generated responses based on community input over time. Through a consultancy partnership, Creative Edinburgh connected Napier University with members of our freelance community, who tested the platform and provided valuable feedback during its development.

MENTORING

The Creative Edinburgh Mentoring Programme has continued to support a growing and highly engaged community. This year, through our mentoring programme open to members, we supported 20 mentees in their creative careers. In addition, funding enabled us to offer a further 27 prepaid mentee places, removing financial barriers to participation. In total, we supported 47 mentees during 2025/2026.

Quarterly in-person mentee meetups strengthened connections and encouraged participation, while ongoing mentor training equipped 37 new mentors with the skills needed to provide effective support.

Overall, the programme focused on increasing access, building community, and enhancing the quality of the mentoring experience. As a result, participants benefited not only from professional development opportunities but also from becoming part of a strong and connected network - something clearly reflected in the testimonials gathered throughout the year.

One participant noted that "the mentoring gave me the nudge and encouragement when my optimism and energy were flagging," adding that "it also helped with the self-doubt." Another described the experience as "a big step," explaining that it "helped me to look into myself and also confirmed a path that I want to continue with."

Others highlighted the practical value of the sessions, saying they "gave me a better insight into the world of freelancing and how to get started and fine-tune," while another participant reflected on the value of "getting guidance directly from someone who knows the field well."

One of the goals within the 2025/2026 mentoring strategy was to establish new partnerships that would allow the Creative Edinburgh Mentoring Programme to be integrated into existing programmes. To date, we have established a longer-term partnership with Capital City to deliver a fully funded cohort of *Raise Your Game*. A partnership with the City of Edinburgh Council has also resulted in an additional fully funded mentoring programme.

In addition, through partnerships with Hidden Door and the National Centre for Music developed over the course of 2025/26, we are able to offer fully funded places on a mentoring programme to be delivered later in 2026.

As a result, we have achieved our goal of developing a mentoring programme that includes fully funded places, while also contributing to the programme's long-term financial sustainability.

PROGRAMME

Despite not having a Programme Manager in place in the final two months of the financial year, Creative Edinburgh's programme continued to grow in both reach and impact throughout 2025/2026, delivering a total of 20 events throughout the year. The programme remained firmly guided by feedback from our community and members, with a focus on creating meaningful opportunities to connect, network and share knowledge while also showcasing the talents of the creative community. Through an inclusive and welcoming approach, we strived to foster a vibrant, creative environment and support collaboration across Edinburgh's creative sector.

A total of ten Creative Circles were delivered throughout the year, with an average of 65 registrations per event, and a total number of 286 attendees across the ten events.

Creative Sectors were also highly successful in 2025/2026, with both events recording a total of 210 registrations and an average running attendance of more than 47%. Our two FuturGaze events were also well attended and received, with more than 115 participants learning more about the futures of AI and digital places.

With a target of providing 40 paid speaker and facilitator opportunities in 2025/2026, Creative Edinburgh exceeded expectations by delivering 52 paid opportunities - a 35% increase from 2024/2025 - across its various programme strands. This achievement reflects the organisation's ongoing commitment to Fair Work while creating meaningful opportunities for creative professionals.

In November 2025, we celebrated the 14th anniversary of the Creative Edinburgh Awards, which was attended by close to 250 people, celebrating the 35 finalists - representing individuals, projects and organisations - across eight categories. With the support of our seven sponsors and eight industry partners, the 2025 Awards Ceremony was a resounding success. Hosted by a talented spoken word artist as MC, the evening also featured a range of inspiring performances, including a collaboration with the National Centre for Music and Dunard Centre. It was a night of creativity, celebration and connection, bringing together Edinburgh's vibrant creative community. Winners from each category were announced on stage before their peers and industry colleagues, recognising outstanding achievements and celebrating the talent that continues to shape the city's cultural landscape.

Throughout 2025/2026, Creative Edinburgh collaborated with five different partners - Hidden Door Festival, National Centre for Music, Dunard Centre, Edinburgh Futures Institute and North Edinburgh Art - to deliver co-programming opportunities across its events. These partnerships supported a range of opportunities, from creative programming and talent development initiatives to venue provision. This strengthened our sector connection and helped us deliver high-quality events throughout the year.

While feedback participation was relatively low across our events over the past year, the responses received were exceptionally positive, with an average satisfaction rating of 4.9 out of 5. To build a more comprehensive understanding of audience experiences, improving feedback collection, retention and engagement will be a priority for the 2026/27 programming season.

PROJECTS & PARTNERSHIPS

Creative Edinburgh has continued to strengthen its role within the city's creative ecosystem through impactful projects and strategic partnerships in 2025/26. Working closely with the City of Edinburgh Council as part of our multi-year strategic partnership, the organisation has developed a Multilingual Sector Guide to support new artists from international backgrounds. In 2025/26, 25 artists received Premium memberships, and 10 benefited from tailored mentoring over the course of five months.

Aligned with Edinburgh's Culture Strategy 2023-30, in early 2025, Creative Edinburgh was commissioned to lead a three-year pilot project addressing talent retention and diversity in creative careers.

The first year of Edinburgh's Creative Industries: Pathways to Careers focused on establishing the foundations necessary for a successful long-term programme. Between April 2025 and March 2026, significant progress was made in building the partnerships, governance structures, staffing capacity, and research frameworks required to support future delivery and maximise impact for students, graduates, and the wider creative sector.

A key achievement during the year was the successful formation of the programme partnership, with all participating institutions (the City of Edinburgh Council, Edinburgh Napier University, University of Edinburgh, Queen Margaret University and Edinburgh College) formally engaged and financial contributions secured. To support delivery, a dedicated Creative Talent Lead was recruited, providing strategic coordination across the project and acting as the primary point of contact for partners and stakeholders.

Strong governance arrangements were established through the creation of a Steering Group comprising representatives from each partner institution. The group met regularly throughout the year to guide programme development, agree priorities, and ensure alignment across partners. Together, the Steering Group developed a shared vision for the programme, alongside a clear timeline of activities, objectives, and intended outcomes.

Engagement with students and graduates was a particular focus during the year. The Creative Talent Lead conducted 14 visits across partner institutions, engaging directly with more than 400 final-year students and recent graduates. These activities provided valuable insights into the needs, aspirations, and challenges facing emerging creative talent, while also raising awareness of the opportunities that the programme aims to provide.

The programme's first pilot activity was launched in January 2026 through the VTF Creative Skills Academy: Raise Your Game. The pilot was designed to test approaches to skills development and employability support for emerging creative practitioners. 28 participants were recruited, with 22 students and graduates enrolling in the programme through partner institutions. A further six participants were recruited through Capital City Partnership networks, broadening the programme's reach and strengthening links with the wider creative ecosystem. The programme helped participants build confidence, expand their reach, connect and take their next step within the creative industry.

Alongside programme delivery, a comprehensive research programme was developed and launched to inform future activity. The research seeks to gather evidence and insights from academic partners, students, graduates, and industry stakeholders to better understand barriers to employment, skills gaps, and opportunities within Edinburgh's creative industries. By the end of the reporting period, the first two phases of research were underway, providing an evidence base that will help shape future programme design and ensure that activities remain responsive to sector needs.

Overall, Year 1 successfully established the strategic, operational, and partnership foundations of the programme. The work undertaken has created a strong platform for future delivery, with a growing network of partners, robust governance structures, active engagement with students and graduates, and an emerging evidence base to guide the next phase of development.

ADVOCACY AND SECTOR LEADERSHIP

Throughout 2025/26, Creative Edinburgh continued to strengthen its role as a leading advocate for freelancers, small creative businesses, and independent practitioners across Edinburgh and Scotland. Our work focused on ensuring that the realities of freelance creative life are better understood within policy, funding, and economic development discussions, and that the creative sector is recognised as a core contributor to both cultural and economic wellbeing.

A defining feature of the year was our sustained engagement in national and local policy conversations. We contributed to strategic discussions on Culture in Community Settings commissioned by the Scottish

Government, helping to shape thinking around how fragmented community-based cultural activity can be better connected through more coherent, long-term systems. This work reflected our ongoing commitment to ensuring that cultural participation is supported not as isolated projects, but as part of a wider wellbeing economy approach that values everyday cultural life.

We also played an active role in the Culture & Communities Cross-Party Group at the Scottish Parliament, particularly in discussions on evidencing impact. Here, we advocated for a shift in how cultural value is understood and measured, emphasising the importance of lived experience, co-production, and learning-based evaluation approaches. We highlighted the need to move away from purely extractive reporting models and towards more balanced systems that recognise the complexity and long-term nature of cultural impact, while remaining proportionate for freelancers and smaller organisations.

Our commitment to improving working conditions in the sector was further reflected in our contribution to the Culture Fair Work Taskforce. We supported the development of recommendations and the Culture Fair Work Charter, advocating for fairer, more sustainable employment practices across Scotland's creative industries. Alongside this, we formally signed the Equal Media & Culture Centre manifesto, calling for increased public investment in culture, improved pay equity, and stronger structural support for equality within the sector.

At a city level, we continued to act as a convener between creative practitioners, public bodies, and economic stakeholders. We participated in the Edinburgh Development Forum on "Places for Edinburgh's Creative Culture to Thrive", hosted by the City of Edinburgh Council and Edinburgh Chamber of Commerce, contributing to discussions on how the city's creative infrastructure can better support innovation, growth, and sustainability. We also engaged with the Chamber of Commerce's call to action on regional economic growth, ensuring that the creative industries were recognised as central to Edinburgh's future economic strategy.

We contributed to sector-wide dialogue on skills, workforce development, and creative futures. Through participation in the Creative PEC and other policy forums, we highlighted the specific needs of freelancers and small creative enterprises within skills systems that are often designed around larger organisations. These conversations reinforced the importance of place-based, inclusive approaches to skills development that reflect the realities of Scotland's creative workforce.

Alongside policy and strategic engagement, we strengthened cross-sector collaboration through partnerships with third sector and community organisations, including engagement with Edinburgh's Community Hub Network and the social enterprise sector. These relationships helped deepen our understanding of place-based cultural practice and reinforced the role of creativity in supporting social cohesion and community wellbeing.

We also continued to expand our role as a connector within the wider creative ecosystem, facilitating international exchange and dialogue through hosting visiting delegations and participating in forums such as Urban Future 2025. These opportunities allowed us to share learning from Edinburgh's wellbeing economy approach while also bringing new perspectives into local conversations.

In 2025/26, we also launched the Community Patrons scheme, creating a new mechanism for organisations and individuals to directly support freelance creatives and the infrastructure that underpins their work. This initiative reflects our broader advocacy position: that celebrating creativity must be matched by practical, sustained investment in the people who make it possible.

Taken together, this year's advocacy work demonstrates a consistent focus on three interconnected priorities: improving conditions for freelance creatives, strengthening the systems that support cultural participation, and ensuring that creative industries are recognised as central to economic, social, and community wellbeing. Our approach remains rooted in collaboration, evidence, and lived experience, with a commitment to ensuring that Edinburgh's creative sector continues to thrive in a fairer and more connected ecosystem.

MARKETING + COMMUNICATIONS

The Marketing and Communications activity during the 2055/26 period focused on supporting organisational sustainability, strengthening community engagement, and laying the foundations for new strategic partnerships.

Building on the work undertaken in 2024/25, the website continued to sit at the centre of our communications strategy as the primary hub for information, resources, membership opportunities, mentoring, events and advocacy activity. Across all digital channels, activity was designed to drive users towards meaningful engagement with Creative Edinburgh's services while supporting wider organisational income-generation and community-building objectives. A key focus this year was refining user journeys and increasing visibility of our core services through regular and consistent promotion across newsletters, social media and website content. New initiatives were also introduced to support business sustainability, including the launch of the Community Patrons scheme, which replaced the former Business Membership model, and the development of paid marketing packages that enable organisations to promote events, products and opportunities through Creative Edinburgh's digital channels.

The website remained the focal point of our digital strategy and continued to act as the primary destination for users engaging with Creative Edinburgh. Throughout the year, work was undertaken to improve the user experience and support increased engagement through the publication of regular blog content, the expansion of online resources, and plans to refresh the Events pages to improve navigation and usability. Building on the significant growth achieved in 2024/25, activity this year focused on increasing website traffic through stronger content pathways, improved search visibility and targeted social media campaigns. The website also continued to support all major organisational objectives by housing resources, opportunities, event information and membership benefits in a single accessible location. As a result of this activity, total website users increased from 35,876 in March 2025 to 50,999 by March 2026, representing significant growth in reach and engagement across our digital platforms.

Monthly newsletters continued to be one of Creative Edinburgh's strongest-performing communication channels, providing regular updates on events, opportunities, resources, member activity and organisational news. Newsletter content was increasingly integrated with website content and social media activity to create stronger digital journeys and encourage deeper engagement with online resources. Our mailing list remained stable throughout the year, and newsletter engagement remained strong, with an average open rate of 46.2%, demonstrating continued interest and engagement from our audience. The introduction of paid marketing opportunities within newsletters also created a new avenue for income generation while enabling Creative Edinburgh to continue supporting and promoting activity across the wider creative community.

The objective across our social media channels this year was to increase audience reach, drive traffic to the website and deepen engagement with Creative Edinburgh's services and resources. Instagram and LinkedIn continued to be prioritised as our primary channels, enabling a more targeted approach to audience development and content delivery. Content focused on promoting events, mentoring opportunities, membership benefits, resources and member stories, while supporting wider organisational objectives around community engagement and visibility. New articles, resources and opportunities were shared regularly through social media, with Linktree continuing to provide clear pathways to the website and Eventbrite. To support growth, plans were introduced to invest in paid brand-awareness campaigns aimed at reaching new audiences and increasing traffic to the website. Alongside organic content activity, this approach contributed to audience growth across both primary channels. Instagram followers increased from 17,987 in March 2025 to 20,317 by March 2026, while LinkedIn followers grew from 6,607 to 7,763 over the same period.

During the year, initial work began to support the development of new media partnerships designed to showcase the work and achievements of Creative Edinburgh members. This activity forms part of a longer-term objective to establish stronger relationships with media organisations and create new opportunities for member profiles, interviews, articles, case studies and video content.
As this objective extends through to 2028, the focus during 2025/26 was on initiating conversations with potential media partners, exploring opportunities for collaboration and identifying funding routes that will support future partnership activity. This work will provide the foundations for future programmes that increase member visibility and celebrate the impact of Edinburgh's creative community.

DIVERSITY + INCLUSION

Creative Edinburgh's Equality, Diversity, and Inclusion (EDI) Action Plan for 2025–28 is progressing well and remains on target across all objectives. The organisation is committed to fostering a diverse and inclusive creative community by actively supporting members representing all nine protected characteristics to shape its vision and programmes. Efforts to ensure accessibility are embedded throughout our services, with events hosted in fully accessible spaces and digital content made more inclusive through captions, alt text, and accessible website features.

Creative Edinburgh maintains and enhances gender diversity by adopting inclusive language, monitoring participation, and encouraging diverse gender representation in governance and freelance opportunities. The organisation also works closely with ethnic minority groups, collaborating with local organisations to increase engagement and provide training opportunities. In 2025/26, we continued policy reviews and staff training to foster inclusion. Age inclusion is actively promoted by engaging older creatives, students, and those returning to work after career breaks.

Across all areas, Creative Edinburgh employs varied measurement methods such as surveys and feedback forms to monitor progress and continuously embed EDI principles into its programming, governance, and communications, ensuring a supportive, diverse, and inclusive creative sector in Edinburgh.

ENVIRONMENTAL SUSTAINABILITY

Creative Edinburgh is continually committed to reducing its environmental impact through a clear and evolving Sustainability Action Plan focused on carbon reduction, advocacy, education, and sustainable practices. The organisation has established three years of accurate carbon emissions baselines using the Tenant Toolbox, distinguishing emissions within its control from those outside, primarily due to landlord-controlled factors such as building energy efficiency. While direct control is limited, Creative Edinburgh continues to advocate for improvements with its landlord, CodeBase.

A comprehensive Carbon Management Plan sets yearly carbon reduction targets aimed at achieving net zero by 2030. Given that most emissions are outside direct control, efforts prioritise systemic change and societal advocacy over solely internal reductions. The organisation is exploring member incentives to encourage environmentally friendly travel to events and will strive to provide carbon literacy training for all staff in the coming years. Sustainability considerations extend to programming with venue selection criteria prioritising accessibility and environmental policies, alongside promoting circular economy principles like sharing, reusing, and recycling among artists and audiences.

Communication efforts include regularly updating and sharing sustainability resources with members and stakeholders, and bi-annual action plan reviews. Creative Edinburgh continues to integrate sustainability into its culture and operations, balancing practical limitations with ambitious advocacy to foster systemic environmental change in the creative sector.

FINANCIAL REVIEW

Funds brought forward as at 01 April 2025 were £45,745.

Income in the year to 31 March 2026 totalled £221,813 (2025 - £194,999), which was made up largely of grants received (£182,100 (2024- £160,114)). Income is split in note 2 to the accounts.

Expenditure totalled £205,422 in the year to 31 March 2026 (2025 - £204,313), over half of that being staff costs for the period (£154,326 (2025 - £152,433)).

Overall, the organisation made a surplus of £16,391 for the year (2025 deficit £9,312).

At the year-end, the charity is carrying forward £62,136 of reserves. There were also grants received in advance of £32,500 shown within creditors as deferred income.

INVESTMENT POWERS + POLICY

The Trustees, having regard to cashflow requirements, have kept available funds in an interest-bearing deposit account rather than longer-term investments. Returns have therefore been in line with bank interest rates.

RESERVES POLICY

The Trustees have an approved reserves policy, which is reviewed annually (latest review April 2026).

The Board identified restricted reserve funds that ideally would be held of £31,142, being equivalent to wind-up costs, including one month of salaries. These funds are regarded as the minimum reserve that the board considers should be held.

At the year's end, the organisation held reserves of £62,136 of which £50,755 was unrestricted, which meets this reserve policy.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Trustees (who are also directors of Creative Edinburgh Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 group and the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the group and the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that 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 and the Charities and Trustee Investment (Scotland) Act 2005, and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the group and the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

REFERENCE + ADMINISTRATION

Company Number : SC245233 | Charity Number : SC052838

REGISTERED OFFICE

Codebase Edinburgh, Studio

106, 37a Castle Terrace,

Edinburgh EH1 2EL

DIRECTORS + TRUSTEES

The Directors of the charitable company (the charity) are its Trustees for the purpose of charity law. The Trustees and officers serving during the year and since the year-end were as follows:

Jessica Lynn Armstrong
Brian Christopher Baglow
Charles Alexander Bell
Marie Christie
Bruce Farquhar
Amy Kelly
Nicola Lundy
Janice McBlane
Michaela Valentine Turner
Aleksandra Zakrzewska
Cristina Zani

KEY MANAGEMENT PERSONNEL

Executive Director : Aleksandra Zakrzewska (known as Ola Wojtkiewicz)

BANKERS

Royal Bank of Scotland 142/144 Princes Street, Edinburgh, SCOTLAND EH2 4EQ

STRUCTURE, GOVERNANCE + MANAGEMENT (continued)

INDEPENDENT EXAMINER

Sarah Hollis CA

Hollis Accounting Limited, Chartered Accountants

3 Melville Crescent, Edinburgh, SCOTLAND

EH3 7HW

GOVERNING DOCUMENT

Creative Edinburgh Limited is limited by guarantee and does not have any share capital. It is a registered charity (from 22 September 2023) in Scotland. It is governed by its Memorandum and Articles of Association dated 29 September 2023 and the charity registration applicable from 22 September 2023.

Membership consists of such individuals as are admitted to membership, having applied for membership and been accepted. Members cannot be employees other than the Executive Director.

The management of the charity is the responsibility of the Trustees (Directors) who are appointed or elected under the terms of the Memorandum and Articles of Association. Since October 2023, we have navigated dual regulation, with oversight from both Companies House and the Office of the Scottish Charity Regulator (OSCR).

Our governance model is structured around a Board of Directors, an Executive Leadership Team and various Advisory Committees, including Fundraising, Operations & Finance. This framework ensures strategic direction, operational efficiency and access to diverse perspectives, aligning well with the scale and scope of the programmes and initiatives we propose. The Board meets four to six times a year, while meetings between the Executive Director and the Chair of the Board take place fortnightly. The key Advisory Committees meet regularly, usually monthly, while others offer advice on specific aspects of activity as and when required. All decisions regarding strategy, financial management and business development are taken democratically by the Board after consideration of the Executive Directors' recommendations.

In 25/26, our Executive Team included a full-time Executive Director, Programme Manager, Marketing & Communications Manager and Community Manager, forming the Senior Management Team (SMT). A part-time role of Community Assistant supported the work on the mentoring programme, and in September 2025, a part-time Creative Talent Lead joined the organisation to lead on the Edinburgh's Creative Industries: Pathways to Careers project. All staff members play a pivotal role in driving our mission forward, and bring a wealth of experience and expertise to the organisation, contributing to our effectiveness and the realisation of our objectives. Our SMT meets fortnightly and contributes to all major decisions taken in the organisation. The composition of our Executive Team is well-suited to the scale and scope of the programmes, allowing us to efficiently manage and execute various initiatives. Subject to successful fundraising, we will aim to grow the capacity of the Executive Team proportionately to the growth of our community and partnerships.

The governance arrangements we have in place ensure that our vast and diverse membership's interests and needs are well-represented in our decision-making processes and allow us to operate as a not-for-profit charity. This structure aligns with our mission and reflects our commitment to transparency, accountability and democratic decision-making, which are essential aspects given the scale and scope of our activities. We occasionally engage freelance designers, marketing specialists, photographers, artists, speakers and stage managers to support talent development and provide paid opportunities for our community.

Our Board of Directors plays a pivotal role in financial oversight, reviewing and approving budgets, major financial decisions and financial reports. This approach ensures that our financial resources are managed effectively and in line with our mission.

We generate and share regular financial reports with our Board and other key stakeholders such as Creative Scotland. These reports provide a clear view of our financial performance, helping us track progress and make informed decisions.

We have established a Strategic Operations and Finance Committee, which comprises members of our Executive Team and the Board of Directors. This committee focuses on in-depth financial analysis, risk assessment and strategic planning to ensure that our resources are optimally utilised.

As part of our financial transparency and real-time decision-making, we have implemented monthly cashflow planning and reporting. These reports provide a detailed overview of our financial status and projections, allowing us to closely monitor our financial health and make timely adjustments when necessary. This practice ensures that our financial management remains agile and responsive.

APPOINTMENT OF TRUSTEES, INDUCTION + TRAINING

Trustees are not employed by the company and tend to be selected and appointed for their personal qualities, experience and specialist knowledge. The Trustees should assess the skills, experience and expertise missing on the board prior to appointing new non-executive directors. Recruitment of new Trustees is open, transparent and public. Appropriate training on the organisation and Trustees' responsibilities is provided to new Trustees.

KEY MANAGEMENT PERSONNEL

Key Management Personnel is the Executive Director.

KEY RISKS

The Trustees regularly review the risk register document and update it as appropriate, and discuss. Key risks can be summarised as follows:

RISK	IMPACT	RISK TO	MITIGATION
Over-reliance on a single source of funding.	Increased risk of impact of loss of funding if it comes from a single source.	Finance/Going Concern	Ensure that fundraising efforts are strongly sustained in the current climate.

Inappropriate budgeting.	Ineffective budgeting leaves the organisation exposed to unbudgeted costs (for example, for cost of living increases) and unable to afford these changes.	Finance/Going Concern	Implement a higher contingency in budget planning. Ensure that budgeting/forecasting is carried out robustly and is regularly monitored. Seeking additional income sources to provide a higher level of contingency, fo example, Business sponsorship for various work strands being investigated.
The team and board skill set are not appropriate.	Risk that the Board does not hold the required skill set for full governance, and the team does not have appropriate skills.	Organisational governance and performance.	Undertake regular skills audits and arrange for training of existing board members or recruitment of new member with required skills/experience as needed. Explore new fundraising avenues in support of staff development.
Loss of members.	The risk is that CE fails to attract and sustain adequate members Risk that current membership numbers are not accurate.	Loss of impact and reach.	Sustain brand development, marketing and audience development. Communication and brand reviewed. The Membership Development strategy is being implemented. Membership modelling completed. Ongoing marketing efforts to inspire membership convergence. Planning quarterly membership consultations to learn from the members. Improving the project management system of the membership development activity.
IT Unavailability/ Data Breach.	IT systems fail or become compromised, potentially resulting in a data breach to malicious actors.	Loss of information, systems failure.	Robust cybersecurity protocols, implementation of firewalls and intrusion detection systems, employee cybersecurity training, encryption of sensitive data, and secure backup procedures.

BY ORDER OF THE BOARD

A. Zakrzewska

Aleksandra Zakrzewska /

Ola Wojtkiewicz, Executive Director

Marie Christie

Chair of the Board

13/08/2026

Date

INDEPENDENT EXAMINERS' REPORT TO THE TRUSTEES

I report on the accounts of the Charity for the year ended 31 March 2026, which are set out on pages 25 to 32.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The Charity's Trustees (who are also the Directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the terms of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The Charity's trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply and that an independent examination is needed.

It is my responsibility to examine the accounts as required under section 44(1) (c) of the Charities Act and to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was 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 respect, the requirements:
    a. to keep charitable records in accordance with section 386 of the Companies Act 2006, Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
    b. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Companies Act 2006, section 44(1) (b) of the 2005 Act and Regulation 8 of the 2006 Accounts Regulations have 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

SIGNED

Sarah Hollis CA

Hollis Accounting Limited

3 Melville Crescent, Edinburgh,

SCOTLAND EH3 7HW

Date 13/8/2026

Creative Edinburgh Limited

Statement of Financial Activities
(including income and expenditure account)
For the year ending 31 March 2026

	Note	Unrestricted Funds 2026 £	Restricted Funds 2026 £	Total 2026 £	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £
Income and Endowments from:							
Donations and legacies	1	4,553	-	4,553	57	-	57
Charitable activities	2	149,868	66,600	216,468	154,517	40,425	194,942
Investment income	3	792	-	792	-	-	-
Other income		-	-	-	-	-	-
Total Income		155,213	66,600	**221,813**	154,574	40,425	**194,999**
Expenditure on:	4						
Raising Funds		-	-	-	-	-	-
Charitable activities		157,677	47,745	**205,422**	163,887	40,425	**204,313**
Total Expenditure		157,677	47,745	**205,422**	163,887	40,425	**204,313**
Net income/expenditure before gains and losses on investments		(2,464)	18,855	**16,391**	(9,312)	-	**(9,312)**
Net gains/(losses) on investments		-	-	-	-	-	-
Net income/(expenditure)		(2,464)	18,855	**16,391**	(9,312)	-	**(9,312)**
Transfers between funds	9	7,474	(7,474)	-	-	-	-
Net movement in funds		5,010	11,381	**16,391**	(9,312)	-	**(9,312)**
Reconciliation of funds							
Total funds brought forward		45,745	(0)	45,745	55,057	(0)	55,057
Total funds carried forward	9	50,755	11,381	**62,136**	45,745	(0)	**45,745**

The Statement of Financial Activities includes all gains and losses recognised in the year, and therefore a statement of recognised gains and losses has not been prepared.
All income and expenditure derive from continuing activities
The notes on pages 27 to 32 form part of these financial statements.

Creative Edinburgh Limited Balance Sheet
At 31 March 2026
Company registration number: SC24523

	Note	Unrestricted Funds 2026 £	Restricted Funds 2026 £	Total Funds 2026 £	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £
Current Assets							
Debtors	6	3,990	-	**3,990**	2,736	-	**2,736**
Cash at bank and in hand		87,820	11,381	**99,201**	52,901	(0)	**52,901**
Total Current Assets		91,810	11,381	**103,191**	55,637	(0)	**55,637**
Liabilities							
Creditors falling due within one year	7	(41,055)	-	**(41,055)**	(9,892)	-	**(9,892)**
Net Current Assets		50,755	11,381	**62,136**	45,745	(0)	**45,745**
Creditors falling due after more than one year		-	-	-	-	-	-
Net Assets		50,755	11,381	**62,136**	45,745	(0)	**45,745**
The funds of the charity:							
Restricted Funds				11,381			(0)
Unrestricted Funds				50,755			45,745
Total charity funds	9			62,136			45,745

The directors acknowledge their responsibilities for:
(i) ensuring that the charity keeps proper accounting records which comply with section 386 of the Act, and
(ii) preparing financial statements which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charity.

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.
The notes on pages 27 to 32 form part of these financial statements. The accounts were approved by the Trustees

On 13/08/2026.......... and signed on their behalf by: .... A. Zalewska ....Ola Wojtkiewicz

Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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) (effective 1 January 2015) - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity 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 note(s).

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern, as there are sufficient funds to meet liabilities as they fall due.

Fund accounting

Funds are classified as either restricted funds or unrestricted funds, defined as follows.

Restricted funds are funds subject to specific requirements as to their use, which may be declared by the donor or with their authority or created through legal processes, but still within the wider objects of the charity.

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. If parts of the unrestricted funds are earmarked at the discretion of the trustees for a particular purpose, they are designated as a separate fund. This designation has an administrative purpose only and does not legally restrict the trustees' discretion to apply the fund.

Income recognition

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Donated Services and Facilities

Donated professional services and 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. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised as expenditure in the period of receipt. In accordance with accounting standards, the economic contribution value of volunteers is not measured in the accounts.

Expenditure and Irrecoverable VAT.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Fixed Assets

Fixed assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Computer Equipment - 3 years

Taxation

The charitable company has been granted exemption from income tax under s505, Income and Corporation Taxes Act 1988 and from capital gains tax under s 145 of the Capital Gains Tax Act 1979.

Pension Scheme

The charity makes contributions on behalf of its employees under the pension auto-enrollment regulations. This is a direct contribution scheme with no further liability on the part of the Employer

Creative Edinburgh Limited

Notes forming part of the financial statements
For the year ending 31 March 2026

	Unrestricted Funds 2026 £	Restricted Funds 2026 £	Total 2026 £	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £
1 Donations and Legacies						
Donations	4,553	-	**4,553**	57	-	**57**
	4,553	-	**4,553**	57	-	**57**
2 Income from Charitable Activities						
Membership packages and events	13,418	-	**13,418**	17,298	-	**17,298**
Commissions	4,900	-	**4,900**	3,850	-	**3,850**
Grants receivable	115,500	66,600	**182,100**	119,689	40,425	**160,114**
Sponsorship and Marketing	16,050	-	**16,050**	13,680	-	**13,680**
	149,868	66,600	**216,468**	154,517	40,425	**194,942**
3 Investment income						
Bank & other interest	792	-	**792**	-	-	-
	792	-	**792**	-	-	-
Total income	**155,213**	**66,600**	**221,813**	**154,574**	**40,425**	**194,999**
4 Analysis of Expenditure						
Charitable Activities						
Salaries	115,091	26,700	**141,791**	104,640	34,983	**139,623**
Employers NIC	5,560	1,452	**7,012**	7,513	-	**7,513**
Pension Costs	5,075	448	**5,523**	5,296	-	**5,296**
Awards	6,541	-	**6,541**	7,439	-	**7,439**
Resident Entrepreneurs Mentoring	-	907	**907**	2,755	-	**2,755**
Freelance/Consulting Costs	6,320	-	**6,320**	6,237	-	**6,237**
Direct Project Expenses	1,909	11,276	**13,185**	-	-	-
Event Costs	1,848	-	**1,848**	12,093	-	**12,093**
Website and Marketing	316	6,962	**7,278**	4,779	-	**4,779**
Staff Training	744	-	**744**	1,983	-	**1,983**
Rent	3,045	-	**3,045**	-	3,576	**3,576**
Cleaning	468	-	**468**	-	574	**574**
Furniture and Equipment	55	-	**55**	-	526	**526**
Insurance	1,965		**1,965**	1,854	-	**1,854**
Travelling Expenses	565	-	**565**	654	-	**654**
Postage and Courier	47		**47**	-	-	-
Digital Subscriptions	-	-	-	-	766	**766**
Board costs	1,091	-	**1,091**	407	-	**407**
Accountancy/Independent Examination	3,360	-	**3,360**	3,210	-	**3,210**
Bookkeeping	2,400	-	**2,400**	2,550	-	**2,550**
Bank Charges	239	-	**239**	214	-	**214**
Printing and Stationery	207	-	**207**	582	-	**582**
Advertising			-	1,027	-	**1,027**
Sundry Expenses	831		**831**	654	-	**654**
Total	157,677	47,745	**205,422**	163,887	40,425	**204,312**
Total	157,677	47,745	**205,422**	163,887	40,425 -	**204,312**

Support costs have not been separately identified as the trustees consider there is only one charitable activity. Therefore support costs relate wholly to that activity and have not been separately identified.

5 Staff costs, Trustee Remuneration and Related Party Transactions

	2026	2025
Staff costs and numbers	**£**	**£**
Salaries and wages	141,791	139,624
Social security costs	7,012	7,513
Pension costs	5,523	5,296
	154,326	152,433

The average number of employees during the year, calculated on the basis of a head count, was as follows:

	2025	2025
Management and Administration	1	1
Project Workers	4	4
	5	5

No employee had employee benefits in excess of £60,000

During the period, no trustee received remuneration

Key Management Personnel costs of £48,138 (2025 - £45,951) were incurred in the year. Key Management Personnel being the Executive Director.

6 Debtors

	2026	2025
	£	**£**
Grants due	-	-
Prepayments	3,740	2,336
Other Debtors	250	400
	3,990	2,736

7 Creditors

	2026	2025
Amounts falling due within one year	**£**	**£**
Accounts payable	5,248	2,011
Accruals	2,550	2,400
Deferred income	32,500	4,850
Other creditors	757	631
PAYE	-	-
Total creditors due within one year	41,055	9,892

Creative Edinburgh Limited

Notes forming part of the financial statements
For the year ending 31 March 2026

8 Analysis of Net Assets Among Funds

	General	Restricted	Total
	£	£	£
Net Current Assets/(Liabilities)	50,755	11,381	62,136
Net assets at 31 March 2026	**50,755**	**11,381**	**62,136**

Comparative (31.3.25)	General	Restricted	Total
	£	£	£
Net Current Assets/(Liabilities)	45,745	(0)	45,745
Net assets at 31 March 2025	**45,745**	**(0)**	**45,745**

9 Movements in Funds

2026	Opening	Income	Expenditure	Transfers	At 31-Mar-26
Restricted funds	£	£	£	£	£
Capital City Partnership RYG Grant	-	18,000	(18,000)	-	-
Creative Scotland - RYG National Grant	-	7,500	-	(7,500)	-
CEC - Creative Industries Pathway to Careers	-	40,000	(28,619)	-	11,381
CEC Sector Guide	-	1,100	(1,126)	26	-
	-	66,600	(47,745)	(7,474)	11,381
Unrestricted funds					
General fund	45,745	155,213	(157,677)	7,474	50,755
	45,745	155,213	(157,677)	7,474	50,755
Total funds 2026	**45,745**	**221,813**	**(205,422)**	**-**	**62,136**

Purposes of Restricted Funds

Capital City Partnership RYG Grant was invoiced income and used for direct costs and staff support for Raise Your Game.

Creative Scotland - RYG National Grant is a grant for Raise Your Game - of which £7500 was a contribution to core costs. The remaining grant is deferred and will be used in 2026/2027.

Creative Industries - Pathway to Careers is a grant for the mentoring programme and assistance with careers in sector.

CEC Sector Guid - is a programme around mentoring.

The CEC Flexible Partnership Fund (2025) was received from the City of Edinburgh council to support Creative Edinburgh's core costs as well as freelance contributions from among the creative community.

AHRC Capital Project income (2025) was received through Creative Informatics and was available for accommodation for the organisation and key technologies to enable us to continue supporting the creative community.

The CEC Cultural Strategy Fund (2025) was a £10,000 grant to support the creative community and work with the council to ensure the voices of the community are heard and accommodated.

Scottish Government Ecosystem Fund (2025) was received to promote sustainable practice and innovation in the sector. £16,000 of the grant (which was £40,000) had been deferred at the end of 31.3.24 and was spent in 2024-2025.

Movements in Funds (Prior Year)

2025	Opening	Income	Expenditure	Transfers	At 31-Mar-25
Restricted funds	£	£	£	£	£
AHRC Capital Project	-	11,778	(11,778)	-	-
CEC Flexible Partnership Fund	-	3,000	(3,000)	-	-
CEC Practice Support Fund	-	10,000	(10,000)	-	-
Scottish Government Ecosystem Fund	-	15,647	(15,647)	-	-
	-	40,425	(40,425)	-	-
Unrestricted funds					
General fund	55,057	154,574	(163,887)	-	45,745
	55,057	154,574	(163,887)	-	45,745
Total funds 2025	**55,057**	**194,999**	**(204,312)**	**-**	**45,745**