



**Scottish
Attachment
In Action**



**For the period ending
March 31st 2025**

Annual Report & Financial Statements

Scottish Attachment in Action - Keeping it Real



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Charity Name **Scottish Attachment in Action SCIO**
Also known as **SAIA**

Charity Number **SC045708**

Principal Address 37 Napier Avenue
Cardross
Argyll and Bute
G82 5LY

Email [Redacted]

Website Address www.scottishattachmentinaction.org

Current Trustees		Chair
Other Trustees during period		Resigned October '23
		Resigned November '23
		Resigned July '24
		Resigned August '24
		Resigned March '25
Bankers	Co-operative Bank	
	29 Gordon Street	
	Glasgow	
	G1 3PF	
Independent Examiner		



The trustees are pleased to present their report and financial statements for the year ended 31st March 2025

Scottish Attachment in Action SCIO (SAIA) is registered as a Scottish Charitable Incorporated Organisation on 17th June 2015.

Organisational Structure

The charity structure consists of: -

The Board

The Board of Trustees control the activities of the charity such as monitoring and controlling the financial position.

The Members

The Members have important powers under the constitution and have the right to attend members meetings, including the Annual General Meeting.

Trustees

The organisation is comprised of members and the Board of Trustees. The Charity Trustees set the strategy and policy of the charity, control and supervise the activities undertaken and are responsible for monitoring its financial position. Members have important constitutional powers. Appointed Trustees must be members of the organisation, or if they are a non-member they must be appointed by the Board of Trustees on the basis that he/she has specialist experience and /or skills that could be of assistance to the Board.

Charitable Undertakings

The Trustees meet virtually or in person regularly throughout the year to plan, monitor, and risk assess the charitable undertakings of the organisation and have a sub-group structure to support the governance of key activities such as training. The charity holds appropriate public liability insurance.



We have continued commitment to /are underpinned by

Our Charitable purposes

- To advance the understanding and education of policy makers, professionals, parents, caregivers, and communities about the importance of attachment theory and practice, across the life course.
- The advancement of human rights, conflict resolution through campaigning and advocating for a new programme of attachment-based developments.

To fulfil our charitable purposes, the charity aims to:

- advocate for attachment theory and practice to be a fundamental element of the education of all professionals.
- develop training opportunities on attachment.
- advance effective attachment-informed practice.
- develop, promote, and disseminate research into attachment.
- promote positive experiences of attachment in Scotland.
- bring together those persons who it deems are most able to contribute towards the achievement of its objects.
- assist those individuals by the provision of information, advice, guidance, and training.
- inform the public of the role of those individuals through the production of reports, pamphlets, leaflets, or other documents.
- promote, establish, and operate other schemes of a charitable nature for the benefit of the residents of Scotland.
- promoting, establishing and operating other schemes of a charitable nature for the benefit of the residents of Scotland.
- The principle of 'open to all'.



CONFERENCE

SAIA held a conference on the 31st March 2025 at **The Albany Centre, Glasgow** entitled **Reflective Practice – supporting our teachers**, to explore key initiatives in Scotland aimed at providing reflective support and supervision. With an aim to develop a plan to embed these practices into everyday work and build a supportive environment to help our educators thrive.

The event will featured a wide range of speakers and presentations from academics, unions, charities and education professionals, offering diverse perspectives and insights.

This led to a “Call to Action” which we shared with key individuals and organisations who have a roles in influencing policy and practice. After the conference we held our AGM, where we elected trustees and shared with our members our progress over the last year.

EVENT

Scottish Attachment in Action (SAIA) hosted “Safety, Threat and Connection: Understanding Polyvagal Theory” on 27th September in Glasgow University. The event drew a diverse audience, our Keynote speaker [REDACTED], a child psychiatrist and founder of The Listening Parent Community, specialising in residential treatment of traumatised youth and in polyvagal-informed crisis response provided a fascinating presentation to help deepen their understanding of polyvagal theory, and how it can inform practices in attachment and trauma

PRACTICE CHANGE – KEEPING THE PROMISE

Wee BREATHERS - SAIA continued to deliver our Wee BREATHERS work which is part of The Promise Partnership, delivered by Corra Foundation, on behalf of the Scottish Government to test our Wee BREATHERS model for change.

Wee BREATHERS, ensures that we meet the needs of education staff, and in turn the needs of children and young people by supporting education establishments by providing individual or group reflective supervision. The supervision is provided by individuals with a knowledge of education, the political drivers and societal expectations faced by schools, and expert knowledge of child development and attachment and the impact of trauma.

In 24/25 the project trained 42 supervisors across nine local authority areas, provided 218 hours of support for education staff through 185 Wee BREATHERS sessions, and delivered 26 partner support events.



We received an additional £25,000 in August 2024 to cover increased demand for our service and support, which enabled us to scale up delivery.

As part of building evidence for the effectiveness of the Wee BREATHERS model, we commissioned the Lines Between- a social research organisation, note an additional £2885 (total £6885) to adequately undertake an external evaluation of the programme of work, again this additional funding was provided by the PROMISE.

In terms of outcomes and evidence, the evaluation process was initiated by developing a logic model and theory of change where a range of stakeholders agreed key outcomes. This then led to the decision on what we needed to capture to demonstrate this change, and as such online surveys for staff and supervisors, 13 face to face interviews, one online interview, and three case studies the evaluation pulled together key evidence to demonstrate impact.

It was concluded that Wee BREATHERS provides members of the education workforce with a valuable space and time to stop and reflect, to learn more about the issues affecting their pupils, and to change practice to be more supportive for them. In the process of doing this, the project also positively and significantly impacts on the working and personal lives of those taking part. We are now looking at the best ways forward for supporting those who have utilised this model as this funding was to “test the model”.

Adoption Allies – In 24/25 Our Adoption Allies Programme continued to deliver “how to” practice based support and training around the needs of Adoptive children, deepening the understanding of the behavioural impact of developmental trauma/attachment theory and its impact on adopted children, and improving confidence in how education staff can support children and young people in distress. With a focus on “how to” rather than information alone.

Through roadshows, direct work with schools etc and working with partners we delivered a number of outcomes including providing 161 staff provided with information about adoption and its impact, 9 schools being provided with direct support for adoptive parents, and 12 partnership to help deliver change both in terms of practice and policy.

Despite barriers around time constraints, fear of getting involved due to parents not wanting their children labelled, or parenting being judged, we managed to deliver a successful programme of work.

We noted a shift from awareness to a more proactive role for education staff in how to build connections.



Training Delivery

SAIA have delivered a number of certified PACE training courses across Scotland, certified by the Dyadic Developmental Psychotherapy Institute (DDPI). The PACE parenting approach was developed by [REDACTED] for parents and carers of children who are adopted or live in foster or kinship care families. PACE stands for Playfulness, Acceptance, Curiosity, and Empathy and proves hugely beneficial, especially for those working in adoption, fostering or kinship care services.

This year we have delivered our PACE training to Our Promise – Residential Child Care, Angus Council, and Aspiris Children's services. We also delivered twilight DDP PACE training for those who wish to understand particular elements of PACE but are unable to attend full day courses. Finally we continued to deliver training to Scottish Union Learning, where we provide attachment in the classroom training to education professionals.

Building and Developing Communities

Why Attachment Matters to Black, Asian and Minority Ethnic Families - The SAIA project Why Attachment Matters to Black, Asian and Minority Ethnic Families received year 3 funding of £7000 from the Robertson Trust.

Three workshops on 'Attachment, racism and the impact on relationships (AttRIR)' were held: one in Glasgow and two in Edinburgh, one of these in partnership with The Multi-Cultural Family Base MCFB - Multi Cultural Family Base.

We also provided a workshop for West Dunbartonshire Council staff who work with unaccompanied young asylum seekers and refugees.

Training volunteers to become facilitators in order to be able to continue this work has been central to the project and will help open up opportunities for future projects.

Participant feedback has continued to highlight that the workshops have offered a much-needed safe space for participants to connect their own stories of attachment in their families and cultures of origin to where they are now, to know they are not alone and to co-create hopeful ways forward.

Adoptive Families Forum - SAIA continued to provide a regular free online forum where adoptive families can come together and discuss issues that matter to them. This is a closed forum to enable a safe, trusting and confidential space.



Overview

The charity's total fund balance at the year-end on 31st March 2025 was £5,695 (2024: £128,610). Of this £1,238 was held as Restricted Funds with the remaining £4,457 held as unrestricted funds. (2024: £128,545 held as Restricted Funds and £65 held as Unrestricted Funds)

Receipts and Fundraising

The majority of our receipts remain grants, totalling £34,885 (2024: £153,944) this year. Grants received during the year are shown in Note 6, with fund movements shown in Note 11. However, we continue to receive a significant portion from the provision of training £15,660 (2024: £21,346) with additional amounts from donations and membership subscriptions.

We are grateful, once again, to those who make purchases using Easy Fundraising.

Payments

Total payments for the year were £175,927 (2024: £143,965). The main source of the increase is to increased staffing and consultancy costs associated with the grant-funded activity and training provision.

The funding we have received has enabled us to employ a part-time Director for the charity. This has allowed us to deliver the significant programme of work funded by the Corra foundation.

The balance of a large proportion of grants (£128,545) were carried forwards to 2025 which gave us a good foundation for the year. Unfortunately, additional funding of a similar level was not received during the year, and our fund balances have reduced significantly.

Reserves Policy

The charity trustees reviewed their reserves policy in 2024/25 with an awareness that the staffing employed by the grant funded projects (Adoption Allies and Wee BREATHERS) would be unable to continue in their roles if future funding was not obtained.

At 31st March 2025 the level of reserves held by the charity was £4,457 (with a further £11,447 held by Engage Renfrewshire which will be refunded in the , and staffing contracts came to an end. It was difficult to bring in the levels of funding we would ideally require due to a range of factors related to more challenging economic circumstances. As such we had less opportunities to bring in income from training, membership and grants.

SAIA were successful in March 25 in an application to the Robertson Trust "Nurturing Relationships" grant, where we were awarded £30k over 3 years, this enables us to support our core costs, continue to deliver training and also to develop project work on trauma and poverty.



Membership

Membership as of March 31, 2025

73 Individual members

10 Organisational members

Relationships

We continue to have a relationship with **Cairns Moir Connections** who have a range of books and resources for practitioners, parents and carers and children.

<https://www.cairnsmoirconnections.org>

We are also building a mutually beneficial relationship with **The Attachment Research Community** who have been supportive of our Education Project (ARC – <https://the-arc.org.uk>)

The SAIA Team

The Trustees, Staff Team and associates have continued to meet regularly on line and in person, with areas of focus around evaluation of our key projects, child protection/safeguarding and development work.

Patrons

We are honoured that our patrons [REDACTED] and [REDACTED] continue to support us.

THANK YOU

Most importantly we want to extend and include our members in everything we do. We continue to appreciate your support.

Approval

This report was approved by the trustees on 8th December 2025 and signed on their behalf by:

[REDACTED]

Independent Examiner's Report

Independent Examiner's Report
Year Ended 31st March 2025



to the Trustees of Scottish Attachment in Action SCIO

I report on the Statement of Account of the charity for the period ended 31st March 2025 the accounts for which are set out on pages 10 to 15.

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 Trustees Investment (Scotland) Act 2005 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 Charities Accounts (Scotland) Regulations (as amended). 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 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, other than that stated below

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 proper understanding of the accounts to be reached.

The matters that have come to my attention are:

- that there remains a lack of clarity over the amount of funds owed by, or to, the charity by Engage Renfrewshire (ER), the organisation which runs payroll for SAIA. This is as a result of the way that funds are paid to ER, and what costs are allocated against these payments.

Name:

Address:

Tangram Accounting 23 Clark Avenue
Linlithgow, West Lothian, EH49 7AP

Receipts and Payments Account

Financial Statements
Year ended 31st March 2025



	Year to 31st March 2025			Year to 31st March 2024
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Receipts from:				
Donations	2,925	-	2,925	4,365
Grants	-	34,885	34,885	153,944
Fundraising Activities	153	-	153	25
Trading Activities (Charitable)	15,660	-	15,660	24,116
Total Receipts	18,738	34,885	53,623	182,450
Payments for:				
Fundraising Activities	-	-	-	-
Direct Trading costs	-	7,894	7,894	2,078
Charitable Activities	14,346	149,543	163,889	139,749
Governance Costs				
IE Fee	-	685	685	625
AGM Costs	-	3,459	3,459	1,513
SubTotal Payments	14,346	161,581	175,927	143,965
Asset Purchases	-	611	611	
Total Payments	14,346	162,192	176,538	
Net Movement in Funds	4,392	(127,307)	(122,915)	38,485
Transfer between Funds				-
Surplus/(deficit) for year	4,392	(127,307)	(122,915)	38,485

The notes on pages 12 to 15 form an integral part of these accounts

Statement of Balances

Financial Statements

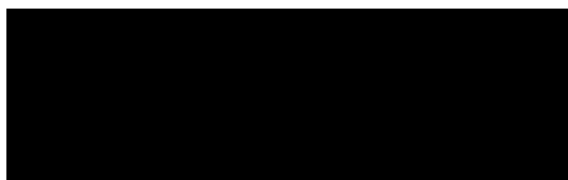
Year ended 31st March 2025



	Year to 31st March 2025			Year to 31st March 2024
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Opening Cash & Bank Balances	65	128,545	128,610	90,125
Surplus/(Deficit) for the year	4,392	(127,307)	(122,915)	38,485
Closing Cash & Bank Balances	4,457	1,238	5,695	128,610
Other Assets				
IT Equipment (est)			1,200	600
Sum held by Engage Renfrewshire			11,447	6,869
			12,647	7,469
Liabilities				
IE Fee			535	685
Additional Fee: Payroll review			150	-
HMRC Owed (from funds held by ER)			468	1,136
NEST Owed (from funds held by ER)			278	675
Total Estimated Liabilities			1,431	2,496

The notes on pages 12 to 15 form an integral part of these accounts.

The accounts were approved by the trustees on 8th December 2025 and signed on their behalf by:





Notes to the Accounts for the year ended 31st March 2025

1. Basis of Preparation

These accounts have been prepared on the receipts & payments basis in accordance with:

- a. The Charities and Trustee Investment (Scotland) Act 2005
- b. The Charities Accounts (Scotland) Regulations 2006 (as amended)

2. Fund Accounting

- a. Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity.
- b. Designated funds are unrestricted funds that the trustees have set aside for particular purposes. The designation is administrative only and does not restrict the trustees' ability to apply the funds.
- c. Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.
- d. The purposes of the funds are shown in Note 12

3. Taxation

- a. The charity is not liable to income tax or capital gains tax on its charitable or trading activities, to the extent that they are applied to charitable purposes.
- b. The charity is not registered for VAT; therefore all costs are shown inclusive of VAT charged.

4. Transactions with trustees and related parties

- a. One trustee received travel expenses of £40 during the accounting period (2024: nil).
- b. The charity's insurance policy includes trustee indemnity insurance cover for all of its trustees.



5. Donations Received

	Year to 31st March 2025			Year to 31st March 2024
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Donations				
Donations from individuals	750	-	750	750
Membership Fees	2,175	-	2,175	3,615
Total Donations	2,925	-	2,925	4,365

6. Grants Received

	Year to 31st March 2025			Year to 31st March 2024
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Grants				
Roberston Trust	-	7,000	7,000	7,700
Test for Change	-	27,885	27,885	77,000
Adoption Allies	-	-	-	67,000
Intern Fund	-	-	-	1,744
Total Grants	-	34,885	34,885	153,444

7. Fundraising Receipts

	Year to 31st March 2025			Year to 31st March 2024
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Receipts from Fundraising				
Easy Fundraising	153	-	153	25
Total Fundraising Receipts	153	-	153	25

8. Gross Trading Receipts

	Year to 31st March 2025			Year to 31st March 2024
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Receipts from Trading				
Training	15,660	-	15,660	21,346
Conference	-	-	-	2,770
Total Trading Receipts	15,660	-	15,660	24,116



9. Direct Costs of Trading Activities

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Direct Cost of Trading Activities				
Training: Fees to sessional workers general training	50	7,894	7,944	-
Conference Costs	-	-	-	2,078
Total Direct Trading Costs	50	7,894	7,944	2,078

10. Other Charitable Activity Costs

	Year to 31st March 2025			Year to 31st March 2024
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	£	£	£	£
Other Charitable Activity Costs				
Gross Staff Salaries	11,378	127,437	138,815	94,916
Staff Training	-	-	-	550
Travel & Expenses	92	1,073	1,165	528
DDP Fees	1,132	-	1,132	639
Training Facilitator	50	-	50	15,931
Consultant Costs	-	7,485	7,485	7,930
Wee Breather Supervisors	-	6,430	6,430	7,097
Intern Costs	-	-	-	3,488
Volunteer Expenses	-	4,120	4,120	314
Administrative Costs	42	577	619	538
Insurance	692	-	692	501
Tel, Broadband & IT	438	275	713	2,200
Subscriptions	447	444	891	2,747
Small Equipment	-	-	-	701
Venue & Activity Costs	-	932	932	973
Sponsor Payment	-	400	400	
Miscellaneous	75	370	445	696
Total Charitable Activity Costs	14,346	149,543	163,889	139,749



11. Fund Movements

	Opening Balance at 1st April 2024	Receipts	Payments	Closing Balance at 31st March 2025
	£	£	£	£
General Fund	65	18,738	(14,346)	4,457
Restricted Funds				
The Promise	18	-	-	18
Adapt & Thrive	298	-	-	298
The Village	107	-	-	107
Roberston Trust	3,450	7,000	(9,949)	501
Corra Foundation - Adoption Allies	56,282		(56,273)	9
Corra Foundation - Hardship Fund	273	-	-	273
Corra Foundation - Test Of Change	68,117	27,885	(95,970)	32
Total Restricted Funds	128,545	34,885	(162,192)	1,238
Total Funds	128,610	53,623	(176,538)	5,695

12. Nature and Purpose of Funds

The Promise	Create capacity to lead co-production and support implementation of the Education Project Findings.
Adapt and Thrive	Increase digital capacity of SAIA including website and e-learning platform.
The Village	Fund expertise in delivering inclusive learning supporting the understanding and development of positive attachments with The Village collaborative project.
Robertson Trust	Funding for the project “Why Attachment Matters to Black and Ethnic Minority Families.
Intern Grant	Fund to support interns.
Adoption Allies	Funding to support the adoption allies project.
Hardship Fund	Funding that has allowed SAIA to provide opportunities to care experienced parents and participants in our BAME workshops.
Test for Change	Funding provided to develop a programme of work to provide reflective space to education staff.



**Questions?
Contact us.**

scottishattachmentinaction.org



**Scottish
Attachment
In Action**