

**SWAN AUTISM (SCOTLAND) SCIO
KNOWN AS SWAN**

SC046946

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 NOVEMBER 2025**

TRUSTEES' ANNUAL REPORT
For the year ended 30 November 2025

The trustees have pleasure in presenting their report together with the accounts and the independent examiner's report for the year ended 30 November 2025.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name

SWAN Autism (Scotland)

Charity Number

SC046946

Registered Address

c/o 151/5 Bruntsfield Place, Edinburgh, EH10 4EB

Trustees

Gail Mohamed appointed 16/4/2021

Sharon McMeekin appointed 29/1/2024

Helen Hartga appointed 30/03/2026

Tracey Reid appointed 30/03/2026

Zoe McIntyre appointed 30/03/2026

Katy Jeffery appointed 11/05/2026

Annie Quinn (Visser) appointed 11/05/2026

Emilia Turner appointed 8/06/2026

Kerry Lyn Gilmour appointed 8/06/2026

Sabina Strachan appointed 9/5/2022, resigned 8/06/2026

Tanya Milligan appointed 6/6/2022, resigned 21/04/2026

Alison Ritchie appointed 6/11/2023, resigned 28/07/2025

Dora Moldovan appointed 6/11/2023, resigned 30/03/2026

SWAN AUTISM (SCOTLAND) SCIO
TRUSTEES' ANNUAL REPORT
For the year ended 30 November 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Charity is a Scottish Charitable Incorporated Organisation (a SCIO). It was registered on 1 November 2016. It has a single tier structure and as such the trustees are the members of the charity.

Trustees

Trustees are elected at the annual general meeting. There must be a minimum of three and a maximum of nine trustees. One third of the board must retire annually. This can be chosen randomly. These trustees may be re-elected.

Autistic People's Organisation

Meeting the criteria for the United Nations definition of a Disabled People's Organisation, in that it is community-led and requires a majority of autistic people on its governing body, the Board of Trustees. SWAN is one of a growing number of Autistic People's Organisations (APOs), and the only autistic-led charity in Scotland run by and focusing on autistic women, girls and non-binary people.

OBJECTIVES AND ACTIVITIES

The organisation's purposes are:

- To improve the lives of autistic women, girls and non-binary people by:
 - offering support, advice, direction to practical resources through the facilitation of peer support
 - building capacity within the population of autistic women, girls and non-binary people
 - building capacity and inclusion in the wider community
- To advance knowledge and understanding of autism as it impacts on women, girls and non-binary people, their families and carers through
 - an ongoing process of information gathering
 - dissemination, training and partnership work
- To promote social inclusion and full citizenship for autistic women, girls and non-binary people by:
 - illuminating issues of intersectionality for autistic women, girls and non-binary people
 - replacing misconceptions surrounding the existence, prevalence and presentation of autism in women, girls and non-binary people
 - developing a positive narrative of autism in females, working to dismantle unhelpful stereotypes and misunderstandings associated with autism
 - forming and developing working partnerships with professions, agencies and other organisations.

ABOUT SWAN

What We Do

SWAN is an autistic-led Charity run by and for autistic women, girls and non-binary people across Scotland. All SWAN staff and volunteers and the majority of our Trustees are autistic.

Founded in 2012 in response to a lack of visibility and support, we work to create opportunities, within SWAN and in our wider society in Scotland, for autistic women and non-binary people to live healthy, happy and fulfilling lives.

SWAN brings autistic women, girls and non-binary people together to meet others like them and access autistic-led services, information and support which respond to their whole life experiences.

Our main services include in-person and online meet-up groups, pre- and post-diagnosis support, counselling, online peer support and wellbeing webinars.

We represent autistic women, girls and non-binary people and their interests in policy, service-design and decision-making processes and work with our members to involve them in these opportunities.

We deliver autistic-led training to improve understanding and inclusion of autistic women, girls and non-binary people, and work with organisations employing and supporting autistic people to help them achieve autistic-informed service-design and delivery.

SWAN is a place for autistic women, girls and non-binary people to be who we are, understand ourselves better, connect with others, and learn from and support one another.

Everything we do at SWAN is informed by the professional and personal knowledge and experiences of real autistic women, girls and non-binary people.

SWAN is proud to be autistic led.

ACHIEVEMENTS AND PERFORMANCE

Strategy, Governance and Core Delivery

The past year has been an exciting and fulfilling time of growth and new achievements as SWAN has continued to develop significantly and our network has grown.

On the Board, we are pleased to have many of our existing Trustees continuing in their roles, as well as welcoming new Trustees to the Board including a new Secretary. This leaves our Board of Trustees with a strong majority of 7 out of 9 Trustees identifying as autistic, in line with our constitution, including a majority of Office Bearers.

As SWAN continues to grow, we recruited an Administration Coordinator, Project Officer, and Walking Coordinator to add capacity to the staff team and enable us to further develop our administration, communications, booking and monitoring processes across the organisation.

Operational Delivery

The 2024–2025 reporting period has been one of sustained growth and development for SWAN Scotland. This year saw us reach more autistic people than ever before, expanding both our staff and volunteer teams and increasing the range and reach of our autistic-led services across Scotland.

During the year we welcomed three new members of staff—an Administration Coordinator, Project Officer and Walking Coordinator—more than doubling our staff team. Alongside this growth, our volunteer community expanded from 35 to 66 active autistic volunteers by November 2025, reaching a peak of 71 volunteers during the year. Across the reporting period, 3,490 people attended our online and in-person groups

and activities, while a further 1,647 people accessed peer support through our online SWAN Conversations community.

SWAN Places – In-Person Communities

Our local SWAN Places groups continued to grow, providing autistic-led spaces where people could build confidence, reduce isolation and connect with others who shared similar experiences. During the year we delivered peer support in 22 locations alongside six Health and Wellbeing Walks, welcoming 1,421 attendances across our groups and a further 116 people to our new walking programme.

The impact of these communities was clear. Eighty per cent of survey respondents reported that attending SWAN Places had significantly improved their understanding of themselves as autistic people, with the remaining 20% reporting some improvement. One participant reflected:

“Since my first group, I feel a sense of belonging. It’s so validating as a late-diagnosed woman to meet others like me.”

Another told us:

“I love that I can come somewhere where people understand and accept me.”

Our Health and Wellbeing Walks, also exceeded expectations. Designed to improve both wellbeing and confidence, many walks started at the locations of our SWAN meet up groups and introduced people to SWAN venues in a quieter, less overwhelming way before attending larger groups. Half of participants described

themselves as ‘extremely not confident’ before attending, yet by the end of the programme 100% reported feeling more confident and connected.

As local groups became more established, volunteers and attendees increasingly shaped their own activities, organising wellbeing events, exploring their local communities and building partnerships beyond regular meetups. In Stirling, members worked alongside The Engine Shed on an accessibility project, helping ensure autistic people played a leading role in creating a more sensory-inclusive community space.

SWAN Spaces – Online Communities

For many autistic people, particularly those living in rural communities or unable to attend in person, our online programme provides an essential source of connection, understanding and peer support.

During the year we expanded our offer to eleven regular online groups by introducing new Students, Crafting, Queer Peer and Body Doubling groups. Alongside these groups, we delivered eleven webinars attended by 853 people. Together they explored the breadth and diversity of autistic experience, with topics including relationships, menopause, monotropism, parenting, education, chronic illness, grief, wellbeing and identity.

We were privileged to work alongside an outstanding range of autistic speakers and allies, including Helen Edgar, Kieran Rose, Dr Amy Pearson, Dr Aimee Grant, Dean Beadle, Cos Michael, Max Alexander and Charli Clement, whose knowledge, expertise and lived experience enriched these conversations and brought diverse autistic perspectives to our community.

Our peer-led pre- and post-diagnosis programmes also remained a vital part of our work. Across the year, 125 people attended nine pre-diagnosis sessions, while 143 people participated in eight post-diagnosis courses, supporting autistic adults to better understand themselves, build confidence and connect with others on similar journeys.

Our online community continued to flourish, with SWAN Conversations growing by more than 500 members to reach 1,647 by November 2025, while our Facebook page grew to more than 7,300 followers.

Counselling and One-to-One Support

Alongside our peer communities, personalised support remained an important part of our offer. Working in partnership with an autistic-led counselling service alongside our own peer support provision, we delivered 281 hours of one-to-one counselling and peer support, ensuring autistic people could access individual support during periods of challenge, transition and recovery.

Volunteers

Our volunteers remain at the heart of SWAN. As our services have grown, so too has our volunteer community, with autistic volunteers contributing across facilitation, peer support, digital engagement, resource development and organisational development. Volunteer Development Meet-ups continued throughout the year, providing opportunities to share ideas, learn from one another and build confidence while developing supportive peer relationships. One volunteer described volunteering as ‘a chance to learn from each other’, while another said it had helped them ‘feel part of something bigger’.

Volunteers also continued to shape SWAN itself, contributing to consultation, evaluation, resource development and the co-production of services. Their lived experience remains fundamental to ensuring everything we deliver is designed by and for autistic people.

Training and Consultancy

Our specialist autistic-led training continued to influence practice across Scotland. During the reporting period, more than 1,500 professionals from 81 organisations participated in our training and consultancy, including NHS services, local authorities, universities, charities and third sector organisations. We also successfully launched our public training calendar, offering regular workshops for both professionals and autistic allies alongside our bespoke commissioned training.

The response continued to demonstrate the value of learning directly from autistic professionals. One participant reflected:

“The depth of information gave such a compassionate insight into neurodivergent people’s experiences that I just hadn’t understood before”.

Another described it as:

“The training you wish every therapist, support worker or manager would undertake”.

Alongside training delivery, we continued to influence wider systems through consultancy and collaborative partnerships with organisations including Walking Scotland, the Eating Disorders and Autism Collaborative (EDAC), EarthSelf, DAPL, NHS GGC and NHS Lothian, helping shape more inclusive services and communities.

As we reflect on another year of growth, we are proud not only of how many people we have reached, but of how our community continues to shape SWAN. Everything we deliver is informed by autistic lived experience, and it is our volunteers, staff, members and wider community who continue to drive our work forwards. As demand for autistic-led support continues to grow, we remain committed to creating spaces where autistic people are understood, respected and able to connect with others on their own terms.

Future Developments

As we go forward into the coming year, we will focus on sustainable growth, both of our services and organisations sustainability, and on the delivery of our Strategy.

We will be evaluating our current provision and identifying gaps to inform our plans and ensure we understand and respond to the specific priorities and experiences of our diverse autistic communities.

We will continue to shape our working practices as an autistic-led charity, in relation to how we design and deliver our services, recruit and support our autistic staff and volunteers, govern our organisation, and embody the change we want to see.

As SWAN develops in response to the growing demand for our services, we must ensure we achieve a balance of embedding professional systems and services, fostering a positive environment for autistic staff and volunteers, and maintaining the sense of community and accessibility that is at the centre of SWAN's identity.

We look forward to continuing to build and develop the SWAN community as a place for all autistic women, girls and non-binary people across Scotland to understand themselves better, connect with others, and learn from and support one another.

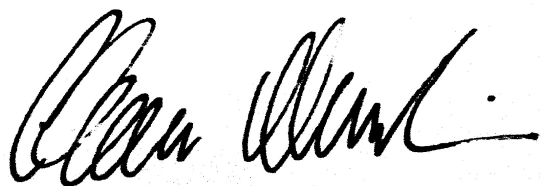
FINANCIAL REVIEW

The charity generated net income of £64,992 (2024: £102,895) in the year. The balance on restricted funds at 30 November 2025 was £226,502 (2024: £173,907) and on unrestricted funds at 30 November 2025 was £26,587 (2024: £14,190).

RESERVES POLICY

SWAN holds limited reserves. Much of the work carried out which bears a cost is funded through restricted funding. Volunteer assistance means general costs are held at a minimum. The reserve policy set by the Board is to hold an amount equivalent to anticipated general costs for 3 months.

Approved by the board of trustees on 25th August, 2026 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Sharon McMeekin', with a stylized flourish at the end.

Sharon McMeekin, Chair

SWAN AUTISM (SCOTLAND) SCIO
Year ended 30 November 2025
INDEPENDENT EXAMINER'S REPORT

I report on the accounts of the charity for the year ended 30 November 2025 set out on pages 9 to 16.

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) (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 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 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 Regulationshave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Anne G. Robertson GA

Anne G Robertson CA
8 Reilly Gardens
High Bonnybridge
FK4 2BB

25 August, 2026

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

STATEMENT OF FINANCIAL ACTIVITIES

		2025		2024	
	Notes	Unrestricted	Restricted	Total	Total
		£	£	£	£
Income					
Training		12,389	-	12,389	6,107
Donations		6,674	-	6,674	5,971
Grant awards	3	8,000	220,056	228,056	230,056
Other Income		5,610		210	917
Total income		<u>32,673</u>	<u>220,056</u>	<u>252,729</u>	<u>243,051</u>
Expenditure					
Payments relating directly to charitable activities	4, 10	20,276	167,461	187,737	140,156
Total expenditure		<u>20,276</u>	<u>167,461</u>	<u>187,737</u>	<u>140,156</u>
Net income/(expenditure)		<u>12,397</u>	<u>52,595</u>	<u>64,992</u>	<u>102,895</u>
Net movement in funds		12,397	52,595	64,992	102,895
Reconciliation of funds:					
Total funds brought forward		14,190	173,907	188,097	85,202
Total funds carried forward		<u><u>26,587</u></u>	<u><u>226,502</u></u>	<u><u>253,089</u></u>	<u><u>188,097</u></u>

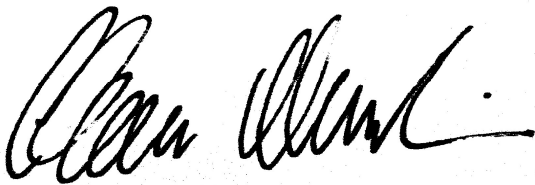
SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

BALANCE SHEET

		2025		2024	
	Notes	Unrestricted £	Restricted £	Total £	Total £
Fixed assets					
Tangible assets	5	403		403	-
Total fixed assets		403	-	-	-
Current Assets					
Cash at bank	6	27,616	290,119	317,735	236,200
Debtors	7	-	-	-	29,360
Total current assets		27,616	290,119	317,735	265,560
Creditors: amounts falling due within one year	8	1,432	63,617	65,049	77,463
Total current liabilities		1,432	63,617	65,049	77,463
Net current assets		26,184	226,502	252,686	188,097
Total assets less current liabilities		26,587	226,502	253,089	188,097
Funds of the charity					
Restricted funds	9		226,502	226,502	173,907
Unrestricted funds	9	26,587		26,587	14,190
Total funds		26,587	226,502	253,089	188,097

The notes on pages 10 to 16 form part of these accounts.
Signed on behalf of all the trustees



Sharon McMeekin, Chair

25/08/2026

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

NOTES TO ACCOUNTS

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The accounts (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 for Smaller Entities published on 16th July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended)

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

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

(b) Nature and purpose of funds

Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objects of the charity. The trustees maintain a single unrestricted fund for the day to day running of the charity.

Designated funds are those monies designated by the trustees for a specific purpose.

Restricted funds may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for a specific purpose.

Further details of each fund are disclosed in note 9.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities further analysed in note 4.

(e) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged from the year of acquisition on a straight-line basis over their estimated useful life of three years.

(f) Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10.

Contributions to pension schemes in the year are allocated to specific funds in line with the intention of the original funding application that sets out the individual members of staff for which funding is sought.

The charity participates in the NEST pension scheme run as a Master Trust by NEST corporation, a public corporation accountable to the UK Parliament. The charity is not liable for any obligations of other employers participating in the scheme. No contributions were outstanding at the period end.

2. Trustees

No trustee received any money during the year. All expenses paid to trustees were reimbursement of payments made on behalf of SWAN.

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

NOTES TO ACCOUNTS CONTD

3. Grant awards received

	Unrestricted £	2025 Restricted £	Total £	2024 Total £
<u>Increasing Understanding of Autism</u>				
Understanding Autism Phase 2		-	-	18,564
Understanding Autism Phase 3			-	-
Post Diagnostic Support			-	-
<u>SWAN Spaces</u>				
Autistic Adult Support Fund		-	-	29,135
Autistic Adult Support Fund (2)		83,747	83,747	65,863
Autistic Adult Support Fund (3)		20,176	20,176	-
Women's Fund (Peer)		1,664	1,664	3,329
Climate Engagement Fund		11,240	11,240	16,860
<u>SWAN Places</u>				
The Alliance: Self Management Fund Alliance			-	-
The Alliance: Self Management Fund Round 3		44,030	44,030	28,166
Women's Fund for Scotland		-	-	2,083
Stirling CMH&W		4,983	4,983	4,552
Fife CMH&W		6,996	6,996	5,500
Dundee CMH&W		2,311	2,311	4,622
The National Lottery AFA		-	-	3,902
Falkirk CMH&W		3,550	3,550	4,579
Glasgow CMH&W		8,091	8,091	7,578
Shetland CMH&W		2,747	2,747	-
Moray CMH&W		1,330	1,330	-
Walking for Health Fund		2,191	2,191	-
<u>Core</u>				
Agnes Hunter Trust		8,000	8,000	2,667
Corra Foundation: Henry Duncan Grant	8,000		8,000	8,000
Scottish Autism		19,000	19,000	24,656
Total grant awards	8,000	220,056	228,056	230,056

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

NOTES TO ACCOUNTS CONTD

4. Analysis of expenditure

	2025			2024
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Expenditure on raising funds:				
Incurred seeking grants	0	-	0	24
Total expenditure on raising funds	0	-	0	24
Expenditure on charitable activities:				
Counselling & Webinars		20,652	20,652	16,973
Staff costs (see note 10)	21,741	117,889	139,630	102,211
Overheads	1,782	4,621	6,403	3,887
Training	615	2,995	3,610	505
Community Engagement Costs		46	46	564
Direct Delivery		10,263	10,263	4,141
Website, Comms and Computer	1,354	2,680	4,034	2,635
Professional Memberships		65	65	65
Recruitment Fees	492		492	-
Volunteer Costs		2,082	2,082	7,910
Travel	294	0	294	589
Depreciation	166		166	652
Management Fees / overhead recharges	(6,168)	6,168	-	-
Total expenditure on charitable activities	20,276	167,461	187,737	140,132
Total Expenditure	20,276	167,461	187,737	140,156

Expenditure on charitable activities includes £nil (2024: nil) paid to Trustees for the reimbursement of overhead costs paid on behalf of the Charity.

5. Fixed Assets

	2025	2024
	£	£
Computer equipment		
Cost:		
As at 1 December 2024	2,705	2,705
Cost of equipment bought during the year	569	-
As at 30 November 2025	3,274	2,705
Depreciation:		
As at 1 December 2024	2,705	2,053
Charges during the year	166	652
As at 30 November 2025	2,871	2,705
Book value at the end of the financial year	403	-
Book value at the start of the financial year	-	652

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

NOTES TO ACCOUNTS CONTD

6. Cash at bank

	2025	2024
	£	£
Co-operative Bank Current Account	166,855	236,197
Co-operative Bank Savings Account	150,210	-
PayPal Account	670	3
Total	317,735	236,200

7. Debtors

	2025	2024
	£	£
Accrued grant awards	-	29,360
Total	-	29,360

8. Creditors: amounts falling due within one year

	2025	2024
	£	£
Deferred income: grant awards	49,419	75,333
Salaries	10,520	-
Direct delivery	178	-
Overheads	326	-
Counselling & webinars	1,025	-
Volunteer costs	223	-
Taxation and social security	3,358	2,130
Total	65,049	77,463

Deferred income relates to grant award funding received prior to the year-end that covers periods extending into the following financial year.

Movement in deferred income account:

	2025	2024
	£	£
Balance at 1 December	75,333	20,581
Amounts added in current period	49,419	75,333
Amounts released to income from previous period	(75,333)	(20,581)
Total	49,419	75,333

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

NOTES TO ACCOUNTS CONTD

9. Funds of the charity

	Type R or U *	Fund balances brought forward £	Income £	Expenditure £	Fund balances carried forward £
<u>Increasing Understanding of Autism</u>					
Understanding Autism Phase 2	R	24,802	0	(8,952)	15,850
Understanding Autism Phase 3	R	2,454	0	0	2,454
Post Diagnostic Support	R	18,808	0	0	18,808
<u>SWAN Spaces</u>					
Autistic Adult Support Fund	R	27,604	0	0	27,604
Autistic Adult Support Fund (2)	R	32,246	83,747	(54,283)	61,710
Autistic Adult Support Fund (3)	R	-	20,176	(12,169)	8,007
Women's Fund (Peer)	R	1,619	1,664	(1,626)	1,657
Climate Engagement Fund	R	11,090	11,240	(11,674)	10,656
<u>SWAN Places</u>					
The Alliance: Self Management Fund	R	112	0	0	112
The Alliance: Self Management Fund Round 3	R	7,401	44,030	(20,505)	30,926
Women's Fund for Scotland	R	2,224	0	(150)	2,074
Stirling CMH&W	R	3,591	4,983	(3,578)	4,996
Fife CMH&W	R	4,746	6,996	(7,015)	4,727
Dundee CMH&W	R	3,622	2,311	(1,563)	4,370
The National Lottery AFA	R	6,061	0	(65)	5,996
Falkirk CMH&W	R	4,187	3,550	(2,327)	5,410
Glasgow CMH&W	R	8,958	8,091	(6,754)	10,295
Shetland CMH&W	R	-	2,747	(2,593)	154
Moray CMH&W	R	-	1,330	(1,190)	140
Walking for Health Fund	R	-	2,191	(500)	1,691
<u>Core</u>					
Agnes Hunter Trust	R	70	8,000	(7,940)	130
Corra Foundation: Henry Duncan Grant	U	2,868	8,000	(9,957)	911
Scottish Autism	R	11,384	19,000	(24,577)	5,807
Core	U	11,322	24,673	(10,319)	25,676
<u>Other</u>					
Leyla Kennedy	R	2,928			2,928
Total		188,097	252,729	(187,737)	253,089
Restricted		173,907	220,056	(167,461)	226,502
Unrestricted		14,190	32,673	(20,276)	26,587
Total		188,097	252,729	(187,737)	253,089

* R- Restricted, U - unrestricted

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2025

NOTES TO ACCOUNTS CONTD

9. Funds of the charity (contd)

During the year, Trustees received income from

- The Scottish Government Climate Engagement Fund for activities under the NatureAware project
- Scottish Autism and Agnes Hunter Trust for the support of the continued employment of SWAN's CEO and core costs.
- The Communities Mental Health & Wellbeing Fund in the following areas, to support the running of our local meet-up groups: Dundee, Stirling & Clackmannanshire, Fife, Falkirk, Glasgow, Shetland and Moray.
- The Women's Fund for Scotland, to support the running of our local meet-up groups and peer support across Scotland.
- The Alliance Self-Management Fund (Round 3) to run our volunteer programme and support the running of our local meet-up groups across Scotland.
- Inspiring Scotland for the Autistic Adult Support Fund, to run our Post-Diagnostic Support services.
- Corra Foundation Henry Duncan Grant as unrestricted funding.
- The Paths For All Partnership to support the running of our wellbeing walks

The Leyla Kennedy fund is a legacy to SWAN to use for work with autistic young women and girls (under 18s).

10. Staff Costs

	2025	2024
	£	£
Salaries and wages	104,138	75,418
Social security costs	28,180	19,638
Pension costs (defined contribution scheme)	7,017	5,353
Other employee benefits	295	1,802
Total staff costs	139,630	102,211

The average number of full-time equivalent employees during the year was 3.4 (2024: 3) with all employee time involved in providing support to services to charitable activities together with support to the governance of the charity.