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Report of the Trustees and
Financial Statements For The Year Ended 31 March 2026
for
The Welcoming Association

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The Welcoming Association

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For The Year Ended 31 March 2026

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Report of the Trustees **For The Year Ended 31 March 2026**

The Trustees, who also serve as Directors of the charity under the Companies Act 2006, present their report, together with the audited financial statements of the charity for the year ended 31 March 2026.

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (SORP) applicable to charities preparing their accounts under the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective from 1 January 2019.

The Purpose of The Welcoming Association

The Welcoming Association (also known as 'The Welcoming') aims to welcome, orient, and assist New Scots (asylum seekers, refugees, and migrants) in Edinburgh so they can build positive lives, have choices, contribute to their new communities, and feel at home in Scotland.

Inward migration is vital to Scotland's future prosperity. Scotland's demographic and geographical needs differ from those of the rest of the UK, and we must be an attractive destination for migrants who can come here under the prevailing UK immigration policy.

The Welcoming offers opportunities to build confidence, socialise, and improve English language skills, which are essential for integrating, developing, and sharing interests. It also supports New Scots in utilising and expanding their skills, finding employment, and accessing local services. The Welcoming provides numerous chances for friendship, creativity, health, and wellbeing.

The organisation promotes a diverse and inclusive society where everyone feels welcome and empowered to reach their full potential. It fosters community by connecting locals and New Scots through social and cultural exchanges, as well as collaboration with numerous partners.

VISION, MISSION, OBJECTIVES

Our vision is of a diverse and inclusive Scotland where everyone feels welcome and can achieve their full potential. Our mission is to welcome New Scots, helping to build community and learn together, while our values are Welcoming, Equality, Respect, Solidarity, and Collaboration.

2025/26 AT A GLANCE

Demand for The Welcoming's services continued to grow throughout 2025/26 as more refugees, people seeking asylum, migrants and other New Scots turned to us for support in rebuilding their lives in Scotland.

Why these numbers matter

Statistics tell us how many people we reached. Stories tell us why it matters.

Behind every class attended, advice appointment delivered, employment secured and friendship formed is someone rebuilding their life after conflict, persecution, displacement or significant change.

Against a backdrop of rising living costs, housing pressures, and increasing complexity of need, our staff, volunteers, and partners continued to deliver high-quality, person-centred services that helped thousands of people gain confidence, develop skills, overcome barriers, and build a sense of belonging.

Our work extends beyond responding to immediate needs. We invest in people's potential, helping them become active participants in their communities and contributing to a stronger, more inclusive Scotland.

New registrations by nationality, 2025/26 - ten largest groups

During 2025/26, 2,061 people registered with The Welcoming, representing around 100 nationalities. Sudan was by far the largest nationality among new registrations, reflecting the changing profile of people seeking support in Edinburgh. Our community also included 5 significant numbers of people from Ukraine, Eritrea, Hong Kong, Pakistan, Afghanistan, Yemen, Iraq and China, alongside people from countries across the world.

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OUR OVERALL IMPACT

Throughout the year, we saw people:

- Secure employment and begin new careers.
- Improve their English language skills.
- Progress into further education.
- Overcome housing and welfare challenges.
- Reduce fuel poverty.
- Improve their health and wellbeing.
- Build friendships and support networks.
- Volunteer within their communities.
- Become more confident and independent.

Many people who first came to The Welcoming for support are now giving back as volunteers, mentors and community leaders. This transition - from receiving support to contributing to others' lives - is one of the clearest indicators of successful integration and one of our proudest achievements.

DELIVERING OUR STRATEGY

Our achievements during 2025/26 supported the delivery of our Strategic Plan 2025-2030. Our work was guided by five interconnected priorities:

- Responding to diverse needs through high-quality, person-centred support.
- Influencing positive change using evidence from our frontline services.
- Strengthening leadership, governance and organisational capacity.
- Ensuring sustainability and growth through effective resourcing and partnerships.
- Collaborating with communities and partners to increase inclusion and collective impact.

RESPONDING TO GROWING NEED

The year ended 31 March 2026 was one of sustained growth, increasing complexity and significant achievement for The Welcoming Association.

Demand for our services reached its highest level to date as more refugees, people seeking asylum, migrants and other New Scots sought support to build safe, independent and fulfilling lives in Scotland. Against a backdrop of global displacement, rising living costs, housing shortages and growing pressure on public services, we continued to respond with compassion, professionalism and an unwavering commitment to helping people thrive.

Throughout the year, more than 2,061 people registered with The Welcoming, bringing our total registered service users as of 31 March 2026 to 5,271 people from more than 100 nationalities. This growth reflects both increasing need and the confidence that New Scots continue to place in The Welcoming as a trusted source of advice, learning and community support.

Demand increased across every area of our work. More people sought English language learning, employability support, holistic advice, home energy guidance and opportunities to connect with others through volunteering and community activities. While this created significant operational challenges, it also reinforced the importance of our integrated support model and the value it brings to individuals, families and communities.

RESPONDING TO DIVERSE NEEDS

Every person who comes to The Welcoming has different circumstances, strengths and aspirations, but many of the people we support face several interconnected barriers as they build their lives in Scotland. These may include limited English, unemployment or underemployment, financial hardship, housing difficulties, unfamiliarity with public services and entitlements, digital exclusion and social isolation.

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During 2025/26, 2,061 people were newly registered with The Welcoming, bringing the total number of registered service users to 5,271 by the end of March 2026. People came from more than 100 nationalities, reflecting both the scale and diversity of the communities we support.

Our experience also shows that people do not always approach us with a single, isolated need. Someone joining an English class may also need support to progress towards employment or education, understand correspondence or services, or develop social connections. Someone experiencing financial hardship may face related difficulties with energy costs, housing or accessing appropriate specialist support.

Our services are designed to complement one another, enabling people to access different forms of support based on their circumstances and goals. Where needs fall outside our expertise, we connect or refer people to appropriate specialist organisations.

Throughout 2025/26, this approach enabled New Scots to access English language learning, employability and digital support, practical help with household pressures, holistic casework, volunteering, befriending and opportunities to build friendships and participate in their communities.

The following sections highlight the reach and impact of these services during the year. Alongside activity data, we increasingly seek to demonstrate the changes people experience as a result of engaging with The Welcoming - including progress towards employment, education and volunteering; greater confidence and independence; improved ability to navigate everyday life; reduced financial pressures; and stronger social and community connections.

EMPLOYABILITY, TRAINING AND SKILLS DEVELOPMENT

Employment is one of the most powerful drivers of successful integration.

A job provides more than financial security. It creates opportunities to use existing skills, develop new ones, build professional networks, gain confidence and contribute to the wider community. For New Scots, meaningful employment can transform lives by restoring independence, improving wellbeing and enabling people to realise their full potential.

Yet many highly skilled individuals face significant barriers when entering the Scottish labour market. Language barriers, unfamiliar recruitment processes, unrecognised qualifications and limited professional networks can prevent people from securing work that reflects their experience and aspirations.

Our Employability Programme is designed to overcome these barriers through personalised advice, practical skills development and strong partnerships with employers, colleges and training providers. Rather than focusing solely on job outcomes, we support people throughout their employability journey, recognising that sustainable employment is often achieved through a series of important milestones, including improved confidence, volunteering, education and skills development.

Employability at a glance

During 2025/26 we provided:

- Personalised one-to-one employability advice.
- Career planning and job-search support.
- CV writing and interview preparation.
- Digital skills training.
- Employment rights workshops.
- Opportunities to access volunteering, further education and vocational training.
- Employer engagement and partnership activities.

Building confidence, creating opportunities

Some participants arrive with internationally recognised qualifications but limited English. Others have extensive work experience yet lack confidence navigating the UK labour market. Some are entering employment for the first time after years of displacement, while others are rebuilding careers interrupted by conflict or forced migration.

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Our advisers work alongside each participant to identify their strengths, understand their ambitions and develop realistic pathways towards employment. This personalised approach enables individuals to progress at their own pace while building the confidence, skills and resilience needed to succeed.

Bridges to Success Project

Our Bridges to Success programme continued to play a vital role in helping participants prepare for employment.

Through structured workshops and practical learning, participants developed their understanding of workplace culture, interview techniques, employment rights and career planning while strengthening their confidence and readiness for work.

Many participants described the programme as a turning point in their integration journey, giving them the practical knowledge and self-belief needed to pursue employment or further education.

Measuring success

We recognise that employability is about more than securing a job.

Success is also reflected in the confidence people gain, the skills they develop and the opportunities they create for themselves and their families.

Throughout the year, participants progressed into:

- Paid employment
- Further and higher education
- Vocational training
- Volunteering
- Interviews and work experience
- Improved English language skills
- Greater confidence and independence.

Each of these achievements represents an important step towards long-term economic participation and social inclusion.

Working with employers

Creating employment opportunities requires strong partnerships.

Throughout the year we strengthened relationships with employers, colleges and training providers, helping organisations recognise the skills and experience that New Scots bring to Scotland's workforce.

These partnerships not only create employment opportunities but also contribute to a more diverse, inclusive and resilient economy.

Looking ahead

Demand for employability support continues to grow as increasing numbers of newly recognised refugees and migrants seek to establish themselves in Scotland.

During 2026/27, we will continue to expand employer partnerships, strengthen employability pathways and secure additional investment to meet this growing demand. Our ambition is to ensure that every New Scot has the opportunity to fulfil their potential and contribute their skills, experience and talents to Scotland.

ENGLISH FOR SPEAKERS OF OTHER LANGUAGES (ESOL)

For many New Scots, learning English is the gateway to rebuilding their lives in Scotland.

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Communicating confidently opens doors to employment, education, healthcare, housing, and community life. It enables people to develop friendships, understand their rights, support their families and participate fully in society. For many learners, attending an ESOL class is also their first opportunity to connect with people beyond their immediate community, helping to reduce isolation and build a genuine sense of belonging.

Throughout 2025/26, demand for English language learning remained exceptionally strong. Despite increasing pressure on capacity, our dedicated staff and volunteer tutors continued to provide high-quality, learner-centred classes that supported people from a wide range of cultural and linguistic backgrounds.

Our approach is rooted in dignity, inclusion and trauma-informed practice. We recognise that many learners have experienced conflict, persecution or disrupted education before arriving in Scotland. By offering free, flexible and welcoming classes, we create safe learning environments where confidence can grow alongside language skills.

More than learning English

Learning English is rarely an end in itself. It is the beginning of a much wider journey.

As learners gain confidence, many progress into employment, volunteering, further education or other services offered by The Welcoming. Others become more confident communicating with schools, healthcare professionals, employers and public services, enabling them to navigate everyday life independently.

Just as importantly, our classrooms become places where friendships are formed, confidence is rebuilt, and people begin to feel at home in their new communities. The impact extends far beyond language acquisition - it strengthens wellbeing, independence and long-term integration.

A learner's story

One learner described the difference our ESOL programme made:

"When I first arrived in Edinburgh, I was afraid to speak English. I worried about making mistakes and avoided talking to people whenever I could. Coming to The Welcoming changed everything. My teachers encouraged me to keep trying, and gradually I became more confident. I can now speak to my children's school, visit the doctor on my own and have recently started volunteering. The classes gave me much more than English—they helped me feel part of Scotland."

This experience reflects the journeys of many learners who discover that language is not only about communication - it is about confidence, opportunity and belonging.

The power of volunteers

Our ESOL programme depends on the commitment of a remarkable team of volunteer tutors.

Throughout the year, they gave generously of their time, knowledge and experience, creating supportive learning environments where every learner felt encouraged to participate and succeed. Their contribution extends far beyond teaching English; they help build confidence, celebrate progress and foster lasting relationships across cultures and communities.

Looking ahead

Demand for community-based English language learning continues to exceed available capacity, particularly at beginner level. Meeting this need remains one of our strategic priorities.

During 2026/27, we will continue to strengthen our ESOL programme by supporting our volunteer tutors, responding to changing patterns of demand and exploring new partnerships and funding opportunities to expand access.

Our ambition is simple: to ensure that every New Scot has the language skills, confidence and connections needed to build a positive future in Scotland.

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COMMUNITY DEVELOPMENT AND SERVICES

At The Welcoming Association, community development means working alongside New Scots to build stronger, more connected, and resilient communities where people feel welcomed, supported, and able to participate fully in life in Edinburgh. Our approach combines practical support with opportunities for people to build relationships, confidence, independence and a sense of belonging.

This is reflected across our community activities. Our Friendship Programme helps reduce isolation and creates meaningful connections between New Scots and the wider community. Our Community Fridge provides dignified access to food while creating an informal and welcoming space for connection and mutual support. Our Holistic Casework helps people navigate complex challenges, access their rights and services, and build greater stability and independence. Our Home Energy Advice supports households experiencing fuel poverty to reduce costs, understand their options and improve their financial security.

Together, these activities address immediate needs while also helping people develop confidence, relationships, resilience and greater control over their lives. For us, community development is therefore not simply about providing services; it is about working with people, strengthening connections, and enabling New Scots to participate, contribute, and thrive within their communities.

FRIENDSHIP AND COMMUNITY CONNECTION

Successful integration is about far more than practical support. It is about feeling welcomed, valued and connected. For people who have experienced displacement, conflict or isolation, meaningful relationships are often as important as employment, housing or language learning. A sense of belonging improves wellbeing, strengthens resilience, and enables people to participate fully in community life.

Throughout 2025/26, our Friendship Programme continued to create welcoming spaces where New Scots, volunteers and local residents could meet, share experiences and build lasting relationships.

Bringing communities together

Participants took part in a wide range of activities, including:

- Conversation Café.
- Scotland for Newcomers.
- Community walks.
- Creative groups.
- Gardening.
- Cooking sessions.
- Cultural celebrations.
- Health and wellbeing activities.
- Seasonal events.

These activities enabled people to practise English, reduce loneliness, improve confidence and develop friendships that often continued well beyond organised sessions.

The power of befriending

Our befriending programme continued to demonstrate the extraordinary difference that one trusted relationship can make.

Volunteer befrienders offered encouragement, companionship and practical support while helping participants become more confident navigating life in Edinburgh.

These relationships benefited everyone involved. New Scots gained friendship and confidence, while volunteers developed a deeper understanding of different cultures, experiences and perspectives.

Integration is a two-way process, and our befriending programme demonstrates how meaningful relationships strengthen communities for everyone.

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Looking ahead

As participation continues to grow, we will focus on increasing opportunities for meaningful social connection and strengthening participants' sense of belonging. Through our friendship activities, we will continue creating new befriending relationships and accessible group opportunities that bring New Scots and people from different backgrounds together.

Alongside participation numbers, we will increasingly measure the difference this makes by gathering participant feedback on reduced isolation, stronger social connections, improved wellbeing and an increased sense of belonging.

HOLISTIC ADVICE AND CASEWORK

Many people who come to The Welcoming face more than one challenge.

A housing issue may be affecting someone's ability to work. Financial hardship may be impacting their mental well-being. Uncertainty around immigration status can make it difficult to access employment, healthcare or education.

These challenges are interconnected, and responding effectively requires more than solving a single problem.

Our Holistic Advice and Casework service provides personalised, trauma-informed support that considers each person's circumstances as a whole. By listening carefully, understanding individual needs and working alongside people to identify solutions, we help New Scots overcome barriers and move forward with greater confidence and independence.

Helping people navigate complex systems

Throughout 2025/26, our caseworkers supported individuals and families with a wide range of issues, including:

- Housing and homelessness
- Immigration and visa matters
- Financial hardship and welfare benefits
- Access to healthcare
- Education and childcare
- Family support
- Transport and driving licences

Many people needed support across several of these areas at the same time. Our holistic approach meant they could access coordinated advice through one trusted organisation, reducing the need to navigate multiple unfamiliar services at what was often a particularly stressful time.

Building confidence and independence

Our aim is not only to help people address immediate challenges, but also to support them to develop the knowledge, confidence and skills to navigate everyday life in Scotland and make informed decisions.

Through information, practical support and appropriate advocacy, we seek to help people better understand their rights and options, access relevant services and become increasingly confident in addressing future challenges.

Building confidence, independence and resilience is therefore an important intended outcome of our person-centred approach. We are continuing to strengthen how we capture and measure changes in people's knowledge, confidence and ability to navigate services independently.

Responding to increasing demand

Demand for holistic advice continued to grow throughout the year, with appointments often fully booked well in advance. At the same time, the complexity of many cases increased, requiring more intensive and sustained support.

Despite these pressures, our dedicated casework team continued to deliver compassionate, high-quality support while maintaining a strong focus on safeguarding, professionalism and partnership working.

Looking ahead

As demand continues to increase, we will strengthen our holistic casework service by expanding partnerships, improving referral pathways and securing additional resources.

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During 2026/27, we will focus on two measurable priorities: increasing casework capacity so more New Scots can access timely advice and support, and monitoring waiting times to reduce the time between initial referral and first casework support.

Alongside these priorities, we will strengthen how we record case outcomes and referrals so we can better demonstrate how people are supported to resolve immediate challenges, access appropriate specialist services, and build their confidence to navigate services more independently.

Through this approach, we aim to help New Scots address challenges as early as possible and participate more fully in their communities.

HOME ENERGY ADVICE

For many New Scots, understanding the UK's energy system can be as challenging as managing the cost of energy itself. Unfamiliar billing arrangements, language barriers, complex tariffs and rising prices often leave households vulnerable to fuel poverty and financial hardship.

During 2025/26, these pressures intensified as the cost-of-living crisis continued to affect many of the communities we serve. Rising energy prices placed increasing strain on households already managing low incomes, insecure employment or temporary accommodation.

Our Home Energy Advice Programme provides practical, impartial and personalised support that helps people understand their energy use, reduce costs and gain greater confidence in managing their household finances.

More than energy advice

Every appointment begins with an energy issue, but many reveal wider challenges.

Our advisers frequently work with households experiencing financial hardship, debt, poor housing conditions and anxiety about meeting essential living costs. By combining technical expertise with advocacy and compassionate support, we help people move from crisis towards greater stability and independence.

Early intervention also prevents problems from escalating. Helping households resolve issues before debt becomes unmanageable reduces pressure on families while avoiding greater demand on other public and voluntary services.

Looking ahead

Demand for energy advice remains high and is expected to continue as many households face ongoing financial pressures.

During 2026/27, we will continue strengthening partnerships, improving referral pathways and seeking additional resources so that more households can access timely energy advice and support. In particular, we want our support to contribute to two key outcomes:

- More households are better able to manage their energy costs, including accessing appropriate financial support, reducing energy debt where possible and understanding how to use energy more efficiently.
- More households feel confident and informed about their energy options and rights, helping them maintain warmer, healthier homes and reducing the risk of fuel poverty and financial crisis.

We will continue to capture both the number of households supported and evidence of the difference our advice makes to their financial security, confidence and wellbeing.

COMMUNITY FRIDGE

Access to nutritious food is fundamental to health, wellbeing and dignity.

Throughout 2025/26, rising living costs meant that many households faced impossible choices between heating their homes, paying rent and buying food. The Community Fridge continued to provide an immediate and practical response to these challenges while promoting dignity, inclusion and environmental sustainability.

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Unlike a traditional food bank, the Community Fridge offers a welcoming community space where people can access good-quality surplus food without stigma. It also provides an important gateway into other services, helping individuals and families connect with advice, learning opportunities and community activities.

During the year, the Community Fridge supported 164 households experiencing financial hardship. By redistributing surplus food that would otherwise go to waste, the Community Fridge provided practical food support to households experiencing financial pressure. While we did not measure the monetary value of the food received or resulting household savings during 2025/26, the service is intended to help reduce pressure on household food budgets, potentially allowing limited income to be used for other essential costs such as rent, utilities and transport.

The Community Fridge is also designed to provide more than access to food. By offering support in a welcoming and dignified community setting, we aim to create opportunities for social connection and to help people become aware of, and access where appropriate, other support available through The Welcoming. While we did not systematically measure these wider outcomes during 2025/26, we intend to capture them more clearly in future reporting.

The Community Fridge also contributes to environmental sustainability by preventing good-quality food from going to waste.

This simple but effective model demonstrates how environmental responsibility and social justice can work hand in hand - supporting vulnerable households while reducing unnecessary waste and strengthening community resilience.

Looking ahead

Demand for the Community Fridge remains strong, and we will continue to monitor demand and unmet need so we can better understand the additional capacity required.

During 2026/27, our priorities will be to maximise the number of households we can support within our available resources, strengthen volunteer involvement, and develop partnerships that can increase access to surplus food. We will monitor progress through the number of households supported, the amount of food distributed, and volunteer time contributed.

We are also exploring funding opportunities that, if successful, would enable us to increase the reach and capacity of the Community Fridge. We will develop any expansion in line with the resources secured, rather than assuming it in advance.

VOLUNTEERS - THE HEART OF THE WELCOMING

Volunteers are central to everything we achieve.

Their generosity, commitment and willingness to share their time, skills and experience enable us to reach far more people than would otherwise be possible. Every English class, community activity, befriending match and event is strengthened by volunteers who believe in creating a more welcoming Scotland.

During 2025/26, 111 volunteers supported almost every aspect of our work and contributed 3,746 hours. They taught English, befriended newcomers, welcomed visitors, organised activities, redistributed food, supported employability programmes and helped create an organisation where kindness, inclusion and solidarity are experienced every day.

Volunteering at The Welcoming is not simply about giving time - it is about building relationships, sharing knowledge and creating communities where everyone has the opportunity to contribute.

Many volunteers tell us that they gain as much from the experience as the people they support. They develop new skills, broaden their understanding of different cultures and become part of a community united by a shared commitment to inclusion and social justice.

We extend our heartfelt thanks to every volunteer who contributed during the year. Their generosity, compassion and dedication remain one of The Welcoming's greatest strengths and are fundamental to our success.

ADVOCACY AND COMMUNITY ENGAGEMENT

The Welcoming strengthened its advocacy and community engagement work during 2025/26, with a dedicated Senior Community Engagement & Advocacy Coordinator joining the organisation in November 2025.

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The initial focus was on strengthening relationships with communities and external partners, identifying emerging issues affecting New Scots, and creating clearer links between community experience, service delivery and our influencing work. In Asia's first month alone, 31+ individual engagements took place and more than 15 external organisations were engaged or re-engaged. These included the Scottish Refugee Council, EVOC, SCOREscotland, Student Action for Refugees (STAR), SOHTIS, CHAI, Sikh Sanjog, Transport Scotland and Together With Refugees.

Engagement with community organisations and frontline partners identified recurring concerns including housing insecurity, barriers to ESOL and education, trafficking and exploitation risks, employment vulnerability, NRPF, access to transport and immigration documentation. These insights helped strengthen our understanding of emerging needs and identify opportunities for improved referrals, staff awareness and preventative support.

From engagement to influence

Several activities translated this engagement into practical advocacy and influencing work:

National policy consultation: The Welcoming submitted an organisational response to the UK Government's "Earned" Settlement consultation in February 2026, putting our position on safety, family stability and secure immigration status formally into the national policymaking process.

Transport access: Following engagement with Transport Scotland, The Welcoming became a Trusted Verified Organisation for the asylum-seeker free bus travel pilot. By January, we had submitted 25 applications for community members and were invited to contribute to the pilot's evaluation, providing a route for participant experience to inform future development of the scheme.

Building advocacy capacity:

We developed our relationship with STAR around advocacy and leadership development, with 12 participants registered for an advocacy training session in February 2026.

Policy and sector engagement: The Welcoming participated in forums and discussions addressing migration and community cohesion, including the Cross Party Group on Migration, the Ukraine Super Sponsor Review, Together With Refugees policy discussions and the R2 Network Anti-Racist Working Group.

Alongside this, we strengthened relationships with organisations working across refugee rights, anti-poverty, trafficking, community cohesion and migrant participation. This helped improve referral pathways and created opportunities for joint advocacy, training and evidence-sharing.

Building our evidence base

During the final months of the year, we also began developing a more systematic approach to policy monitoring and advocacy. Monthly Community Engagement and Advocacy updates were introduced to help the organisation identify emerging policy developments, community concerns, risks and opportunities for action.

This work provides a stronger foundation for The Welcoming to ensure that the experiences of New Scots are not only reflected in our services but increasingly inform our partnerships, public engagement and contribution to policy discussions.

Looking ahead

During 2026/27, we will build on this foundation by strengthening the collection of evidence from our services and communities, increasing opportunities for New Scots to contribute their experiences and perspectives, and using this evidence to inform consultations, campaigns and policy discussions.

We will also improve how we record advocacy activity and outcomes - including consultations responded to, policy and strategic forums attended, evidence submitted, community voices represented and examples where our contribution has helped influence policy or practice. This will enable us to demonstrate more clearly not only what advocacy activity we undertake, but what difference it makes.

Promoting inclusion

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Successful communities are built when everyone has opportunities to contribute, participate and belong. Throughout the year, we continued to promote positive narratives about migration, celebrate cultural diversity and encourage meaningful engagement between New Scots and longer-established communities. In doing so, we helped strengthen social cohesion while showing the many ways diversity enriches Edinburgh and Scotland.

COLLABORATION AND PARTNERSHIP WORKING

No single organisation can meet the complex needs of New Scots alone.

Partnership working has therefore remained central to our approach throughout 2025/26.

By working alongside public bodies, voluntary organisations, employers, education providers, community groups and local residents, we have been able to extend our reach, improve services and maximise our collective impact.

Collaboration also enables us to share knowledge, reduce duplication and create more coordinated pathways of support for the people we serve.

Working across Edinburgh

Our partnerships help New Scots access opportunities that extend well beyond The Welcoming's own services.

Together with our partners, we supported people to:

- Access employment and education.
- Improve health and wellbeing.
- Participate in community life.
- Build professional networks.
- Develop volunteering opportunities.
- Strengthen community resilience.

These partnerships demonstrate the power of collective action in creating inclusive communities where everyone has the opportunity to thrive.

Strengthening communities

Community engagement is not simply about delivering activities. It is about creating opportunities for people from different backgrounds to meet, learn from one another and build lasting relationships based on mutual respect.

Throughout the year, we continued to create welcoming spaces where diversity is celebrated and where New Scots and longer-established communities can work together to build a more inclusive Edinburgh.

These connections strengthen social cohesion and help create communities in which everyone feels that they belong.

LEADERSHIP AND ORGANISATIONAL EXCELLENCE

As demand for our services continues to grow, maintaining a strong, resilient and well-governed organisation has never been more important.

Throughout 2025/26, we continued to invest in our people, governance, systems and organisational development to ensure that The Welcoming remains effective, accountable and financially sustainable.

Our Board of Trustees provided strong strategic leadership throughout the year, supporting the implementation of our 2025 - 2030 Strategic Plan while maintaining robust oversight of finance, governance, safeguarding and organisational risk.

Investing in our people

The dedication, professionalism and compassion of our staff remain our greatest asset.

Throughout the year, our team continued to respond to increasing demand while maintaining the high standards of service that New Scots expect and deserve.

We continued to invest in staff development, wellbeing and professional learning, recognising that a supported and motivated workforce is essential to delivering high-quality, person-centred services.

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Our volunteers also remained integral to our success, contributing their skills, experience and time across almost every area of our work.

Together, our staff and volunteers created an organisational culture built on collaboration, inclusion, respect and continuous improvement.

Strong governance

Good governance underpins everything we do. During the year, Trustees continued to provide effective strategic leadership while ensuring that the organisation remained focused on its charitable purposes and long-term sustainability.

Regular scrutiny of performance, finance, risk and organisational development enabled the Board to make informed decisions while maintaining strong accountability to our beneficiaries, funders and supporters.

Our governance arrangements ensure that The Welcoming continues to operate with integrity, transparency and a clear commitment to continuous improvement.

Measuring what matters

We are committed to understanding not only how much we do, but the difference our work makes. During 2025/26, we strengthened our monitoring and evaluation by combining service delivery data with participant feedback, casework evidence, surveys, staff and volunteer observations, and partner feedback.

Across our programmes, we monitored measures such as the number of people accessing services, participation and attendance, volunteering, referrals and progression. Where appropriate, we also gathered evidence of outcomes, including progression into employment, education, training and volunteering; improvements in English language skills; access to advice and practical support; and increased social connection and participation.

We used this evidence throughout the year to identify emerging needs, review the accessibility and effectiveness of services, improve referral pathways and inform decisions about service development and resources. For example, community and partner engagement identified recurring issues, including housing insecurity, barriers to ESOL and education, employment vulnerability, trafficking risks, and NRPF, helping us identify areas requiring stronger signposting, partnership working, and preventative support. We also strengthened the connection between service evidence and our advocacy work. We increasingly used community insights and emerging trends to inform policy monitoring, organisational responses to consultations, and engagement with external partners and decision-makers.

During 2026/27, we will continue improving the consistency of outcome measurement across our services so we can more clearly demonstrate what changed for the people we support, what contributed to that change, and how we use the learning to improve our work. This evidence supports better decision-making, strengthens accountability and provides funders with confidence that investment in The Welcoming delivers measurable social value.

Sustainability and growth

Demand for our services continues to grow, and with it our responsibility to ensure that The Welcoming remains financially resilient and able to respond to changing community needs.

During 2025/26, we continued to strengthen our financial position through prudent stewardship, careful financial management and a commitment to diversifying income.

This enabled us to maintain high-quality services while investing in organisational capacity and preparing for future growth.

Strong relationships with funders

Our work would not be possible without the generosity and trust of our funders, donors and supporters. We are deeply grateful to the trusts, foundations, public bodies, corporate partners, and individual donors whose investment enabled us to help 2061 New Scots access life-changing opportunities each year.

Their continued confidence reflects the quality of our services, the strength of our governance and the measurable impact of our work.

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Every grant and donation represents an investment in stronger communities, greater equality and a more welcoming Scotland.

Looking Forward

The external environment remains uncertain.

Demand is expected to continue growing as global displacement, economic pressures and housing challenges affect increasing numbers of New Scots.

Our Strategic Plan provides a clear framework for responding to these challenges while continuing to invest in innovation, collaboration and organisational resilience. By strengthening partnerships, diversifying income and demonstrating impact, we are building an organisation capable of supporting New Scots for many years to come.

Financial stewardship

Throughout the year, Trustees continued to monitor financial performance closely through regular management accounts, budget monitoring and financial forecasting.

This careful oversight enabled the organisation to respond effectively to changing circumstances while maintaining appropriate financial controls and compliance with charity and company law.

FINANCIAL REVIEW

Financial review

Income for the year was £605,843 and expenditure was £509,295 resulting in surplus for the year of £96,548. A full breakdown of the income and expenditure is given in the Statement of Financial Activities.

The Welcoming Board's current policy is to have unrestricted reserves of approximately four months running costs (approximately £170,000) to provide for periods where there is a shortfall of funding and further funding is being sought; however, the Board's aspiration is to have adequate unrestricted reserves to cover six months running costs (approximately £255,000). Unrestricted reserves as at 31 March 2026 are £197,496. All unrestricted funds are earmarked for future charitable use. The directors recognise the importance of sufficient reserves and have prioritised funding diversification and sustainability as part of the longer-term strategic plan.

The Welcoming employees are predominantly employed on fixed term contracts subject to the availability of funding.

Reserve Policy

The Welcoming Association is committed to setting aside sufficient funds to protect the organisation against unexpected falls in income or increases in expenditure. This policy sets out how much we aim to hold in reserve, how we will achieve that, when reserves can be drawn upon, and how often we will review this policy.

The Welcoming aims to build up a reserve equivalent to 4 months' operating costs - approximately £170,000.

This is an appropriate and realistic target to help avoid unplanned closure in case of unexpected financial difficulties, or to allow for an orderly closure if loss of funding prevents the organisation from continuing to operate.

This target has been met at the year end.

Reserves may be spent to keep the organisation running when there is a funding shortfall, or when unexpected operational costs arise, such as a large repair bill or the need to employ temporary staff to cover a long-term absence. A majority vote of the Board of Trustees should approve spending from the reserve. This policy will be reviewed annually.

PRINCIPAL AND EMERGING RISKS

The Trustees regularly review the principal and emerging risks facing The Welcoming Association through the organisation's Risk Register, financial monitoring, management reporting and regular Board oversight. Risk management is embedded within our governance arrangements and supports sound decision-making, organisational resilience and the continued delivery of high-quality services to the communities we support.

The Welcoming Association

Report of the Trustees **For The Year Ended 31 March 2026**

As a voluntary sector organisation operating in a changing and often uncertain environment, The Welcoming faces a range of external and internal risks. These include pressures arising from the funding environment, increasing demand for services, changes in government policy and the wider economic and social context, as well as operational risks relating to staffing, systems, premises, safeguarding and service delivery.

Our approach is not to eliminate all risk, but to identify and understand the most significant risks, assess their potential impact and likelihood, and put proportionate measures in place to manage them. Where appropriate, we also consider risks alongside opportunities for organisational learning, development, and improvement.

The Board of Trustees, supported by the CEO and staff team, regularly reviews these risks. Particular attention is given to risks that could affect The Welcoming's financial sustainability, reputation, people, governance or ability to meet the changing needs of New Scots and the wider community.

Principal risk	What is the risk?	How is it managed?	Current assessment
Financial sustainability and funding	The Welcoming remains substantially dependent on grant and contract income. Competition for voluntary-sector funding, pressure on public finances and the time-limited nature of many awards could affect the organisation's ability to sustain services and staffing.	Regular budget monitoring and forecasting; oversight by the Finance Sub-Committee and Board; active fundraising pipeline; diversification of funding sources; development of unrestricted income; and maintenance of appropriate reserves.	High - Stable
Increasing demand and organisational capacity	Demand for services continues to grow and, in several areas, exceeds available capacity. This creates waiting lists and could affect service quality, accessibility and staff workload.	Regular monitoring of demand, waiting lists and service performance; prioritisation of resources; partnership and referral arrangements; use of volunteers where appropriate; and fundraising to increase capacity.	High - Increasing
People, workload and organisational resilience	The quality of The Welcoming's work depends heavily on skilled and committed staff and volunteers. Sustained demand, complex cases, recruitment challenges or loss of key staff could affect delivery and organisational resilience.	Regular supervision and support; workload monitoring; staff development; wellbeing support; clear management responsibilities; volunteer recruitment and development; and continued investment in organisational capacity.	Moderate - Stable

The Welcoming Association

Report of the Trustees For The Year Ended 31 March 2026

Principal risk	What is the risk?	How is it managed?	Current assessment
Safeguarding and service-user welfare	The Welcoming works with people who may be experiencing poverty, trauma, housing insecurity, isolation or other vulnerabilities. Failure to identify or respond appropriately to safeguarding concerns could cause harm and damage trust in the organisation.	Safeguarding policies and procedures; staff and volunteer training; appropriate recruitment and PVG processes; management oversight; referral to specialist services; and escalation of concerns where necessary. Data protection and information-security procedures; controlled system access; staff awareness and training; cybersecurity assessment and improvement actions; backup and continuity arrangements; and Board-approved governance for responsible use of AI.	Moderate - Stable
Digital, data protection and cybersecurity	Increased reliance on digital systems creates risks from cyberattack, data loss, unauthorised access, system failure and inappropriate use of emerging technologies, including AI. Changes in immigration and asylum policy, public finances, housing and public services can rapidly affect both the needs of New Scots and the operating environment for The Welcoming.	Monitoring policy and external developments; strong relationships with statutory and voluntary-sector partners; advocacy informed by frontline evidence; community engagement; and flexible service planning to respond to changing needs.	Moderate - Increasing
External environment, policy and community cohesion	Increasingly polarised public debate around migration may also affect community cohesion.		High - Increasing

The Welcoming Association

Report of the Trustees
For The Year Ended 31 March 2026

During the year, Trustees regularly reviewed organisational risks, ensuring appropriate controls were in place to protect the charity, its beneficiaries, staff, volunteers and assets. Key areas of focus included:

- Financial sustainability.
- Safeguarding.
- Information governance and cyber security.
- Workforce capacity and wellbeing.
- Increasing demand for services.
- Compliance with legal and regulatory requirements.
- Health and safety.
- Reputation and partnership management.

Risk management is embedded throughout the organisation and supports informed decision-making at both strategic and operational levels.

Looking ahead

The need for organisations like The Welcoming has never been greater. Demand for specialist support continues to increase as more refugees, people seeking asylum and migrants arrive in Scotland seeking safety, opportunity and a place to belong. At the same time, many existing communities continue to face the pressures of rising living costs, housing shortages and growing inequality. These challenges reinforce the importance of our mission. During 2026/27 we will continue to build on the strong foundations established during the past year by focusing on five strategic priorities.

We will:

Expand opportunities for New Scots to learn English and improve employability; Strengthen holistic advice and practical support for people experiencing complex needs; Deepen partnerships that increase our collective impact; Invest further in measuring and demonstrating the outcomes of our work; and Secure the resources needed to ensure The Welcoming remains financially resilient and able to meet growing demand.

The Welcoming Association

Report of the Trustees **For The Year Ended 31 March 2026**

While the challenges ahead remain significant, we are optimistic; every day we see the determination, talent and resilience that New Scots bring to Scotland.

With the continued support of our staff, volunteers, Trustees, funders and partners, we are confident that The Welcoming will continue helping people build positive futures while strengthening communities across Edinburgh.

OUR THANKS AND APPRECIATION

Everything described in this report has been made possible through the collective efforts of many people.

We extend our profound thanks to our dedicated staff, whose professionalism, compassion and commitment enable us to deliver high-quality services every day.

We are deeply grateful to our volunteers, whose generosity of time, skills and friendship lies at the heart of The Welcoming Association. Their contribution enriches the lives of those we support and strengthens our organisation in countless ways.

We thank our Board of Trustees for their strategic leadership, governance and commitment to our mission. We also extend our sincere appreciation to our funders, donors, statutory partners, community organisations, employers, colleges and supporters.

Your confidence in our work enables thousands of New Scots to access opportunities that transform lives and strengthen communities.

Finally, we thank every person seeking asylum, migrant and New Scot who has placed their trust in The Welcoming Association.

Your courage, resilience, talents and aspirations inspire us every day. Your contribution enriches our communities and reminds us why our work matters.

Together, we are building a Scotland where everyone is welcomed, valued and able to realise their full potential.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure

The Welcoming Association, also known as 'The Welcoming,' is a company limited by guarantee. Members' liability is limited to £1 each. The company is governed by the terms of its Articles of Association and is a registered Scottish Charity.

Appointment

Members of The Welcoming Board are elected by and from the membership of The Welcoming at the Annual General Meeting or appointed at any time by the Board. At each Annual General Meeting, Board members who have served for a continuous three-year period retire from office but may be eligible for re-election or re-appointment for a further four years, subject to a maximum of eight years in total.

Induction

New Board members receive an induction pack with background information about The Welcoming and OSCR Guidance and Good Practice for Charity Trustees. They also attend orientation meetings at The Welcoming and are encouraged to attend its activities and events to meet participants and become familiar with the organisation's work.

The Welcoming Association

Report of the Trustees
For The Year Ended 31 March 2026

Meetings

The Board meets quarterly and is responsible for the organisation's overall strategic management and development. The charity's day-to-day management is delegated to the CEO, Tesfu Gessesse.

Below are the names of those who served as members of the Welcoming Board during the year.

Governance and Management

The Welcoming Association values accountable, transparent, and responsible governance, ensuring that its activities align with its vision and values.

The Welcoming Board oversees financial performance, risk management, and organisational performance and impact. The Board also provides recommendations for the strategic and operational direction of Welcoming.

The Board of Directors is responsible for providing overall strategic direction. In addition, the delivery of our strategic plan is carried out by our 13-member multicultural and diverse workforce, led by a capable senior management team and supported by a wide range of dedicated volunteers.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

SC398913 (Scotland)

Registered Charity number

041952

Registered office

Unit 1 20 Westfield Avenue
Edinburgh
EH11 2TT

Trustees

G Gibson (resigned 16.10.25)
C Hirst
K F Watson
R Whitney (resigned 12.8.25)
J Albert-Recht (resigned 4.8.25)
Dr G Hill
J R Williamson
S Hemmati
O Adetogun (appointed 2.7.25)
A R Sabir (appointed 2.7.25)

Trustees Appointed after the year end

B Paddy (appointed 25.6.26)
J Kellett (appointed 25.6.26)
G Gracie (appointed 25.6.26)

Auditors

Robb Ferguson
Chartered Accountants & Statutory Auditors
Regent Court
70 West Regent Street
Glasgow
G2 2QZ

The Welcoming Association
Report of the Trustees
For The Year Ended 31 March 2026

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Welcoming Association for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

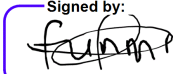
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Robb Ferguson, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 28 September 2026 and signed on its behalf by:

Signed by: 
.....A3292BE09E39429.....

O Adetogun - Trustee

Report of the Independent Auditors to the Members of The Welcoming Association

Opinion

We have audited the financial statements of The Welcoming Association (the 'charitable company') for the year ended 31 March 2026 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2026 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 18 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Members of
The Welcoming Association

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Report of the Independent Auditors to the Members of
The Welcoming Association**

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our wider knowledge and experience;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the The Charities Accounts (Scotland) Regulations 2006 and FRS 102 SORP.
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.
- We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:
 - Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
 - Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations

Audit response to risks of irregularities identified

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates set out were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Requesting correspondence with HMRC and OSCR

Report of the Independent Auditors to the Members of
The Welcoming Association

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

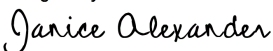
Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:



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Janice Alexander (Senior Statutory Auditor)
for and on behalf of Robb Ferguson
Chartered Accountants & Statutory Auditors
Regent Court
70 West Regent Street
Glasgow
G2 2QZ

Date: 29 September 2026
Date:

The Welcoming Association**Statement of Financial Activities**
For The Year Ended 31 March 2026

	Notes	Unrestricted funds £	Restricted funds £	2026 Total funds £	2025 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	10,397	2,572	12,969	21,538
Charitable activities	4				
Charitable activities		-	586,774	586,774	452,072
Other income		6,100	-	6,100	2,744
Total		<u>16,497</u>	<u>589,346</u>	<u>605,843</u>	<u>476,354</u>
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		<u>4,684</u>	<u>504,611</u>	<u>509,295</u>	<u>430,453</u>
NET INCOME		11,813	84,735	96,548	45,901
Transfers between funds	16	<u>(8,171)</u>	<u>8,171</u>	<u>-</u>	<u>-</u>
Net movement in funds		3,642	92,906	96,548	45,901
RECONCILIATION OF FUNDS					
Total funds brought forward		193,854	201,853	395,707	349,806
TOTAL FUNDS CARRIED FORWARD		<u>197,496</u>	<u>294,759</u>	<u>492,255</u>	<u>395,707</u>

The notes form part of these financial statements

The Welcoming Association**Statement of Financial Position**
31 March 2026

	Notes	Unrestricted funds £	Restricted funds £	2026 Total funds £	2025 Total funds £
FIXED ASSETS					
Tangible assets	12	10,483	-	10,483	5,375
CURRENT ASSETS					
Debtors	13	2,540	51,030	53,570	37,028
Cash at bank and in hand		<u>205,961</u>	<u>312,380</u>	<u>518,341</u>	<u>391,355</u>
		208,501	363,410	571,911	428,383
CREDITORS					
Amounts falling due within one year	14	(21,488)	(68,651)	(90,139)	(38,051)
NET CURRENT ASSETS		<u>187,013</u>	<u>294,759</u>	<u>481,772</u>	<u>390,332</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>197,496</u>	<u>294,759</u>	<u>492,255</u>	<u>395,707</u>
NET ASSETS		<u>197,496</u>	<u>294,759</u>	<u>492,255</u>	<u>395,707</u>
FUNDS	16				
Unrestricted funds				197,496	193,854
Restricted funds				<u>294,759</u>	<u>201,853</u>
TOTAL FUNDS				<u>492,255</u>	<u>395,707</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

28 September 2026

The financial statements were approved by the Board of Trustees and authorised for issue on
and were signed on its behalf by:

Signed by:


.....A8292BE09E39429.....
O Adetogun - Trustee

The notes form part of these financial statements

The Welcoming Association
Statement of Cash Flows
For The Year Ended 31 March 2026

	Notes	2026 £	2025 £
Cash flows from operating activities			
Cash generated from operations	1	<u>128,916</u>	<u>98,274</u>
Net cash provided by operating activities		<u>128,916</u>	<u>98,274</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(8,030)</u>	<u>(425)</u>
Interest received		<u>6,100</u>	<u>2,744</u>
Net cash (used in)/provided by investing activities		<u>(1,930)</u>	<u>2,319</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		126,986	100,593
Cash and cash equivalents at the beginning of the reporting period		<u>391,355</u>	<u>290,762</u>
Cash and cash equivalents at the end of the reporting period		<u>518,341</u>	<u>391,355</u>

The notes form part of these financial statements

The Welcoming Association**Notes to the Statement of Cash Flows**
For The Year Ended 31 March 2026**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2026 £	2025 £
Net income for the reporting period (as per the Statement of Financial Activities)	96,548	45,901
Adjustments for:		
Depreciation charges	2,922	2,243
Interest received	(6,100)	(2,744)
(Increase)/decrease in debtors	(16,542)	27,723
Increase in creditors	<u>52,088</u>	<u>25,151</u>
Net cash provided by operations	<u>128,916</u>	<u>98,274</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.25 £	Cash flow £	At 31.3.26 £
Net cash			
Cash at bank and in hand	<u>391,355</u>	<u>126,986</u>	<u>518,341</u>
	<u>391,355</u>	<u>126,986</u>	<u>518,341</u>
Total	<u>391,355</u>	<u>126,986</u>	<u>518,341</u>

The notes form part of these financial statements

The Welcoming Association

Notes to the Financial Statements
For The Year Ended 31 March 2026

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

In accordance with their responsibilities as directors, the directors have considered the appropriateness of the going concern basis for the preparation of the financial statements.

In common with other charitable organisations, the challenge is to secure and maintain adequate unrestricted reserves to enable the charitable company to continue its activities in the event of a decrease in funding, and the directors recognise this uncertainty due to the ongoing high demand for funding support across the third sector.

Current and future financial information is regularly monitored at Board level, based on projections, funding in place, and the organisation's previous track record of securing funding and delivery on projects. In addition, if funding were to decrease, the directors are confident that there are adequate unrestricted reserves and sufficient flexibility built in to the cost base to ensure that this would not be to the detriment of the continuity of the charitable company.

Accordingly, the directors have assessed the charitable company's ability to continue as a going concern and have reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Office equipment - 20% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**1. ACCOUNTING POLICIES - continued****Debtors**

Debtors are recognised at the settlement amount due.

Creditors

Creditors and provisions are recognised, at settlement amount, where the charity has a present obligation resulting from a past event, which is likely to result in the transfer of funds to a third party, and the amount due can be measured or estimated reliably.

Pensions

The charity operates a defined contribution pension scheme. Contributions are charges to the income and expenditure account as they become payable in accordance with the rules of the scheme.

2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experiences and other factors that are considered to be relevant. Actual results may differ from these estimates.

Allocation of expenditure between funds

Some estimation may be required for the charity to determine the split of expenditure between restricted and unrestricted funds, which is all in accordance with the terms of the funding.

3. DONATIONS AND LEGACIES

	2026	2025
	£	£
Donations	<u>12,969</u>	<u>21,538</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	2026	2025
	£	£
Grants	<u>586,774</u>	<u>452,072</u>

Grants received, included in the above, are as follows:

	2026	2025
	£	£
Community purposes	<u>586,774</u>	<u>452,072</u>

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	<u>501,915</u>	<u>7,380</u>	<u>509,295</u>

6. SUPPORT COSTS

	Governance costs £
Charitable activities	<u>7,380</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2026 £	2025 £
Depreciation - owned assets	<u>2,922</u>	<u>2,243</u>

8. AUDITORS' REMUNERATION

	2026 £	2025 £
Fees payable to the charity's auditors for the audit of the charity's financial statements	<u>4,680</u>	<u>4,400</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2026 nor for the year ended 31 March 2025.

Trustee Indemnity Insurance

The charity has purchased trustee indemnity insurance at a cost of £2,480 (2025: £2,359) to protect its Trustees

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2026 nor for the year ended 31 March 2025.

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**10. STAFF COSTS**

	2026	2025
	£	£
Wages and salaries	333,628	268,985
Social security costs	28,841	17,500
Other pension costs	13,747	13,200
	<u>376,216</u>	<u>299,685</u>

The amount of employee benefits received by key management personnel was £62,642 (2025: £59,732). During the year The Welcoming was supported by volunteers in a variety of roles including teachers, befrienders, group facilitators and helpers, home energy advisors, events assistants and creative artists.

The average monthly number of employees during the year was as follows:

	2026	2025
	14	12
Employees	<u>14</u>	<u>12</u>

No employees received emoluments in excess of £60,000.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	17,055	4,483	21,538
Charitable activities			
Charitable activities	10,651	441,421	452,072
Other income	<u>2,744</u>	<u>-</u>	<u>2,744</u>
Total	<u>30,450</u>	<u>445,904</u>	<u>476,354</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>7,879</u>	<u>422,574</u>	<u>430,453</u>
NET INCOME	22,571	23,330	45,901
Transfers between funds	<u>(2,510)</u>	<u>2,510</u>	<u>-</u>
Net movement in funds	20,061	25,840	45,901
RECONCILIATION OF FUNDS			
Total funds brought forward	173,790	176,016	349,806
TOTAL FUNDS CARRIED FORWARD	<u>193,851</u>	<u>201,856</u>	<u>395,707</u>

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**12. TANGIBLE FIXED ASSETS**Office
equipment
£**COST**

At 1 April 2025

17,852

Additions

8,030

At 31 March 2026

25,882**DEPRECIATION**

At 1 April 2025

12,477

Charge for year

2,922

At 31 March 2026

15,399**NET BOOK VALUE**

At 31 March 2026

10,483

At 31 March 2025

5,375**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR****2026****2025****£****£**

Trade debtors

46,205**36,965**

Prepayments and accrued income

7,365**63****53,570****37,028****14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR****2026****2025****£****£**

Trade creditors

21,622**25,451**

Accruals and deferred income

68,517**12,600****90,139****38,051**

In the year ended 31 March 2025 the charity deferred funds of £2,000 from Inspire Project. In the current year, the charity deferred funds of £49,901 - represented by Friendship lottery project of £30,707 and Community health and wellbeing project of £19,194.

The Welcoming Association

Notes to the Financial Statements - continued
For The Year Ended 31 March 2026

15. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2026	2025
	£	£
Within one year	<u>1,403</u>	<u>1,403</u>

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**16. MOVEMENT IN FUNDS**

	At 1.4.25 £	Net movement in funds £	Transfers between funds £	At 31.3.26 £
Unrestricted funds				
General fund	188,480	14,735	(16,203)	187,012
Fixed assets fund	<u>5,374</u>	<u>(2,922)</u>	<u>8,032</u>	<u>10,484</u>
	193,854	11,813	(8,171)	197,496
Restricted funds				
CEC Syrian Resettlement Programme	82,890	(4,333)	-	78,557
Health Inequalities Programme	10,307	(9,817)	-	490
Henry Smith Charity	3	(3)	-	-
Scottish Refugee Council	12	(12)	-	-
Robertson Trust	6,541	6,585	-	13,126
St Giles	4,582	1,570	-	6,152
Afghan Womens English Classes	1,354	(1,407)	53	-
Awards for all	129	(129)	-	-
Enhance NewScots	1,771	13,092	-	14,863
Redress Fund	5,752	7,475	-	13,227
Swansea University	2,240	-	-	2,240
Foundation Scotland	-	2,000	-	2,000
CCP Fund	33,160	(27,940)	-	5,220
Changeworks OVO	135	(135)	-	-
Community Fridge	4,516	(634)	-	3,882
Edinburgh Local Community Grant Scheme	1,321	(650)	-	671
NS3 Consultation	303	(303)	-	-
Ukrainian Support Project	18,488	(16,719)	-	1,769
4 Es Connected Communities	-	3,417	-	3,417
CEC Community Engagement and Integration	24,920	61,285	-	86,205
Edinburgh 900	2,058	(1,340)	-	718
Edinburgh University Consultancy	300	(310)	10	-
Friendship Lottery Project	-	(8,108)	8,108	-
Fringe Days Out	71	(71)	-	-
Integrated Health Fund	-	1,237	-	1,237
Places for People Small Grant Fund	1,000	(1,000)	-	-
Bridges to Success	-	21,455	-	21,455
CEC- Refugee English Language Teaching and Cultural Integration Support	-	20,049	-	20,049
Cervical Screening Fund	-	2,000	-	2,000
Community Champions Walks	-	236	-	236
Regenerative Futures Fund	-	4,334	-	4,334
STEP ESOL for Employability project	-	11,712	-	11,712
Third Sector Resilience Fund	<u>-</u>	<u>1,199</u>	<u>-</u>	<u>1,199</u>
	<u>201,853</u>	<u>84,735</u>	<u>8,171</u>	<u>294,759</u>
TOTAL FUNDS	<u>395,707</u>	<u>96,548</u>	<u>-</u>	<u>492,255</u>

All fund balances included within restricted funds are committed to be fully spent.

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**16. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	16,498	(1,763)	14,735
Fixed assets fund	-	(2,922)	(2,922)
	16,498	(4,685)	11,813
Restricted funds			
CEC Syrian Resettlement Programme	-	(4,333)	(4,333)
Health Inequalities Programme	3,555	(13,372)	(9,817)
Henry Smith Charity	-	(3)	(3)
Scottish Refugee Council	-	(12)	(12)
Robertson Trust	30,000	(23,415)	6,585
St Giles	1,850	(280)	1,570
Afghan Womens English Classes	-	(1,407)	(1,407)
Awards for all	-	(129)	(129)
Enhance NewScots	136,500	(123,408)	13,092
Redress Fund	25,243	(17,768)	7,475
Foundation Scotland	2,000	-	2,000
CCP Fund	-	(27,940)	(27,940)
Changeworks OVO	-	(135)	(135)
Community Fridge	720	(1,354)	(634)
Edinburgh Local Community Grant Scheme	-	(650)	(650)
NS3 Consultation	-	(303)	(303)
Ukrainian Support Project	-	(16,719)	(16,719)
4 Es Connected Communities	58,367	(54,950)	3,417
CEC Community Engagement and Integration	99,679	(38,394)	61,285
Edinburgh 900	-	(1,340)	(1,340)
Edinburgh University Consultancy	-	(310)	(310)
Friendship Lottery Project	30,707	(38,815)	(8,108)
Fringe Days Out	100	(171)	(71)
Integrated Health Fund	-	1,237	1,237
Places for People Small Grant Fund	-	(1,000)	(1,000)
Bridges to Success	87,830	(66,375)	21,455
CEC- Refugee English Language Teaching and Cultural Integration Support	77,145	(57,096)	20,049
Cervical Screening Fund	2,000	-	2,000
Community Champions Walks	500	(264)	236
Regenerative Futures Fund	6,500	(2,166)	4,334
STEP ESOL for Employability project	15,985	(4,273)	11,712
Third Sector Resilience Fund	10,664	(9,465)	1,199
	589,345	(504,610)	84,735
TOTAL FUNDS	605,843	(509,295)	96,548

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**16. MOVEMENT IN FUNDS - continued****Comparatives for movement in funds**

	At 1.4.24	Net movement in funds	Transfers between funds	At 31.3.25
	£	£	£	£
Unrestricted funds	173,790	22,574	(2,510)	193,854
Restricted funds				
Tudor Trust	426	(465)	39	-
CEC Syrian Resettlement Programme	87,229	(4,339)	-	82,890
Health Inequalities Programme	11,414	(1,107)	-	10,307
Henry Smith Charity	3,082	(3,079)	-	3
Scottish Refugee Council	796	(784)	-	12
Robertson Trust	6,245	296	-	6,541
St Giles	3,186	1,396	-	4,582
3Ds Project - Scottish Government	271	(271)	-	-
Afghan Womens English Classes	1,354	-	-	1,354
Awards for all	129	-	-	129
Edinburgh University H&W Research Fund	7,000	(7,001)	1	-
Enhance NewScots	-	1,771	-	1,771
Inspire Project	26,736	(26,949)	213	-
Redress Fund	1,188	4,564	-	5,752
The WEA	2,400	(2,400)	-	-
Swansea University	2,240	-	-	2,240
Enliven Fund	145	(145)	-	-
CCP Fund	14,258	18,902	-	33,160
Changeworks OVO	220	(85)	-	135
Community Fridge	4,465	51	-	4,516
Edinburgh Local Community Grant Scheme	2,929	(1,608)	-	1,321
NS3 Consultation	303	-	-	303
Ukrainian Support Project	-	18,488	-	18,488
4 Es Connected Communities	-	(3)	3	-
CEC Community Engagement and Integration	-	24,920	-	24,920
Edinburgh 900	-	2,058	-	2,058
Edinburgh University Consultancy	-	300	-	300
Friendship Lottery Project	-	(2,254)	2,254	-
Fringe Days Out	-	71	-	71
Places for People Small Grant Fund	-	1,000	-	1,000
	<u>176,016</u>	<u>23,327</u>	<u>2,510</u>	<u>201,853</u>
TOTAL FUNDS	<u>349,806</u>	<u>45,901</u>	<u>-</u>	<u>395,707</u>

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**16. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds	30,449	(7,875)	22,574
Restricted funds			
Tudor Trust	-	(465)	(465)
CEC Syrian Resettlement Programme	77,145	(81,484)	(4,339)
Health Inequalities Programme	14,219	(15,326)	(1,107)
Henry Smith Charity	-	(3,079)	(3,079)
Scottish Refugee Council	-	(784)	(784)
Robertson Trust	29,999	(29,703)	296
St Giles	2,100	(704)	1,396
3Ds Project - Scottish Government	-	(271)	(271)
Edinburgh University H&W Research Fund	-	(7,001)	(7,001)
Enhance NewScots	61,701	(59,930)	1,771
Inspire Project	-	(26,949)	(26,949)
Redress Fund	24,614	(20,050)	4,564
The WEA	-	(2,400)	(2,400)
Enliven Fund	-	(145)	(145)
Octopus Fund	320	(320)	-
CCP Fund	45,661	(26,759)	18,902
Changeworks OVO	-	(85)	(85)
Community Fridge	7,551	(7,500)	51
Edinburgh Local Community Grant Scheme	-	(1,608)	(1,608)
Ukrainian Support Project	45,001	(26,513)	18,488
4 Es Connected Communities	58,368	(58,371)	(3)
CEC Community Engagement and Integration	24,920	-	24,920
Edinburgh 900	3,811	(1,753)	2,058
Edinburgh University Consultancy	300	-	300
Friendship Lottery Project	48,866	(51,120)	(2,254)
Fringe Days Out	199	(128)	71
Places for People Small Grant Fund	1,000	-	1,000
Mental Health Foundation	130	(130)	-
	<u>445,905</u>	<u>(422,578)</u>	<u>23,327</u>
TOTAL FUNDS	<u>476,354</u>	<u>(430,453)</u>	<u>45,901</u>

The Welcoming Association

Notes to the Financial Statements - continued
For The Year Ended 31 March 2026

16. MOVEMENT IN FUNDS - continued

Notes to the funds:

The Fixed Assets fund - this corresponds to the net book value of the tangible fixed assets. Depreciation and the cost of disposals is charged to the fund and the cost of fixed assets purchased is transferred into the fund.

Tudor Trust - funding towards the costs of the Director.

CEC Syrian Resettlement Programme - funding from the City of Edinburgh Council to run and develop the Life Skills for Living and Working in Scotland programme and to develop and deliver a programme of cultural integration activities for the newly arrived Syrian refugee communities.

Health Inequalities Programme - previously City of Edinburgh Council Health Inequalities Programme - now Edinburgh Integration Joint Board funding which covers the salary and costs of a part-time Health and Wellbeing Coordinator.

Henry Smith Charity - Welcoming Friendship befriending programme to support the social integration of migrants and refugees in Edinburgh.

Scottish Refugee Council - funding for an event to celebrate Refugee Week in 2024/25.

Big Lottery - Welcoming Friendship befriending programme to support the social integration of migrants and refugees in Edinburgh.

Henry Smith Charity - Welcoming Friendship befriending programme to support the social integration of migrants and refugees in Edinburgh.

Equality Fund - Scottish Government Grant from the Promoting Equality and Cohesion Fund to help newly arrived migrants and refugees in Edinburgh.

Climate Challenge Fund - grant awarded as part of their 'Welcoming a Greener Future' project for community Engagement and Integration, Home Energy Saving and Renewal programmes.

St Giles - Financial support provided to enable The Welcoming to have a Hardship Fund open to those members in greatest need of household items and clothing.

Robertson Trust - To support New Scots to access local services and engaging local mainstream organisations by providing examples of the living experiences of our users.

The Welcoming 3Ds Project funded by the Scottish Government - To provide IT equipment and teach digital skills to Arabic speakers, provide English classes and 1 to 1 support.

Capital City Partnership - To provide participants services in overcoming barriers such as finding work, interviews, rights, preparing CVs and more as part of the GROW project

Community Fridge - To provide support for developing food skills and general community hub and social garden areas

Graduate Career Advance Scotland - To provide funding to support an internship of a graduate to help out at the charity

The Welcoming Association

Notes to the Financial Statements - continued
For The Year Ended 31 March 2026

16. MOVEMENT IN FUNDS - continued

Ukrainian Support Project - To provide services such as support for those displaced from Ukraine as well as offer opportunities and sustainable living

Afghan Women English Classes - funding to provide ESOL classes for a group of Afghan women

Awards for All - funding to support the sustainable garden with materials and sessional staff

Edinburgh University H&W Research Fund - funding to support Edinburgh University's research on Health and Wellbeing

Enhance newscast - funding for ESOL classes and Employability support for all New Scots

Inspire - funding to work in partnership with Volunteering Matters to provide employability, educational and volunteering advice to young adults

Redress Fund - funding for a staff post and overheads to provide home energy advice to service users

The WEB - funding for staff to support our program of activities and ESOL classes

Swansea University - covers time and expenses relating to participation in an academic research project

Enliven Fund - funding for a short term creative arts group

Chancellors OVA - funding to cover the costs of running a Home Energy Information session

Edinburgh Local Community Grant Scheme - funding to provide a series of cooking classes

NSC Consultation - funding from Scottish Refugee Council to run a series of community consultation events

4 Es Connected Communities - funding to support a team of staff delivering employability and training advice and workshops

CEC Community Engagement and Integration - funding to provide a community engagement and integration project/service.

Edinburgh 900 - funding to provide community cultural integration in Edinburgh.

Edinburgh University Consultancy - funding to cover time spent as consultants on a university research project

Fringe Days Out - funding to cover the transport and refreshment costs for participants attending Fringe shows

Places for People - funding to run a series of Digital Skills courses to improve digital literacy

Transfers into restricted funds represent general funds used to further activity.

Transfers from restricted funds represent the cost of fixed assets purchased and contributions towards overhead costs.

CEC - Refugee English Language Teaching and Cultural Integration Support - To provide ESOL classes and cultural integration activities for New Scots, including refugees, people seeking asylum and migrants, in Edinburgh.

The Welcoming Association**Notes to the Financial Statements - continued**
For The Year Ended 31 March 2026**16. MOVEMENT IN FUNDS - continued**

Cervical screening fund - To raise awareness of cervical screening among New Scots, in partnership with NHS services.

Community champions walks - To cover transport costs for participants taking part in our guided community walks.

Regenerative futures fund - To undertake a community evaluation exploring the experiences and needs of smaller refugee communities in Edinburgh.

STEP ESOL for employability project - To train and empower parents to maximise their household income and improve their financial wellbeing.

Third sector resilience fund - Contribution to core activities to support the Welcoming Association Befriending Programme.

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2026.

18. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

19. GOVERNMENT GRANTS

	2026	2025
	£	£
Edinburgh City Council	176,824	147,725
Scottish Government	<u>194,867</u>	<u>163,367</u>
	371,691	311,092

There are no unfulfilled conditions and contingencies attaching to the grant or any indications of other forms of government assistance.

20. TRUSTEES REMUNERATION AND BENEFITS

The policy for trustees claiming expenses states trustees can claim expenses for any travel or other on behalf of the organisation, however, the level of such expenses is low as board meetings are held in the registered office or online which minimises the travel commitments of trustees.

The Welcoming Association**Detailed Statement of Financial Activities**
For The Year Ended 31 March 2026

	2026 £	2025 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	12,969	21,538
Charitable activities		
Grants	586,774	452,072
Other income		
Bank interest received	<u>6,100</u>	<u>2,744</u>
Total incoming resources	605,843	476,354
EXPENDITURE		
Charitable activities		
Wages	333,628	268,985
Social security	28,841	17,500
Pensions	13,747	13,200
Sundries	17,533	22,225
Training cost and tutor fees	17,088	20,707
Materials and consumables	415	3,958
Catering and hospitality costs	12,195	9,992
Printing and publicity costs	4,263	4,164
Office costs	8,166	5,785
Premises costs	41,740	30,162
Travel costs	7,129	6,771
Volunteer expenses	1,393	867
Insurance and subscriptions	7,455	9,551
Accounts and examination	1,300	2,790
Project costs	2,498	3,859
Workshop costs	1,602	694
Depreciation of tangible fixed assets	<u>2,922</u>	<u>2,243</u>
	501,915	423,453
Support costs		
Governance costs		
Auditors' remuneration	4,680	4,400
Accountancy fees	<u>2,700</u>	<u>2,600</u>
	<u>7,380</u>	<u>7,000</u>
Total resources expended	<u>509,295</u>	<u>430,453</u>
Net income	<u><u>96,548</u></u>	<u><u>45,901</u></u>

This page does not form part of the statutory financial statements