

OSCR

Scottish Charity Regulator

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Registered SCIO

SC030396

Grampian Opportunities

Trustees' Annual Report

Period 1 July 2024 to 30 June 2025



**Grampian
Opportunities**

Empowering people to find their way forward

Grampian Opportunities (SCIO)

Scottish Charity Number: SC030396

54 West High Street

Inverurie

AB51 3QR



Website: www.grampianopportunities.org.uk

Charity Trustees

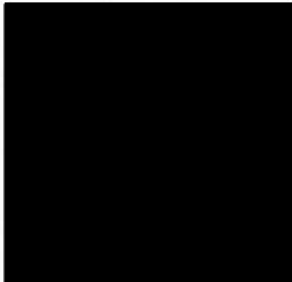
[REDACTED] Grampian Opportunities Board Chairperson. Appointed May 2021 Chair since January 2023

I bring over 30 years of extensive experience in the health and social care sector, having held a range of leadership roles including service manager, project lead, and advocate across diverse areas such as short breaks, autism support, and community-based initiatives. My career reflects a deep commitment to person-centred care and inclusive practice.

In addition to my professional background, I have over three decades of lived experience in autism, shaped by her journey as a parent to an autistic son, now an adult. This personal insight informs my empathetic approach and strengthens my advocacy for meaningful support systems.

My entrepreneurial experience—having successfully run a children’s business—adds a valuable dimension to her skill set, particularly in areas of quality assurance, HR, operational management, and governance. This blend of commercial and care-sector expertise enables her to contribute strategically to the development and sustainability of Grampian Opportunities.

Driven by a passion to improve lives and create opportunities for individuals to thrive, I was drawn to Grampian Opportunities by its ethos and values, which closely align with her own. I am proud to support the charity’s mission by sharing my knowledge across both public and private sectors, and by championing inclusive, empowering environments for staff, volunteers, and the people the charity supports.



[REDACTED] Grampian Opportunities Trustee since May 2021

I joined the Board of Grampian Opportunities in 2021, bringing over 35 years of diverse professional experience and deep-rooted local knowledge, having lived and worked in the Grampian region throughout my life. My career spans land management, customer-focused retail leadership, and public service, currently serving as a trusted Elected Member of the local authority.

My strong connections across both business and community sectors give me a unique perspective on the opportunities available to improve lives and enhance the environment

we share. My insight into local needs and strategic development is a valuable asset to the charity's governance and future planning.

As a mother of three grown-up sons and a passionate advocate for inclusive communities, I am committed to creating nurturing environments where individuals are empowered to pursue their ambitions and live life to the fullest. My personal values closely align with the ethos of Grampian Opportunities, and I am proud to contribute my expertise across both private and public sectors to support the charity's mission, its dedicated staff and volunteers, and the people it supports.



Grampian Opportunities Trustee since May 2024

I am a respected and well-known businessman within the Grampian region, recognised for my strong moral values, commitment to ethical leadership, and deep-rooted family principles. With a longstanding reputation for integrity and community engagement, bringing a wealth of practical experience and strategic insight to the Board of Grampian Opportunities.

I joined the charity during a pivotal period of transformation, and played a key role in revitalising its physical environment—providing hands-on support to rebuild and enhance the premises, creating a welcoming and inclusive space for both staff and the individuals the charity supports.

My business acumen can support the Board, particularly at a time when many charities face increasing financial and operational pressures. I can contribute to the development of robust business plans and long-term strategies, ensuring the sustainability and resilience of Grampian Opportunities.



Our Vision

Empowering People, Strengthening Communities

We are delighted to introduce you to the work we do across the Grampian region to support individuals in living fuller, more independent lives.

Since becoming a registered charity (SCIO SC030396) in June 2000, we've grown and adapted in response to the evolving needs of our communities. By listening closely to the people we support—through steering groups and community conversations—we've reshaped our services to be more inclusive, person-centred, and impactful.

We're proud to deliver our work through four dedicated teams, each focused on a different area of support:

Day Service Opportunities

Helping individuals develop life skills, build confidence, and discover their talents through a wide range of activities. This service offers a safe and supportive environment where people can grow, connect, and thrive.

Therapeutic & Well-being

Supporting people facing mental health challenges with therapeutic activities and practical strategies. Our goal is to help individuals regain control, build resilience, and feel empowered in their everyday lives.

SIRD (Self-Directed Support)

We guide individuals through the self-directed support process, ensuring they understand their rights and options. We help prepare draft support plans, attend reviews, and advocate for fair and respectful treatment. We also host “**Our Voice Direct to You**”, a group for parent carers and families that feeds directly into Scottish Government policy discussions.

Community Engagement

Focused on employability and inclusion, this team runs preparation courses that support people into education, training, employment, or self-employment. We also work with employers to ensure ongoing support for successful placements.

Beyond employability, we offer vibrant community groups open to everyone:

Lads' Club – A welcoming space for men to meet, chat, play games, and build models.

Get Creative – Led by a local artist, this group explores art through various mediums and projects.

Community Café – Held every second Wednesday, serving homemade cakes, coffee, and tea. All proceeds go directly to supporting our activities.

CHARTER OF RIGHTS

At Grampian Opportunities, we are committed to ensuring that every individual is treated with dignity, respect, and equality. This Charter outlines your rights when accessing our services.

Fundamental Rights. You have the right to:

- Be treated with respect, dignity, and fairness at all times.
- Make choices about your life, learning, and work.
- Participate fully in activities and decisions that affect you.
- Live free from discrimination, abuse, or neglect.
- Access support that is tailored to your needs and aspirations.

In Day Services

You have the right to:

- Engage in meaningful activities that promote your skills, confidence, and wellbeing.
- Be supported in a safe, inclusive, and welcoming environment.
- Have your voice heard in shaping the services you receive.
- Receive support that promotes your independence and personal growth.

In Employability Courses

You have the right to:

- Access training and support that prepares you for work, education, or volunteering.
- Be supported to explore realistic employment opportunities.
- Receive help in building confidence, communication, and workplace skills.
- Be treated fairly by employers and supported during your transition into work.

Your Voice Matters

- You can raise concerns or give feedback without fear.
- You can join groups like "Our Voice Direct to You" to influence policy and practice.
- You have the right to advocacy and representation in decisions about your care and support.

Legal Protections

Your rights are protected under:

- The Human Rights Act 1998
- The Equality Act 2010
- The Social Care (Self-directed Support) Act 2013
- Scotland's Keys to Life strategy for people with learning disabilities
- The Scottish Government's commitment to freedom, dignity, choice, and control for disabled people

Equality of Opportunity Statement

GO is committed to promoting an environment of equality and opportunity. There is also a commitment to reducing the stigma and disadvantage, which surrounds disability and mental health problems. We promote good practice and challenge areas where change or improvement is needed.

The Purposes are:

- The relief of those in need by reason of age, ill-health, disability, financial hardship or other disadvantage
- The advancement of learning through preparing, organising and/or delivering programmes of all kinds directed towards the acquisition or development of skills which will assist the participants in furthering independent living, employment prospect and/or directed towards improving health and wellbeing.
- The advancement of health by supporting a range of wellbeing and community activities (e.g. hobby group, strength and balance exercise groups, discussion and social groups).
- The advancement of community development through supporting and promoting volunteering opportunities, the promotion of citizenship or community development and the promotion of equality of opportunity and diversity
- Providing information and support to those, irrespective of age, who currently care for family members, other relatives, partner, friends and neighbours of any age affected by physical or mental illness, disability, frailty or long term conditions. The person does not need to be living with the cared-for person to be an unpaid carer.
- Ensuring that the role of unpaid carers is recognised, and working in partnership with unpaid carers to empower and promote self-management through a wide range of supportive activities.

Three brand value messages guide our work:

- Grampian Opportunities supports people as they take control of their own lives (support to dream, to plan, to live to the full)
- Grampian Opportunities empowers people to believe in themselves
- Grampian Opportunities promotes fulfilment through meaningful activity programs, employability programs, enterprise and training

Board Statement

As we reflect on the past year, the Board of Trustees is proud to acknowledge the continued growth and resilience of Grampian Opportunities in what remains a challenging climate for the third sector.

In 24/25, we have seen a marked increase in organisational stability, the expansion of our networks, and a rise in the number of trained and dedicated staff. These developments, alongside growing community support and enhanced funding, have strengthened our ability to deliver on our mission.

This year also marked the development of a new strategic direction—shaped by listening to the voices of the people and communities we serve. This strategy provides a clear and purposeful roadmap for the future, ensuring that our work remains rooted in real needs and lived experiences.

Despite the ongoing pressures of the cost of living crisis, Grampian Opportunities has continued to enable individuals to make informed choices, take control of their lives, and pursue independent and fulfilling futures. Our projects and groups have remained vibrant and active, driven by the energy and enthusiasm of everyone involved.

We are especially grateful to our members, staff, and volunteers. Your unwavering commitment and collective effort have been instrumental in embedding our values and purpose more deeply than ever before. Together, we have laid strong foundations for the future.

On behalf of the Board, thank you for all you do to make Grampian Opportunities a place of hope, empowerment, and meaningful change.

Structure, Governance and Management

Grampian Opportunities (SCIO)

Grampian Opportunities (SCIO) was incorporated as a Scottish Charitable Incorporated Organisation on 03 April 2019 as a result of the conversion of the charitable company Grampian Employment Opportunities SC208239.

First registered as a charity from 19 June 2000, our Scottish Charity number SC030396 remains unchanged.

Over the past year, Grampian Opportunities has undergone a period of significant transformation, guided by the Board's commitment to strong governance and long-term sustainability. Following the previous year's decision to commission an external consultant to review the charity's compliance, systems, and delivery against its charitable purposes, the Board acted decisively on the findings. This included a full review of internal structures and the successful recruitment of a new manager after the previous post-holder stepped down due to ill health. The consultant, who initially led the organisational review, was appointed as CEO. Under their leadership, a new strategic direction was developed and presented to the Board, alongside the implementation of more robust systems and processes. These changes have strengthened our operational foundations and clarified our purpose. The foresight of the Board in initiating this process was pivotal. As a result, Grampian Opportunities is now better

Trustee Recruitment and Appointment

Trustee recruitment took place and two people were identified but unable to join the Board until after July 2024. Recruitment continues quarterly, however recruiting to Boards is a national issue discussed within Scottish Government. We are a rural Charity in the NE of Scotland which makes any recruitment a challenge.

Note: The maximum number of charity trustees is 11 and the minimum is 3.

The board may at any time appoint any member to be a charity trustee. At each AGM, the members may elect any member to be a charity trustee.

Achievements

- **Leadership Transition:** Successfully appointed a new CEO following the consultant's interim leadership, bringing stability and renewed focus.
- **Strategic Clarity:** Developed and adopted a refreshed strategy aligned with our charitable purposes and community needs.
- **Operational Strengthening:** Introduced improved governance, compliance, and reporting systems, ensuring greater transparency and accountability.
- **Staff and Volunteer Development:** Invested in training and support for our team, while recognising the vital contribution of our volunteers.
- **Partnership Growth:** Deepened collaboration with local authorities and health and social care partnerships to enhance person-centred support.
- **Sustainability Focus:** Secured critical funding through a successful emergency bid, allowing time to implement change and avoid closure.

These achievements reflect the resilience and dedication of our team, Board, and community. We are now well-positioned to build on this progress and continue delivering meaningful impact.

Networking / Making Connections

We continue to network and partner with other Organisations to enhance our delivery, support other Organisations by offering office space and trading skills. We currently work with, unpaid carers groups, debt agencies, AVA, Barnardo's, local groups, Gordon Rural Action, CAB, NHS, cornerstone, AHSCP and church groups

Accounts

The overall position for the year ended 30 June 2025, shows the Charity to be in a healthy position. The Board continue to direct instructions for the focus to be on future proofing the financial sustainability of the Charity.

Statement of the charity's policy on reserves

Our reserves policy review means we will hold two months minimum and ideally three months operating costs to ensure we have sufficient funds to maintain services and overheads until a sensitive handover is managed for all the people we currently support (staff, volunteers and supported people).

The timescale had been re-calculated and agreed due to the improved nature of the client group we support and the fact that our staff have successfully moved on and our newly recruited staff do not have the long-term conditions we previously supported.

This policy will continue to be reviewed annually and more often if circumstances change.

Funding for the period 2024/2025

- **Craigmyle Community Fund end August 2024**
- **Garioch Partnership end September 2024**
- **GO Wellbeing end July 2024**
- **Alliance FMT end September 2024**
- **MJ Fund (unrestricted) end July 2024**
- **MP Fund end November 2024**
- **Community resilience Fund end July 2024**
- **Scottish Government Wellbeing Fund end November 2024**
- **Aberdeenshire Community Food Fund End December 2024**
- **GO Green end August 2024**
- **Community health and wellbeing fund end January 2025**
- **Arnold Clark Community Fund end November 2024**
- **Various (unrestricted) November 2024**

Declaration

Signed on behalf of the charity trustees:



Designation

Chair of trustees

Date

15-12-25



Receipts and payments accounts							
For the period from	Period start date			to	Period end date		
	Day	Month	Year		Day	Month	Year
	01	July	2024		30	June	2025

Section A Statement of receipts and payments

	Unrestricted funds	Restricted funds	Expendable endowment funds	Permanent endowment funds	Total funds current period	Total funds last period
	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £
A1 Receipts						
Donations	7,432				7,432	7,771
Grants	49,030	103,031			152,061	43,476
Gross receipts from other charitable activities	38,983				38,983	40,981
Bank interest	614				614	823
A1 Sub total	96,059	103,031	-	-	199,090	93,051
A2 Receipts from asset & investment sales						
Proceeds from sale of fixed assets					-	-
Proceeds from sale of investments					-	-
A2 Sub total	-	-	-	-	-	-
Total receipts	96,059	103,031	-	-	199,090	93,051
A3 Payments						
Payments relating directly to charitable activities	71,816	82,564			154,380	232,859
Governance costs:					-	-
Independent examination	250				250	600
Preparation of annual accounts	500				500	1,260
A3 Sub total	72,566	82,564	-	-	155,130	234,719
A4 Payments relating to asset and investment movements						
Purchases of fixed assets					-	-
Purchase of investments					-	-
A4 Sub total	-	-	-	-	-	-
Total payments	72,566	82,564	-	-	155,130	234,719
Net receipts / (payments)	23,493	20,467	-	-	43,960	(141,668)
A5 Transfers to / (from) funds	82,767	(82,767)	-	-	-	-
Surplus / (deficit) for year	106,260	(62,300)	-	-	43,960	(141,668)

Section B Statement of balances

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
B1 Cash funds	Cash and bank balances at start of year	(33,374)	80,457			47,083	188,751
	Surplus / (deficit) shown on receipts and payments account	106,260	(62,300)			43,960	(141,668)
	Other movements	(396)	2,310			1,914	
						-	
	Cash and bank balances at end of year	72,490	20,467	-	-	92,957	47,083
		-	-	-	-	-	-

	Details	Fund to which asset belongs	Market valuation to nearest £	Last year to nearest £
B2 Investments				
		Total	-	-

	Details	Fund to which asset belongs	Cost (if available) to nearest £	Current value (if available) to nearest £	Last year to nearest £
B3 Other assets	Fixed Assets	Unrestricted	23,454	3,526	5,289
	Fixed Assets	Restricted	24,085	4,620	6,930
	Trade Debtors	Unrestricted	4,682	4,682	3,099
		Total	52,221	12,828	15,318

	Details	Fund to which liability relates	Amount due to nearest £	Last year to nearest £
B4 Liabilities	Creditors and Accruals	Unrestricted	1,417	1,723
	Pension Creditor	Unrestricted	2,052	2,146
	PAYE Control	Unrestricted	-	176
		Total	3,469	4,045

	Details	Fund to which liability relates	Amount due (estimate) to nearest £	Last year to nearest £
B5 Contingent liabilities				
		Total	-	-

Signed by one or two trustees on behalf of all the trustees

Signature*

Print Name

Date of approval

			11 December 2025
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Section C Notes to the Accounts

C1 Nature and purpose of funds

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C2 Grants

	Individual / institution	Number of grants made	£
Total			-

C3a Trustee remuneration

If no remuneration was paid during the period to any charity trustee or person connected to a trustee cross this box (otherwise complete section 3b)	X
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C3b Trustee remuneration - details

	£
Authority under which paid	

C4a Trustee expenses

If no expenses were paid to any charity trustee during the period then cross this box (otherwise complete section 4b)	X
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C4b Trustee expenses - details

	Number of trustees	£

C5 Transactions with trustees and connected persons

		Transaction amount (£)	Balance outstanding at period end (£)
Nature of relationship	Nature of transaction		

C6 Other information

No transactions with Trustees during the year.
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Additional analysis (1)**Analysis of receipts and payments****1 Donations**

	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
Under £500 - Various	4,682				4,682	7,771
Donation from Making A Locally Ltd	1,000				1,000	-
Donation from Kellockbank Ltd	1,750				1,750	-
Total	7,432	-	-	-	7,432	7,771

2 Grants

	Unrestricted funds to nearest £	Restricted funds to nearest £	Total current period to nearest £	Total last period to nearest £
The Robertson Trust	-	10,000	10,000	17,600
Inspiring Scotland SIRD	-	83,031	83,031	20,876
Foundation Scotland Go to Work Club	5,000		5,000	5,000
Screwfix Foundation	5,388		5,388	-
Peoples Postcode	25,000		25,000	-
Scottish Hydro Electric	3,642		3,642	-
National Lottery Community Fund	10,000	10,000	20,000	-
			-	-
Total	49,030	103,031	152,061	43,476

3 Gross receipts from other charitable activities

	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
Day Services	30,303				30,303	20,748
DWP - Access to Work	471				471	7,306
Other Income	8,209				8,209	12,927
					-	
Total	38,983	-	-	-	38,983	40,981

4 Payments relating directly to charitable activities

	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
Staff Salaries and NI	46,022	10,777			56,799	111,421
Agency Staff	-	42,840			42,840	37,529
Pension Costs	1,338	-			1,338	1,852
Rent and Utilities	14,349	8,851			23,200	25,328
Volunteer Expenses	293	900			1,193	5,684
Other Costs and Overheads	9,814	19,196			29,010	51,045
Total	71,816	82,564	-	-	154,380	232,859

Additional analysis (2)**5 Breakdown of unrestricted funds**

	General Unrestricted Fund				Total unrestricted funds	Total unrestricted funds last period
Receipts						
Donations	7,432				7,432	6,693
Grants	49,030				49,030	20,876
Gross receipts from other charitable activities	38,983				38,983	36,928
Bank interest	614				614	823
Sub total	96,059	-	-	-	96,059	65,320
Receipts from asset & investment sales						
Proceeds from sale of fixed assets					-	-
Proceeds from sale of investments					-	-
Sub total	-	-	-	-	-	-
Total receipts	96,059	-	-	-	96,059	65,320
Payments						
Payments relating directly to charitable activities	71,816				71,816	127,266
Governance costs:					-	-
Independent examination	250				250	300
Preparation of annual accounts	500				500	630
					-	-
Sub total	72,566	-	-	-	72,566	128,196
Payments relating to asset and investment movements						
Purchases of fixed assets					-	-
Purchase of investments					-	-
Sub total	-	-	-	-	-	-
Total payments	72,566	-	-	-	72,566	128,196
Net receipts / (payments)	23,493	-	-	-	23,493	(62,876)
Transfers to / (from) funds	82,767				82,767	(26,014)
Surplus / (deficit) for year	106,260	-	-	-	106,260	(88,890)

Nature and purpose of funds

Grampian Opportunities

SC030396

Additional analysis (3)**6 Breakdown of restricted funds**

	Inspiring Scotland SIRD	The Robertson Trust	Awards For All		Total restricted funds	Total restricted funds last period
Receipts						
Donations	-				-	1,078
Grants	83,031	10,000	10,000		103,031	22,600
Gross receipts from other charitable activities					-	4,053
Bank interest					-	-
Sub total	83,031	10,000	10,000	-	103,031	27,731
Receipts from asset & investment sales						
Proceeds from sale of fixed assets					-	-
Proceeds from sale of investments					-	-
Sub total	-	-	-	-	-	-
Total receipts	83,031	10,000	10,000	-	103,031	27,731
Payments						
Payments relating directly to charitable activities	82,564	-	-		82,564	105,593
Governance costs:					-	-
Independent examination	-	-	-		-	300
Preparation of annual accounts	-	-	-		-	630
Sub total	82,564	-	-	-	82,564	106,523
Payments relating to asset and investment movements						
Purchases of fixed assets					-	-
Purchase of investments					-	-
Sub total	-	-	-	-	-	-
Total payments	82,564	-	-	-	82,564	106,523
Net receipts / (payments)	467	10,000	10,000	-	20,467	(78,792)
Transfers to / (from) funds					(82,767)	26,014
Surplus / (deficit) for year	467	10,000	10,000	-	(62,300)	(52,778)

Nature and purpose of funds

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APPENDIX 3



	Independent examiner's report on the accounts v2						
Report to the trustees/members of	Grampian Opportunities						
Registered charity number	SC030396						
On the accounts of the charity for the period	Period start date				Period end date		
	Day	Month	Year	to	Day	Month	Year
	01	July	2024		30	June	2025
Set out on pages	1 to 6						

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) 2005 Act and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1) (d) 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 2006 Accounts Regulations. 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:
 - 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 9 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.

<p>Signed**:</p> <p>Name:</p> <p>Relevant professional qualification(s) or body (if any):</p> <p>Address:</p>		Date:	11 December 2025

*Please delete the words in the brackets if they do not apply. If the words do apply, set out those matters which have come to your attention on the following page.
 ** OSCR will accept digital or typed signatures

APPENDIX 3

Disclosure section

Only complete if the examiner needs to highlight material problems.

Give here brief details of any items that the examiner wishes to disclose

No disclosures