

The Anchor SCIO

Annual Report

For the period

1st April 2024 – 31st March 2025



Annual Report
For the year ended 31st March 2025

CONTENTS

Annual Report

- Structure Governance and Management
- 24/25 Performance and Achievement

Financial Overview

- Independent Examiners Report
- Statement of Financial Activities
- Movement in Restricted Income
- Cost of Charitable Activities
- Employees and Staffing
- Statement of Balances
- Restricted Income and Purpose of Funds

The trustees are pleased to present their report and financial statements together with the independent examiner's report for the year ended 31st March 2025.

Charity Name: The Anchor SCIO

Charity Number: SC050708

Principal Address: [REDACTED]
[REDACTED]
[REDACTED]

Website Address: www.linktree.com/theanchorscio

Bankers: The Co-operative Bank

Trustees During Period: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Senior Management: [REDACTED] (Chief Executive Officer)

Independent Examiner: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Structure Governance and Management

Governing Document and Charitable Foundations

The Anchor SCIO was incorporated as Scottish Charitable Incorporated Organisation (SCIO), as a result of the conversion of the charitable company, Man On! Inverclyde LTD on the 12th November 2021. The organisation gained initial charity status on the 20th January 2021. The previous name of the charity was Man On! Inverclyde SCIO, until October 2024.

Appointment of Trustees

The Charity Trustees are made up of the Board of Trustees. An initial group of the trustees formed the organisation, and all had Lived-Experience of suicide and all where from Inverclyde. This has evolved and the Trustee team has evolved to include a mix of Lived experience and business experience. The initial group of trustees made the application to form under the SCIO. Additional and future trustees are elected by the Board of Trustees to serve various roles or can be filled by appointment as required. Under the constitution, there must be a minimum of 3 Trustees.

Organisational Structure

The organisation is comprised of Charity Trustees, employees, and lived-experience volunteers.

The Charity Trustees set the strategy and policy of the charity, control and supervise the activities undertaken and are responsible for managing its financial position, including making important or major decisions that impact the charity.

The day-to-day management of the Charity is delegated to the Chief Executive Officer and the employees who will provide detailed information to the Charity Trustees on a regular basis or as and when required.

Charitable Purposes

Mission Statement: The Anchor exists to prevent suicides and enhance wellbeing by providing safe, inclusive, relationship-focussed, and trauma-informed environments that remove the stigma attached to mental health.

The Anchor SCIO has been established with the following Charitable Purposes:

1. To promote the advancement of mental health and relief of adults, young people and children in Inverclyde and beyond through providing access to information, support, training, peer support groups and other opportunities that will allow people to live fulfilled lives
2. To save lives and reduce the rate of suicide of adults, young people and children in Inverclyde and beyond by preventing suicides, improving lives, providing a safe, comfortable place to talk, increasing social connectedness, and bringing the community together
3. To advance the education and awareness of young people and adults alike in Inverclyde and beyond through the delivery of initiatives and programmes

across communities by providing learning and mental health awareness to increase emotional literacy and suicide alertness skills

4. To prevent or relieve poverty of young people and adults in Inverclyde and beyond through the delivery of community initiatives, training, and education to increase capacity, employability skills and financial inclusion
5. To provide recreational activities to adults and young people in Inverclyde by offering them a range of activities and skills with the aim of removing as many barriers as possible to reduce inequality and improve conditions of life

Charitable Activities

The employees and volunteers of the charity provide regular activities to support the wider community. These include:

- Facilitate peer support for both adults and young people to enhance wellbeing.
- Provide crisis intervention services and develop suicide prevention safety plans.
- Collaborate with external organisations, including schools, to support mental health and wellbeing, and deliver suicide prevention training.
- Run football projects for adults and young people that reduce the stigma around accessing wellbeing support while educating participants about mental health.
- Offer accessible community support through organised activities such as coffee mornings, themed events, and other opportunities to engage with as many people as possible.
- Adopt an innovative approach to mental health and wellbeing by co-developing new projects with the community.
- Improve wellbeing through an outcomes-based approach, co-producing support plans with members, including the co-creation of Safe Plans.
- Utilise multimedia, including social media platforms and podcasts, to create narratives and campaigns aimed at breaking the stigma surrounding mental health.
- Network within the local community and beyond to support charitable efforts in Inverclyde, gathering research and best practices from national, UK-wide, and international sources.

2024/25 Performance and Achievements Overview

Introduction and Context

This year has been one of transition, growth and preparation for the future. In December 2024 we rebranded from Man On! Inverclyde to The Anchor, creating an identity that is more inclusive, accessible and representative of the community we serve.

The rebrand was not just about changing a name. It was about opening our doors wider, reducing barriers, and ensuring that all in our community see us as a place of belonging. Alongside this change we have invested in evaluation, refined our services into a clear three-strand model, strengthened governance, and laid the foundations for our 2026–2030 strategy.

Five Years of Impact - Launch of The Anchor Impact Report

In August 2024 we launched our first ever Five-Year Impact Report, capturing our journey from grassroots beginnings in 2020 to becoming The Anchor today.

The report charts how we started as a peer-led group, pivoted online during lockdown, and grew into a recognised community hub. Over the first two years alone we supported 200 people, created jobs, and launched services like “Talk On” for women, football therapy, and community meals.

By 2023 we were responding to new challenges such as the cost-of-living crisis with “heat and eat” programmes, developing a Young Person’s Hub, and embedding ourselves in schools. We also began sharing our learning on national and international stages, including at the World Congress of Suicide Prevention in Slovenia.

By 2024 our model had matured:

- Accredited ASIST trainers delivering to 100+ professionals.
- Football Academy with Greenock Juniors engaging 100 young people annually.
- Places secured on local Educational Wellbeing Frameworks.
- A successful Black-Tie event marking the close of Man On! and the launch of The Anchor.
- Development of a full YouTube Channel with podcasts, impactful videos and youth-led content

The Impact Report also highlighted outcomes: 85% of suicide safety plans closed successfully, 75% of members rating us “very accessible,” and testimonies such as “If this place wasn’t here, I wouldn’t be here.”

The report validated our work, strengthened credibility with funders and partners, and gave us confidence for the future. It showed clearly that The Anchor saves lives and transforms communities.

Independent Evaluation – NHS Greater Glasgow & Clyde

Also in August 2024, an independent evaluation of Man On! was published by Dr Jake Asplin of NHS Greater Glasgow & Clyde Public Health Directorate. This was the first external study of our services, covering adult provision funded by the Communities Mental Health and Wellbeing Fund.

The evaluation drew on 59 contributors – including 27 members, 17 staff and trustees, focus groups with families, and 6 partner professionals – supported by data from over 2,200 session records.

Key findings included:

- Accessibility: 75% rated the service highly accessible (9.2/10). No waiting lists, flexible drop-ins, central location.
- Staff attributes: Members valued lived experience, describing staff as “the most genuine people” who “leave judgement at the door.”
- Relationships: Our strongest asset – a safe, family-like environment where “the main difference is they listen here.”
- Peer support: Groups reduced stigma and loneliness, creating spaces where men felt safe to cry and women felt safe to share.
- Outcomes: 24 of 28 suicide safety plans closed successfully in 2023 (85.7%). Members reported improved wellbeing in every domain of the Wellbeing Star. Many were clear: “The charity saved my life.”
- Families: Relatives highlighted trust and wraparound support, describing us as “seamless” compared to statutory services.

Future recommendations included broadening inclusion (women, autistic people, minorities), addressing facility limitations, expanding outreach, and securing long-term funding.

The evaluation has been transformative. It has given us credibility with policymakers, provided external evidence that our model works, and strengthened our case for future growth.

Our Service Model: Crisis, Connection and Belonging

Our delivery is now structured into three strands:

- Crisis Support – immediate, targeted help using a suicide screening tool and safe planning.
- Connection – peer groups for adults and young people, co-designed and relationship-led.
- Belonging – our flagship strand tackling EBSA, exploitation, isolation and risk of crime.

This year we piloted a suicide screening tool, conducting 52 screenings between December and March, with 17 resulting in Safe Plans. A new Crisis Group supported 6 people in its first three months. Adult attendance has reduced, but the focus is sharper and more suicide specific.

Education Support

This year we have significantly expanded our footprint in schools and colleges, becoming a trusted partner in education.

We were proud to secure a place on the four-year Educational Framework for Wellbeing in both Inverclyde Council and East Ayrshire Council. This provides schools with direct access to commission our services, embedding us in long-term wellbeing planning.

Alongside this we have delivered targeted contracts in:

- Port Glasgow High School and Notre Dame High School, providing one-to-one and group interventions.
- Lady Alice Primary and Moorfoot Primary pilot projects, embedding Beyond the Pitch programmes.
- Rothesay Academy, through an innovative contract with Argyll & Bute Council.
- St Columba's, Kilmacolm, where we provide direct pupil and family support.

In the first contract year to March 2025, 77 young people were nominated for support, each receiving tailored interventions to reduce barriers, sustain engagement and build resilience.

We also launched the Inverclyde Autism Pilot with West College Scotland, supporting six autistic young adults to sustain their college placements. All six remained in education, demonstrating the power of trauma-responsive approaches in preventing exclusion.

Education has become a cornerstone of our Belonging Service, ensuring young people are supported not just in crisis but in the spaces where they spend most of their time.

Football Academy – Beyond the Pitch

Our partnership with Greenock Juniors FC has flourished, becoming one of the most innovative parts of our work. The Football Academy is not just about the game – it is about belonging, resilience and prevention.

Since April 2024, 270 young people have connected with the Academy through matches, training, community events and wellbeing tournaments. The 2009 squad has been the testing ground, with 25 players registered across the season.

Key outcomes include:

- 93% satisfaction rating from young people.

- Residential trips to Largs and England, combining football with mental health education.
- 36 young people completed Beyond the Pitch programmes across schools and the Juniors squad.
- 22 young people volunteered or worked with The Anchor, fundraising and supporting events.
- 18 grassroots coaches trained in ASIST, with at least one life-saving intervention already recorded.
- 4 young people and families directly engaged with mental health support through the project.

The programme delivers outstanding value at £114 per participant, compared to the estimated £1.6 million cost of each life lost to suicide. Already we have evidence of lives saved. With seven new partnerships formed, the Academy will continue to 2026, with plans to expand support for girls.

Football has proven itself to be a powerful platform for prevention and belonging.

Community Outreach and Influence

This year we hosted a national suicide prevention event with the Scottish Government, delivered awareness campaigns across Inverclyde, and ran wellbeing days for girls. We held our first Black-Tie fundraiser, which was a huge success and will become a fixture in our calendar.

Our national influence has also grown. We partnered with Glasgow University on the Men Minds Matter research, giving young people a voice in shaping national policy. We presented at the Creating Hope Together conference, delivered Scottish Government workshops, and trained over 100 people in ASIST.

Challenges We Faced

This year has not been without challenge.

- Capacity and wider wellbeing needs – demand from the community goes far beyond suicide prevention, with people coming to us for wider wellbeing and social support. Finding the capacity and funding to meet these needs has stretched the team.
- Our building – Nelson Street has served us well but it is not big enough for our ambition or the community need. With the lease ending in 2026, we will need to review our future premises.
- ASIST delivery – demand for suicide intervention training has been strong, but currently only two staff are accredited trainers. This limits our reach and will need addressed.
- Operational leadership – the lack of a dedicated operational lead has put pressure on the CEO and senior staff. Investment in operational leadership is now critical.

We have met these challenges with honesty and adaptation, but they highlight the need for investment, structure and long-term planning.

Looking Forward

The year ahead brings significant opportunities.

- New operational leadership – in 2025 we will appoint a Head of Operations to strengthen delivery, improve structures and support staff.
- Social ecological model development – we are developing a new model that looks beyond the individual, addressing family, community and wider societal drivers of suicide risk.
- Complex drivers of suicide – we will continue to operate skilfully across gender-based violence, emotional-based school avoidance, exploitation, crime and care experience and deeper support for those with autism - recognising the intersections of risk.
- Collaboration – under our new brand and service model, we will work more closely with social work, education, and mental health partners, embedding ourselves in wider systems of support locally and nationally.
- Staff support and development – we will strengthen our internal structures with clear PDPs, appraisals, job descriptions, and accountability processes, ensuring staff are well supported and developed to do the best job for the community.
- Expanding reach – we will continue to grow ASIST delivery out with Inverclyde, while building our Women and Girls Service and expanding support for those on edges of crime and autistic people and families, all linked back to our mission to prevent suicide.

Closing Reflection

This has been a year of transition and consolidation. We have rebranded, refined our services, launched new models, and strengthened governance.

The Five-Year Impact Report and the independent evaluation have shown the difference we make. The Football Academy has proven that football can save lives. Our education contracts are embedding prevention into schools and colleges. Our community outreach and national influence continue to grow, along with our research and evidence-based decisions to innovate to help our community best.

Through it all, one truth remains: relationships save lives. By holding hope, walking alongside people, and creating spaces of belonging, The Anchor will continue to be a lifeline in Inverclyde and beyond.

Financial Review

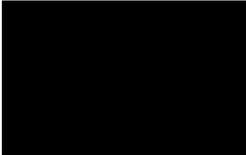
Income of £371,632 was received from several sources detailed in the rest of the report, with the main source of income resulting in payments for restricted grants to deliver vital services to the community. Expenditure totalling £358,111 was made carrying out the charitable activities, including the use of reserves for future projects, including staff accreditation and expansion of youth service provision. At the end of the financial period, the charity had cash balances of £185,172, with £91,209 attached to restricted income.

Reserves Policy

The charity has reserves of £101,933. The Charity Trustees agreed a reserves policy of 2 months' operational costs in January 2021. The organisational monthly operational costs is approximately £29,842 meaning that the reserves have been met. The reserves policy will continue to be reviewed, and remaining funds could be used in the future to continue the charitable purposes of the charity.

Approval

The Trustees report was approved by the Trustees on 24 December 2025



Stephen Deafley, Clyde Valley Financials Ltd.

Independent Examiner's Report to the Trustees of The Anchor SCIO (SC050708).

I report on the accounts of the charity for the year ended 31st March 2025.

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 ("the 2005 Act") and the Charities Accounts (Scotland) Regulations 2006 (as amended) ("the 2006 Regulations"). The trustees consider that the audit requirement of Regulation (10)(1)(d) of the 2006 Regulations does not apply. It is my responsibility to examine the accounts under section (44)(1)(c) of the 2005 Act and to state whether matters have come to my attention.

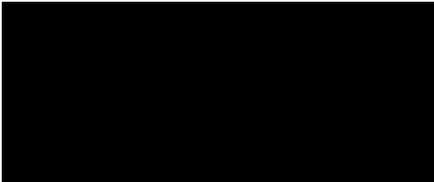
Basis of Independent Examiner's Statement

My examination is carried out in accordance with Regulation 11 of the 2006 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 connection with my examination, no matter came 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 Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Regulations
 - have not been met, or
2. to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.



24 December 2025

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31st March 2025

Statement of Financial Activities

	24/25	23/24
Income	£	£
Community Donations / Fundraising	107,250	60,737
Restricted Grants	232,096	257,296
Unrestricted Funds/Grants	32,286	
Total Income	<u>371,632</u>	<u>318,033</u>
Payments (Charitable Activity)	£	£
Charitable Activities	<u>358,111</u>	<u>332,941</u>

	Unrestricted	Restricted	Total
	£	£	£
Funds Reconciliation			
Bank Balance as at 1 st April 2024	57,575	102,270	<u>159,845</u>
Bank Balance as at 31 March 2025	93,963	91,209	<u>185,172</u>

In October 2024, the charity entered into a 36-month lease agreement with Lex Auto lease for a Renault Traffic Van. The lease is funded by a restricted grant from The Robertson Trust specifically for this purpose.

In accordance with IFRS 16, the lease has been recognised on the balance sheet as a right-of-use asset and a corresponding lease liability, reflecting the charity's right to use the vehicle over the lease term and its obligation to make lease payments. The asset is depreciated on a straight-line basis over the 36-month term, and the lease liability is reduced as payments are made, with expense recognised on the outstanding balance.

The total contractual commitment over the lease term is £21,637.58 excluding VAT (£25,965.10 including VAT). The restricted grant income is released over 2 years with a potential extension into year 3. The vehicle is used exclusively for charitable activities, enhancing service delivery and operational capacity. No ownership will transfer to the charity at the end of the lease term

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

Cost of Charitable Activities

	24/25 Total Spend	23/24 Total Spend
	£	£
Marketing:		
Advertising & Community Sponsorship	3,236	9,202
Therapeutic Interventions & Consultancy:		
External mental health professional costs	8,072	16,719
Staffing:		
Payroll, Expenses, Training & Support	266,288	241,283
Business Support:		
IT, Mobiles, Broadband	11,804	4,562
Building Costs:		
Rent, Bills, Repairs, Essential Items	12,751	18,183
Essential Subscriptions:		
Fees, Memberships and Costs	8,235	8,043
Networking:		
Accommodation, Travel & Purchases	12,206	11,035
Member Financial Support:		
Cost of Living Fund	740	3,289
Community Support:		
Group Delivery, Resources & Hire	29,863	18,497
Legal:		
Insurance, Legal Fees, Professional Services	4,916	2,128
Total	<u>358,111</u>	<u>332,941</u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 March 2025

Employees & Staffing

This has been a level of significant growth within the charity in order to cope with the demand on the services. The recruitment of staff within key positions across the charity to form a new organisational structure has been notable and a significant financial outlay. This has included the development of a full-time Chief Executive Officer role and a Senior Leadership Team to support the implementation of services.

Number of employees:

The average number of employees during the year was: 10

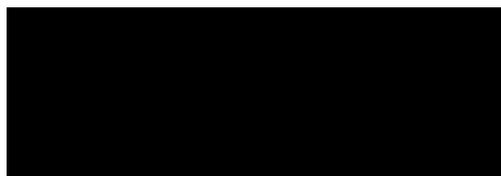
Employment Costs	24/25	23/24
	£	£
Salaries and HMRC	258,488	223,101
Pensions	7,800	8,633
Total Costs	<u>266,288</u>	<u>231,734</u>

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31st March 2025

Statement of Balances

	24/25	23/24
	£	£
Fixed Assets		
Motor Vehicle Lease Capitalised	17,082	
Current Assets		
Cash At Bank	185,172	159,845
Debtors	15,450	
Total Non Current /Current Assets	217,704	159,845
Current Liabilities		
Creditors		
Amounts falling due within 1 year	14,862	
Non Current Liabilities		
Creditors due in more than 1 year	9,700	
Total Assets minus Liabilities	<u>193,142</u>	<u>159,845</u>
The Funds of The Charity		
Unrestricted Funds	101,933	57,575
Restricted Income Funds	91,209	102,270
Total Charity Funds	<u>193,142</u>	<u>159,845</u>

The financial statements were approved by the Board of Trustees on 24 December 2025 and signed on their behalf by



Movement in Restricted Grants (carried over and new income)

	23/24 Balance Carried Over £	24/25 Income Generated £	24/25 Expenditure £	Closing Balance £
Foundation Scot – Baillie Gifford	1,508	0	1,508	0
TNLCF – A4A Postvention	3,696	0	3,696	0
TNLCF – A4A Football	0	10,000	5,690	4,310
TNLCF – Improving Lives	51,800	70,000	69,996	51,804
TNLCF – Young Start YP Service	9,948	25,000	34,948	0
The Robertson Trust - Small	5,000	0	5,000	0
The Robertson Trust - Large	0	27,000	13,500	13,500
The Robertson Trust - Vehicle	0	10,000	4,610	5,390
CVS Inverclyde MHWB Fund	12,001	15,000	15,751	11,250
Inverclyde Warm Hands	0	2,250	2,250	0
Education Wellbeing Funds	0	68,419	64,669	3,750
Bank of Scotland Foundation	18,317	0	18,317	0
Inverclyde Council (Football)	0	5,250	5,250	0
Police Scotland	0	1,905	700	1,205
HSCP Autism Pilot	0	7,500	7,500	0
Arnold Clark	0	750	750	0
Tesco Groundworks	0	375	375	0
Totals	<u>102,270</u>	<u>243,449</u>	<u>254,510</u>	<u>91,209</u>

Restricted Income Tracker (Purpose of Restricted Income)

Arnold Clark Community Grant: This was to support our work with young people in sport across the community.

Bank of Scotland Foundation – Reach Programme: A vital fund to support the delivery of our Crisis Support model in the community and will

CVS Inverclyde - Community Mental Health and Wellbeing: Another vital and strong fund for our charity with the source of funding coming from the Scottish Government. It allowed us to develop and grow the reach of our Adult Services.

CVS Inverclyde - Warm Hands: The fund allowed us to run our first ever warm space, during the Cost-of-Living Crisis. “Heat and Eat” became a vital resource for the community during the winter months, providing a heated space and some hot food for those who needed it most.

Education Wellbeing Fund: This work allows us to deliver key wellbeing supports across several education establishments throughout the school year, with the charity securing a longer-term procurement process on a framework.

Foundation Scotland – Baillie Gillford: This fund allowed us to provide young people with the opportunity to engage in arts-based support.

Inverclyde Council (Football Academy): Supporting the work of the football academy and our work Beyond the Pitch through hires.

Inverclyde HSCP Autism Pilot with West College Scotland: An innovative and important fund for the charity helping young adults with autism sustain college placements through the local further education establishment.

Police Scotland (Football Academy): Supporting clothing items and equipment for our football academy work.

Tesco Groundworks: A fund that was voted for by the customers of Greenock Tesco, this allowed our young person’s service to grow.

The National Lottery - Awards for All (Postvention): The National Lottery have funded us to grow our Football Therapy Project within the community.

The National Lottery - Awards for All (Football Academy):

The National Lottery - Improving Lives: We are into the final year of this crucial grant for the charity and has allowed us to fully grow our work across the community and enhance our support for adults and young people.

The National Lottery - Young Start: A milestone fund for the charity, as our first focussed long-term fund to support young people in the community specifically.

The Robertson Trust Small Grant: Our solid relationship with The Robertson Trust continues as we approach the final year of our initial grant. This has been important to fund a post that has overview of the Adult Services.

The Robertson Trust Large Grant: An important fund that has developed from our work with the small grant, allowing us to build the Belonging Service for the next 3 years.

The Robertson Trust Vehicle Grant: An important step for the charity as we are able to lease a van to help with the services and support our members access supports.

