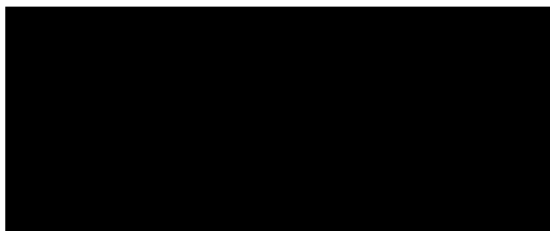




Challenging sectarianism

Charity No: SC030375

NIL BY MOUTH CHARITABLE TRUST
FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2025

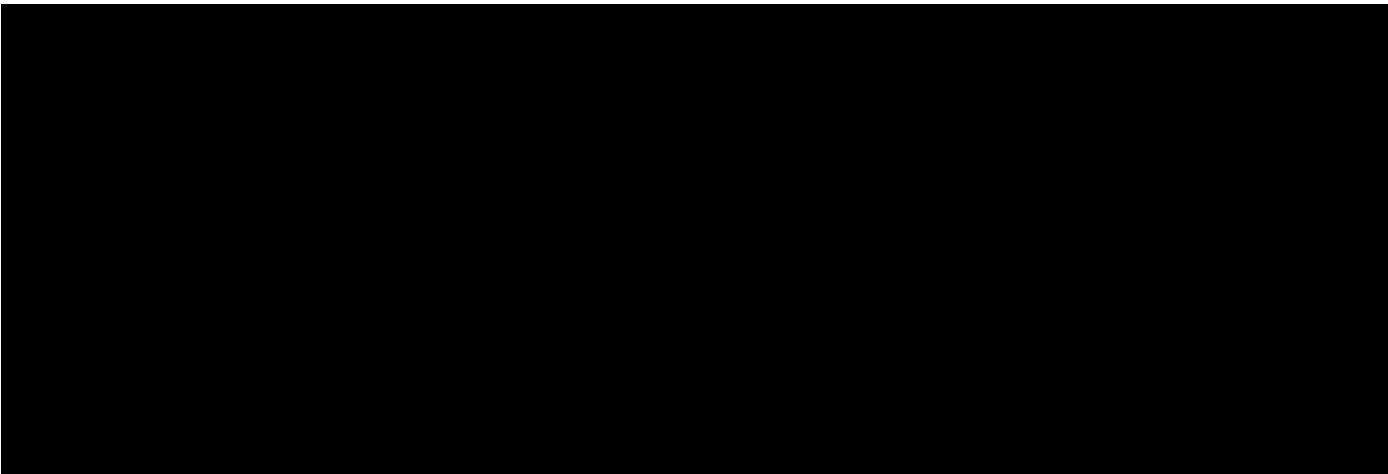
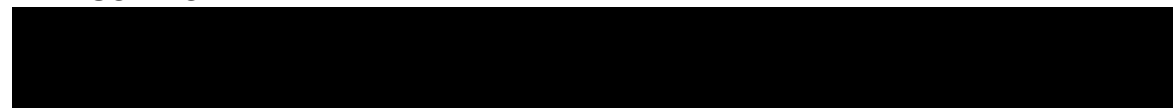


**NIL BY MOUTH CHARITABLE TRUST
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025**

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TRUSTEES



Bankers

Coutts Bank
110 Queen Street, Glasgow, G1 3BX

Independent Examiner

KPPCA
37 Rosyth Road, Glasgow, G5 0YE

TRUSTEES REPORT

The Trustees present their report and accounts for the financial year ended 31 March 2025. Nil by Mouth was established by ██████████ in terms of a Deed of Trust dated 14 July 2000 and management of the Trust is the responsibility of the voluntary Board of Trustees who are elected and co-opted under the terms of the Trust Deed. The Trustees have power to appoint new Trustees. Day-to-day administration of the Trust from 1 April 2024 to 31 March 2025 was carried out by appointed members of staff. The Campaign Director line manages all staff and volunteers, whilst reporting to the trustees throughout the year. All Trustees understand the work of the charity. Where additional training or professional advice is needed, this is provided externally.

Trust Purpose

The primary trust purposes are:

- to campaign for greater recognition of the damage caused by sectarianism and promote positive change
- to promote education and training for positive change
- to encourage and support individuals and organisations to challenge sectarianism
- to contribute towards a robust legislative and policy framework.

Our mission is to challenge sectarianism in Scotland and promote a culture of respect within our society. We are grateful to those individuals, funders and groups who have made donations and awarded grants in support of our work.

ACHIEVEMENTS AND PERFORMANCE

Review for the Year

Beyond Religion & Belief Project

Our flagship '**Beyond Religion and Belief**' programme addresses sectarian attitudes in the workplace and raises awareness of the issue in wider society, offering workshops, resources, policies and strategies, providing employers and employees with the skills and confidence to identify and respond to any instances of sectarianism they encounter. The programme includes both digital and in-person options and also a 'Pause B4U Post' module which examines the potential impact of online abuse. There are added modules for staff in management roles and stand alone sessions for teachers and education students at university. The project provides adults with the opportunity to consider their rights and responsibilities at work and through it we have been able to respond positively to approaches from employees and employers who have had issues with sectarian behaviour, including in some cases when legal action has been involved. Over the course of the period more than 1,500 people participated in dedicated '**Beyond Religion & Belief**' sessions. We are grateful to the Scottish Government for its continued support for this programme which, since its inception, has helped us work with more than 20,000 employees from over 160 employers and for the continued support of the partner employers.

Case Study: Wheatley Group

Over the past 12 months we have teamed up with one of Glasgow's biggest employers, Wheatley Group, to help raise awareness of sectarianism in the workplace. The partnership sees hundreds of people working on

NIL BY MOUTH CHARITABLE TRUST ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

Wheatley's **Environmental Roots** programme, an accredited training programme designed to help people interested in working in Environmental and Facility Services, discuss the impact of sectarianism in Glasgow. Over 200 people have taken part in sessions to date which are run thanks to support from the Scottish Government as part of the charity's 'Beyond Religion & Belief' project which assist employers with addressing and preventing sectarianism at work. Sessions also explore the potential consequences of posting online abuse on an individual's employment situation as well as helping participants understand their rights at work and the legal protections they have under the Equality Act. Working with these groups is always rewarding as they are lively with strong and honest views exchanged and an openness regarding the subject matter that you don't always encounter. The sessions are delivered under the headings of 'Passion, Pantomime & Poison' and the group explores a range of different real life situations and offer their views on which of the three headings the incidents come under, ranging from colleagues reported by a member of the public for using sectarian language to each another whilst on a lunch break to how employers can become drawn into incidents of sectarian/offensive behaviour by staff members outside of the workplace. The core aim is to underline to participants that a workplace is a professional setting which is covered by employment and equalities law. These groups frequently overrun their allocated times as participants discuss scenarios and life experiences with genuine interest and enthusiasm.

Wheatley Works Support Officer said: *'We love to work with Nil by Mouth on this programme and we feel it's so important to staff working in Glasgow that we make it an essential part of each groups training with several deliveries each year. The tone is always pitched correctly for the audience and delivered in a way that encourages people to participate and think about the issue after they've left the room. We would recommend the project to any employer in Glasgow who wants to give their staff a proper opportunity to explore the impact of sectarianism on the lives of the people in this city. Our guys love this session as it challenges their views through discussion not finger wagging – a much more effective method.'*

United Against Division Schools Project

This project runs in schools across Scotland and provides a range of workshops, resources and activities which encourage pupils to consider faiths, cultures and traditions different to their own. It also sees denominational and non-denominational schools coming together to work on shared community programmes. It is supported by the Scottish Government with that support during 2024/5 targeted at schools in North & South Lanarkshire, West Lothian and North Ayrshire. We also offer it to schools in other authorities across Scotland thanks to support from a collaboration of donors. Through the programme we delivered to more than 3,000 pupils from over 40 schools with a number of **inter-school** partnerships within the five areas. Moving forward into a new financial year we have secured support to continue to deliver the project with a focus on Lanarkshire, Central Scotland and Renfrewshire. We have secured support to enhance our schools offering in 2025/26 with two new programmes, 'Us and Them' and 'STEM Together' which were successfully piloted during 2024/25 with Gracemount High School, Edinburgh and primary schools in West Dunbartonshire and the Scottish Borders respectively.

Case Study: Lanark Love

We have had a strong footprint in Lanark over recent years with a successful 'inter-school' project between Lanark and St Mary's Primaries. In September we hosted a special 'celebration' event highlighting the positive impact of this engagement which was attended by South Lanarkshire Council's **Chair of Education** and provided her with an opportunity to meet pupils, staff and NBM staff members involved, including looking at how Lanark Primary has embedded the subject into its learning and curriculum. This was featured in local media and on the South Lanarkshire Council website. In turn, this led to an offer of support from the

Loaningdale House Trust which will let us provide additional opportunities for more schools working in the Lanark area from a well-known and respected local stakeholder.

'This was a brilliant morning watching the children be encouraged to ask questions and think about the different answers It was also a unique opportunity to find out more about the important work Nil by Mouth carry out in partnership with our schools looking at issues around difference, discrimination and diversity. Understanding our own identity and the identities of others is an important part of growing up and I'm proud our schools provide an environment where important conversations can be held in a thoughtful manner.'

South Lanarkshire Council Chair of Education, [REDACTED]

Neeps and Tatties Project

Devised as a way of allowing teachers and parents to examine sectarianism and prejudice during covid restrictions, 'Neeps & Tatties' has now been used in more than **1,300 primary schools across all 32 local authorities**. Written in Scots and generously donated to the charity by author [REDACTED] and illustrator [REDACTED] the book forms the basis of a project which runs from St Andrews Day until Burns Night, a period when schools across Scotland focus on the Scots language, allowing us to tie our key messages in with a wider subject area. This has proved an effective way of tying in with businesses Corporate Social Responsibility programmes – including new partners approaching our issue for the first such as Aberdeen FC and Stewarts of Tayside. We have also received strong support from Scotland's artistic community with singers and poets promoting the book and performing at events in schools in conjunction with the charity. The Scots Language Centre have also provided invaluable support making the resources available on their website and promoting through their networks. We conservatively estimate that more than 40,000 children have used the resource in their classrooms to date with hundreds of blogs, social media posts and evaluations testifying to its effectiveness. We would like to place on record our thanks to author Carey and Anna and the range of sponsors who helped us print and distribute thousands of copies to schools across Scotland ensuring they remained free of charge.

Pitch Perfect Competition.

This is held in conjunction with **City of Glasgow College** and involves more than **100 Marketing & Advertising** students taking part in an accredited module to design a campaign aimed at tackling sectarianism. It runs from January to June and the students receive inputs from NBM staff and independent experts to provide a better understand of sectarianism as an issue as well as examining successful strategies for helping shape public attitudes. The students are divided into teams and spend several weeks studying the issue in more detail before deciding upon their chosen concept, target audience, project outcomes and strategies for success. Groups are whittled down to five finalists as lecturers and NBM staff view the presentation and set grades. This allows the module to contribute toward the students SQA approved **HNC/D qualification**. The final was held in Glasgow City Centre at the start of June with the five groups making their pitch to a panel of independent judges from the worlds of marketing, charity funding, campaigning and the creative arts. The winning entry 'Sock it to Sectarianism' was launched at Cairns Primary School in December 2024 with several positive pieces of media coverage arising from it. The project was also celebrated at Holyrood with a motion by [REDACTED] securing cross party support.

Collaborations

Key to our approach is to build strong partnerships with different organisations to forward our objectives across a range of spheres. Below is a selection from the past 12 months providing a flavour of this work.

NIL BY MOUTH CHARITABLE TRUST ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

Scottish Book Trust: The Trust have been a long-standing supporter providing support for Book Week Scotland events targeted at football fans and funding to help us develop the 'Us & Them' programme by providing affordable access to authors for the pilot groups.

City Building: A prominent employer in Glasgow, City Building have ensured that we can present to staff and apprentices at its training centre in Springburn as well as providing sponsorship for Neeps & Tatties books.

University of Strathclyde: In addition to offering lectures to students on its BA and PGDE Education Courses the charity offered a range of volunteer placements to students allowing them the opportunity to work alongside our staff on school and community projects. We also received strong support from the Strathclyde University Students Association which we would place on record our thanks for.

Templeton Goodwill Foundation: Provided £2,000 of support to help us deliver programmes in Townhead, Cambuslang and the Gorbals.

Aberdeen FC: The club provided support for the 'Neeps & Tatties' project by organising trips to Pittodrie Stadium for schools using the book in class and meeting with the charity to discuss how clubs can address sectarianism within their stadiums.

Big Hearts Community Trust: We have delivered sessions to young people on the Trust's various intervention programmes and worked with staff at the Trust and Heart of Midlothian FC.

Livingston FC: The club welcomed us to their academy to deliver presentations to young players regarding how sectarianism can manifest in football and how they can better navigate the abuse often found in stadiums and online toward footballers. They also donated complimentary tickets to schools working with us in the West Lothian area.

Gala Fairydean Rovers FC: We remain a community partner of the club with it promoting our programme across its facilities and social media platforms.

Trustees and Staffing

Our Campaign Director completed fourteen years in post in June 2025. His two colleagues have now both been in post for eleven years and the Trustees are confident that the existing staff complement will continue to drive the charity forward over the next 12 months. Nil by Mouth currently has seven Trustees, all of whom are familiar with the work of the charity and their legal obligations as Trustee. We welcomed Alanna Hagan to the board as a Trustee with a background in law and travel.

Financial Review (In Brief)

Total Income for Year: £135,530 (2023/24 £122,088)

Total Expenditure for year: £139,782 (2023/24 £133,322)

Deficit for year: -£4,252 (2023/24 -£5,190)

Total Funds Carried Forward: £54,036

Reserve Policy

In so far as cash resources permit the policy of the trustees is to hold in reserve a minimum sum of money equivalent to three months' running costs.

FUTURE PLANS

Strategy and Priorities for the Coming Years

We will continue to work across a range of areas to forward our core objectives and values as well as provide advice and support to anyone who has experienced sectarian discrimination. We believe the lasting solution to sectarianism lies in education and we will continue to explore every avenue to ensure our message is carried forward. Our objectives for the next year include:

1. Ensuring we can deliver high quality, thought-provoking workshops, presentations and resources to employers across both digital and in-person settings.
2. Use our 'STEM Together' programme to connect denominational and non-denominational schools across Scotland.
3. Reach a minimum of 50 schools as part of the 'United Against Division' project with a particular focus on the Lanarkshire area and supporting newly qualified teachers.
4. Increasing participation in the 'Beyond Religion & Belief' programme from employers working in the private sector.
5. Reach young people between the ages of 16-25 on employability and training courses through our 'Pause B4U Post' programme.
6. Support individuals who have been subjected to sectarian abuse.
7. Develop our 'Us & Them' programme which works with targeted groups of young people seen as being at risk of becoming involved in sectarianism and anti-social behaviour around football.
8. To enhance our community work with SPFL football clubs.
9. Deliver the tenth annual 'Pitch Perfect' programme in association with City of Glasgow College.
10. Contribute to academic research on sectarianism in Scotland.

Statement of Trustees Responsibilities

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.

Risk Management

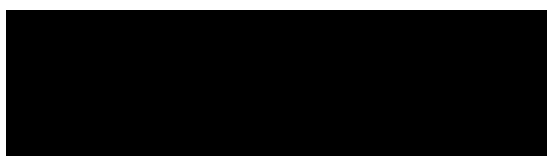
The Trustees have assessed the major risks to which the charity is exposed - in particular those related to the operations and financing of the Trust - and are satisfied that systems are in place to mitigate our exposure to the major risks.

Independent Examiners

KPPCA was appointed to operate as Independent Examiners during the year and is happy to do so.

Approval

On behalf of the Board of Trustees



Date: 23rd December 2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NIL BY MOUTH CHARITABLE TRUST FOR THE YEAR ENDED 31ST MARCH 2025

I report on the accounts of the charity for the year ended 31 March 2023 set out on pages 12 to 14

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 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 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.



On behalf of KPPCA

37 Rosyth Road, Glasgow, G5 0YE

Dated: 23rd December 2025

NIL BY MOUTH CHARITABLE TRUST
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

STATEMENT OF FINANCIAL ACTIVITIES

	Total 2025	Total 2024
	£	£
Income		
Investment Income	279	281
Grants Received	117,102	106,250
Gift Aid	0	544
Donations and Legacies	10,213	3,033
Events & Services	7,937	11,980
Total Income	<u>135,530</u>	<u>122,088</u>
Expenditure		
Charitable activities	139,782	133,322
Total Expenditure	<u>139,782</u>	<u>133,322</u>
Surplus / Deficit for the Year	(4,252)	(11,234)
Total Funds Brought Forward	<u>58,288</u>	<u>69,522</u>
Total Funds Carried Forward	<u><u>54,036</u></u>	<u><u>58,288</u></u>

The statement of financial activities includes all gains and losses in the year. All income and expenditure derive from continuing activities relating to unrestricted funds.

BALANCE SHEET

	Notes	2025	2024
		£	£
Fixed Assets		-	-
Current Assets			
Cash in hand and in bank		<u>54,636</u>	<u>61,173</u>
Liabilities		600	2,885
Creditors: Amounts falling due within one year	6		
Net Current Assets		<u>54,036</u>	<u>58,288</u>
Total Charity Funds			
Unrestricted funds		<u><u>54,036</u></u>	<u><u>58,288</u></u>

Date: _____

NOTES TO THE ACCOUNTS

1 Accounting Policies

1.1 Basis of Preparation of Accounts

The financial statements are prepared under the historical cost convention and in accordance with applicable Accounting Standards and Statement of Recommended Practice, Accounting and Reporting by Charities (FRS102) and the Charities Accounts (Scotland) Regulations 2006.

1.2 Income

Income comprises grants and investment income.

Income is included when it is received except where the funding bodies specify that they must be used in future accounting periods or the funding bodies conditions have not been fulfilled, then the income is deferred,

1.3 Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure which is directly attributable to core activities is categorised as expenditure on charitable activities. Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

1.4 Cash Flow Statement

The Charity has taken advantage of the exemption in Financial Reporting Standard 102 SORP from producing a Cash Flow Statement on the grounds that it qualified as a small charity.

1.5 VAT

This charity is not registered for VAT and accordingly expenditure includes VAT where appropriate.

1.6 Taxation

The Charity is a recognised charity (number: SC030375) under the terms of Section 505 of the Income and Corporation Taxes Act 1988 and therefore no provision for taxation has been made in these accounts.

1.7 Tangible Fixed Assets

Given that the Charity possesses no significant tangible assets and has no intention to do so in the foreseeable future, the Trustees have agreed that any items of equipment and supplies under a value of £800 be written off at the date of purchase and that the remaining value of asset value be written off in the current year.

1.8 Investment Income

Investment Income comprises bank interest accumulated in the period shown gross in the accounts.

1.9 Operating Leases

Rentals applicable to operating leases are charged to the Statement of Financial Activities over the period in which they are incurred.

1.10 Pensions

The Trust operates a defined contribution pension scheme for its employees. Contributions are charged to the statement of financial activities in the period to which they relate. There were no outstanding contributions at the year end.

NIL BY MOUTH CHARITABLE TRUST
ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

2	Grants, Donations and Legacies	2025	2024
		£	£
	Scottish Government– Grant	90,000	90,000
	Gift Aid	0	544
	Other Trust Funds and Grants	27,101	16,250
	Donations and Fundraising	10,213	3,033
	Events & Services	7,936	11,980
		<u>135,250</u>	<u>121,807</u>
3	Charitable activities	2025	2024
		£	£
	Salaries and Related Costs	110,121	£107,231
	Administration	3,272	5,310
	Rent and Servicing	5,892	4,998
	Travel & Miscellaneous Expenses	3,832	5,938
	Programme & Activities	12,227	7,792
	Professional Fees	3,838	1,453
	Governance - Independent Examiner's fee	600	600
		<u>139,782</u>	<u>133,322</u>
4	Staff Costs	2025	2024
		£	£
	Salaries	98,750	96,500
	Social Security Costs	10,180	9,551
	Employment Allowance	(5,000)	(5,000)
	Pension Costs	6,191	6,180
		<u>110,121</u>	<u>107,231</u>
	Average number of employees during the year	3	3
5	Trustee remuneration	No trustee received any remuneration during the year	
6	Creditors	2025	2024
		£	£
	Accruals	600	600
	PAYE LIABILITY		2,285
		<u>600</u>	<u>2,885</u>
7	Funds		
	Nil by mouth has no restricted funds and therefore net assets are all allocated to the unrestricted funds		