OSCR
Scottish Charity Regulator

Trustees' Annual Report for the period							
	Period start date				Period end date		
	Day	Month	Year		Day	Month	Year
From	01	04	2025	To	31	03	2026

Office of the Scottish **Charity Regulator**

Reference and administration details

Charity name	The Esther's Company
Other names charity is known by	
Registered charity number	**SC041899**
Charity's principal address	119 Cypress Crescent Glasgow
	Postcode G75 9JB

Names of the charity trustees on date of approval of Trustees' Annual Report

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Olanrewaju Olanipekun			
2	Juliet Arinatwe			
3	Modupeola Dairo			
4	Prosper Bedzo			
5	Ruth Dada			
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APPENDIX 1

Reference and administration details

Names of all other charity trustees during the period, if any, (for example, those who resigned part way through the financial period)

Name	Dates acted if not for whole year

Structure, governance and management

Type of governing document	Constitution
Trustee recruitment and appointment	

Objectives and activities

Charitable purposes	To provide women, families and young people with services designed to support them in times of difficulty. We will focus more on those from abusive relationships, abusing drugs and alcohol, single parents and young people in care. The Esther's Company will facilitate opportunities to discuss, learn and empower participants to achieve their potential and aid their recovery. 1. Leadership Development: we are set up to cultivate a community of empowered individuals who are capable of taking on leadership roles in their respective fields. 2. Employability: We equip individuals with the necessary skills and knowledge that will enhance their professional competitiveness and success. 3. Authenticity: We foster an environment where individuals can express their authenticity, promoting self-awareness and personal growth. 4. Networking: We create meaningful networking opportunities that encourage collaboration, mutual growth, and the establishment of substantial relationships.
Summary of the main activities in relation to these objects	**Business Pathway / Entrepreneurship:** Sessions supported participants who were interested in starting a business, becoming self-employed or developing an existing business idea. Participants explored how to turn ideas into realistic opportunities, identify customers, understand available business support and consider the practical steps involved in starting and growing a business. **Resilience & Confidence Building Workshops –** Four two-hour sessions focused on developing personal confidence, resilience and a positive approach to challenges. Participants explored self-belief, identifying personal strengths, overcoming setbacks, setting achievable goals and developing strategies to remain motivated when facing difficulties. A further structured programme of ten two-hour sessions provided more sustained confidence and resilience development. Through discussions, exercises and peer learning, participants were encouraged to recognise their abilities, communicate more confidently, manage challenges and take positive steps towards employment, education, volunteering, business or personal goals.

CV Workshops: Practical CV sessions helped participants understand how to prepare clear and professional CVs. Participants learned how to present their skills, qualifications, employment history and transferable experience effectively and how to tailor their CVs to different vacancies.

Interview Preparation Workshops : Participants received guidance on preparing for job interviews, researching employers, answering common and competency-based questions, presenting themselves professionally and communicating their experience confidently. Activities included discussion of interview techniques and practice questions.

The Brand Visibility workshop supported entrepreneurs, aspiring business owners and participants developing projects to understand how to improve their visibility, particularly through social media and digital platforms. The session explored building a recognisable brand, communicating consistently and connecting with the right audience online.

Financial Literacy Workshop: The workshop provided practical financial education to help participants make more informed financial decisions. Topics included budgeting, managing household finances, saving, understanding spending habits, setting financial goals and reducing reliance on high-cost borrowing. Participants were encouraged to develop greater confidence in managing their money.

The mental health session created a supportive environment for participants to discuss mental wellbeing and the pressures associated with family life, work and pursuing personal goals. Participants explored recognising stress, maintaining emotional wellbeing, building resilience and developing supportive connections.

Project Management Workshop: Participants were introduced to practical project management principles, including setting objectives, planning activities, managing time and resources, identifying risks, monitoring progress and evaluating outcomes. The session demonstrated how these skills could be applied to employment, community projects, businesses and personal initiatives.

This session introduced participants to volunteering and the different opportunities available within their communities. It explored the benefits of volunteering, including gaining experience, developing transferable skills, improving confidence, expanding social and professional networks and contributing positively to the community.

A dedicated stress-management session helped participants recognise common causes and signs of stress and understand how stress can affect everyday life. Practical approaches to managing pressure, maintaining boundaries, improving self-care and developing healthy coping strategies were discussed.

Two face-to-face engagement events provided informal and welcoming opportunities for participants to meet, build relationships and strengthen their support networks. The events helped reduce social isolation while encouraging peer support, community participation and a greater sense of belonging.

The Lunch and Learn event combined informal learning with social engagement. Participants were able to discuss relevant topics, ask questions, exchange experiences and develop connections while sharing a meal. The relaxed format made learning accessible and encouraged participation from individuals who may be less comfortable in formal training environments.

Achievements and performance

Summary of the main achievements of the charity during the financial period

During the financial period, **The Esther's Company** made significant progress in supporting individuals to improve their employability, confidence, wellbeing and social connections.

A key achievement was supporting 26 people into employment, helping participants move towards greater financial independence and stability. This was achieved through employability support including CV development, interview preparation, confidence and resilience building, and practical guidance.

The charity also supported over 120 people through workshops, training sessions, community activities and one-to-one or peer support. Our programme covered areas including financial literacy, entrepreneurship, brand visibility, mental health and wellbeing, stress management, project management, volunteering and employability.

Beyond measurable employment outcomes, an important achievement was the friendships and supportive relationships created among participants. Our workshops, engagement hangouts and in-person activities provided safe and welcoming opportunities for people to meet, share experiences and develop meaningful connections. This helped to reduce social isolation and strengthen participants' sense of belonging within their community.

Overall, our main achievements included **26 people progressing into employment, 127 people receiving support, increased confidence and resilience, improved employability and financial knowledge, stronger community connections and the creation of lasting friendships and peer-support networks**.

Financial review

Brief statement of the charity's policy on reserves

The charity aims to maintain unrestricted free reserves equivalent to approximately three months of core operating expenditure. At the year end, unrestricted free reserves were £400. Restricted funds are excluded from free reserves as they are held for specific charitable purposes and are not generally available for the charity's wider operating costs. The Trustees will continue to monitor the position and seek to build unrestricted reserves towards the target as the charity's financial position allows.

Details of any deficit	The apparent deficit of £11,361 is due to the timing of grant income from main grant (Community Funds) and project expenditure across two financial years. The grant funding was received towards the end of the previous financial year, while the related project activities and expenditure took place during the current financial year. As a result, the accounts show expenditure in the current year without the corresponding income being received in the same period. This is therefore a timing difference rather than an underlying operating deficit.
Donated facilities and services (if any)	£0

APPENDIX 1

Other optional information

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	O. Olanipekun
OSCR will accept digital or typed signatures	
Full name(s)	Olanrewaju Olanipekun
Position (e.g. Chair)	Chairperson
Date	25/09/2026