REGISTERED COMPANY NUMBER: SC292009 (Scotland)
REGISTERED CHARITY NUMBER: SC025038

Report of the Trustees and

Audited Financial Statements for the Year Ended 31 March 2026

for

West of Scotland Regional Equality Council
(A Company Limited by Guarantee)

WSREC
West of Scotland Regional Equality Council

West of Scotland Regional
Equality Council

Contents of the Financial Statements for the Year Ended 31 March 2026

West of Scotland Regional
Equality Council

Reference and Administrative Details
for the Year Ended 31 March 2026

TRUSTEES	S Razaq - Chair (resigned 5.1.26) S Schlesinger - Chair A McTaggart - Treasurer (resigned 25.11.25) N M Hanif - Treasurer (appointed 25.6.25) M Green - Vice Chair VWK Chudy RM Hussain M Osei-Oppong OS Jandu (resigned 25.6.25) S Mukherjee JH Gill A Mirza (resigned 25.6.25) IA Malik (resigned 5.12.25)
COMPANY SECRETARY	S Schlesinger
REGISTERED OFFICE	201 Shuna Street Glasgow G20 9EY
REGISTERED COMPANY NUMBER	SC292009 (Scotland)
REGISTERED CHARITY NUMBER	SC025038
AUDITORS	McLay, McAlister & McGibbon LLP 145 St. Vincent Street Glasgow G2 5JF
BANKERS	Royal Bank of Scotland 339 Byres Road Glasgow G12 8QP

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2026. These financial statements also fulfil the requirements for a directors' report and accounts under the Companies Act 2006.

The financial statements have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's principal objectives are:

a) To work towards the elimination of discrimination in all its forms across the West of Scotland.
b) To reduce inequality and promote a culture of equality, inclusion, and human rights.
c) To foster positive community relations among people from all communities living in the West of Scotland.
d) To provide education and training that supports the elimination of discrimination in all its forms.

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

Glasgow Community Fund (2023-2026)

This core-funded project has supported employability and advocacy services, enabling individuals from minority ethnic communities to access employment opportunities and mainstream services. The funding has also assisted in securing match funding for key programmes addressing health inequalities, food and fuel poverty, victim support, hate crime, and post-pandemic recovery. The project has strengthened community participation, improved financial resilience, and empowered local residents across Glasgow.

Minority Ethnic Human Rights Project (MEHRP) (2025-2026)

Funded through the Scottish Government's Equality and Human Rights Fund, MEHRP has focused on:
- Challenging discrimination and inequality through individual and group support.
- Providing welfare and housing advice to Central and Eastern European communities.
- Supporting employability and educational opportunities within Renfrewshire.
- Empowering minority ethnic women to engage in civic and community life.
- Delivering advocacy and wellbeing support to individuals affected by food and fuel poverty.

Minority Ethnic Victim Support Service (MEVSS) (2025-2027)

Funded through the Victim Centred Approach Fund, MEVSS provides tailored support to minority ethnic victims of crime. The project offers advice, advocacy, signposting, and referrals while addressing barriers such as language difficulties, social isolation, and poor mental health through a holistic and trauma-informed approach.

Roots Scotland (2025-2028)
Supported by Historic Environment Scotland, this project connects minority ethnic communities with Scotland's heritage sector. Through community engagement, awareness-raising activities, and support in accessing funding opportunities, the project celebrates Scotland's diverse heritage and promotes greater inclusion within the heritage sector.

Mental Health and Wellbeing Fund (April 2025 - December 2025)
Funded through the GCVS Community Mental Health and Wellbeing Fund, this project supports asylum seekers and refugees through mental health awareness workshops, improved access to services, and one-to-one support addressing social isolation, poverty, and trauma.

Energy Advice Project (July 2024 - March 2026)
Funded by Energy Action Scotland, this project has supported households to better understand safe, efficient, and affordable energy use through awareness sessions and personalised advice.

Click and Connect (November 2025 - October 2026)
Funded by The National Lottery Community Fund Scotland, this year-long initiative promotes digital inclusion and media literacy among minority ethnic women. Activities include digital skills training, confidence building, and ESOL support.

Whole Community Fund (January 2025 - March 2026)
Supported by Impact Funding Partners, this project provided educational family activities and peer support opportunities within Possilpark, helping to strengthen community cohesion and encourage lifelong learning.

Chai and Chatter in Maryhill (Commenced October 2025)
This weekly outreach programme supports minority ethnic women who are residents of Maryhill Housing Association. Activities include ESOL classes, educational opportunities, mental health and wellbeing support, and social connection initiatives.

Bridge to Business (April 2025 - March 2026)
Funded through Glasgow City Council's Social Innovation Fund, this project supported minority ethnic women interested in business start-up and entrepreneurship. Activities included training workshops, one-to-one support, and referrals to specialist partner organisations.

Roots and Threads (November 2025 - October 2027)
Funded through The National Lottery Community Fund, this project aims to reduce poverty and promote climate action among disadvantaged communities. Activities include community swap shops, budget cooking sessions, sewing workshops, growing projects, and recycling initiatives.

Robertson Trust (2024 - 2026)
The Robertson Trust provided unrestricted core funding for one year. This support contributed towards overhead costs, utility expenses, and salary shortfalls, helping to ensure organisational sustainability.

Making a Key Difference
WSREC's strategic initiatives and targeted projects have continued to make a significant impact across minority ethnic communities in Glasgow and beyond. By placing equality, inclusion, and empowerment at the centre of our work, we have supported individuals and communities facing complex social and economic challenges.

1. Increased Access and Participation
Through projects such as the Glasgow Community Fund and MEHRP, individuals who were previously disengaged or marginalised have gained access to essential services, including employability support, financial assistance, and advocacy. This has led to increased confidence, improved skills, and greater participation in community and public life.

2. Empowerment Through Rights-Based Support
Our advocacy and human rights programmes have empowered service users, particularly women, refugees, and newly arrived migrants, to understand and exercise their rights, challenge discrimination, and engage more actively within their communities.

3. Tackling Inequalities at Their Source
By addressing structural barriers through initiatives focused on digital inclusion, financial literacy, housing, and healthcare access, WSREC has helped create pathways out of poverty, reduce social isolation, and strengthen community resilience.

4. Improving Mental Health and Wellbeing
Projects funded through the Mental Health and Wellbeing Fund have provided culturally responsive support to individuals experiencing mental health challenges, including asylum seekers and refugees. Many participants have reported reduced isolation and greater confidence in accessing mainstream support services.

5. Strengthening Cultural Belonging and Social Cohesion
Heritage-focused initiatives such as Roots Scotland have enabled minority ethnic communities to engage more fully with Scotland's cultural landscape, fostering a stronger sense of belonging, pride in identity, and community cohesion.

6. Providing Crisis Support and Recovery
Our work supporting individuals affected by food and fuel poverty, hate crime, COVID-19 recovery challenges, and other forms of victimisation through projects such as MEVSS has ensured that vulnerable individuals receive holistic support in a safe and trusted environment.

7. Building Sustainable and Inclusive Futures
Projects focused on energy awareness and digital literacy have equipped individuals with the knowledge and skills required to lead informed, sustainable, and connected lives while contributing to Scotland's climate ambitions and digital inclusion agenda.

FINANCIAL REVIEW
Treasurer's Report
As Treasurer, I am pleased to report another successful and financially stable year for WSREC.

Despite ongoing challenges and uncertainty across the third sector, WSREC has remained committed to delivering high-quality, responsive services to the communities we serve. This would not have been possible without the continued support of our funders, partners, and stakeholders, to whom we extend our sincere gratitude.

For the financial year 2025-2026, WSREC recorded an income of £661,659, compared with £506,749 in the previous year. Total expenditure for the year amounted to £621,883, compared with £557,380 in the previous year.

Our dedicated staff team has worked tirelessly to secure funding for priority areas including employability, mental health and wellbeing, and initiatives aimed at reducing food and fuel poverty.

Against a backdrop of rising energy costs and increasing operational expenses, staff have demonstrated exceptional diligence in financial planning and budget management, ensuring the continued delivery of services without compromising quality or impact.

We are proud of the team's ongoing efforts to secure new funding opportunities and maintain strong collaborative relationships with funders and strategic partners in support of WSREC's long-term objectives.

As WSREC's annual income has once again exceeded the £500,000 threshold, the organisation has undergone a full independent financial audit. This reflects the continued growth, development, and maturity of the organisation.

I would like to acknowledge the commitment of both the Board and staff team in strengthening WSREC's financial position and identifying new opportunities for sustainable growth and development.

Finally, I would like to express my sincere thanks to all our funders for their continued trust and confidence in WSREC's ability to deliver impactful, community-focused services that make a meaningful difference to people's lives.

Principal funding sources
Aside from income generated from training provided to other organisations, the principal funding sources for the charity are currently by way of grant with the principal funders being the Scottish Government, National Lottery Heritage Fund, Glasgow City Council, Historic Environment Scotland, Robertson Trust and a number of other trusts and agencies.

Reserves policy
The charity generated a surplus of £39,776 for the year ended 31 March 2026 (2025: deficit of £50,631).

The charity's reserves at 31 March 2026 stood at £136,483 (2025: £96,707). This comprised unrestricted reserves of £139,938 (2025: £146,371), a Pension reserve fund, which represents future liabilities, of -£50,000 (2025: -£56,250) and restricted funds of £46,545 (2025: £6,586).

It is the policy of the Board of Trustees whereby the unrestricted reserves held by the Charity should equate to around 3 months expenditure. At this level the directors feel that it would be able to continue the current activities of the charity for at least that period of time in the event of a significant drop in funding.

Based on the accounts to 31 March 2026 the target level of unrestricted reserves is therefore around £155,471. After adjusting for the Pension Reserve Fund, the balance of unrestricted reserves at 31 March 2026 is £139,938. The Trustees are aware that this falls slightly short of the target level of reserves but are broadly satisfied that the reserves policy is appropriate and is being adhered to. The Trustees and management continue to seek ways of building unrestricted reserves.

Remuneration Policy
The charity's arrangement for pay is decided by the Board of Trustees through its Personnel and Finance Committees. Most of the salary settings are in line with Local Authority and the Voluntary sector pay scales and annual awards are not automatic and will depend on funding income for a particular project.

Grant Making
As an organisation we do not have a grant making role. However, at times, this is possible through diverse funding streams and any grant making criteria is agreed with the project funder in advance i.e. at application stage.

STRUCTURE, GOVERNANCE AND MANAGEMENT
Governing document
The charity is incorporated as a company limited by guarantee, and is controlled by its articles of association. This was last updated on 25 August 2010.

Recruitment and appointment of new trustees
Organisations and individuals sympathetic to the objectives of the charity are admitted to membership of the charity.
Thereafter a member is proposed and elections take place to become a member of the Board at AGM. Each member is elected to serve a term of three years after which he/she must be re-elected at the next Annual General Meeting. To make sure a balance of communities and skills are represented, the Board of Trustees can co-opt six members to the board.

Organisational structure
West of Scotland Regional Equality Council has a board of 8 Trustees who meet 5 times a year excluding the AGM and are responsible for the strategic direction and policy of the charity.

A scheme of delegation is in place with the Chief Executive Officer Ghzala Khan having day to day responsibilities for operational management of the organisation, individual supervision of the staff team and also ensuring the team continue to develop their skills and working practices in line with good practice.

Induction and training of new trustees
Most board members are familiar with the practical work of the charity through their involvement in the sector. Additionally new board members are provided with induction packs and training to cover the following:

- Obligations of the Board Members
- Recruitment and interview skills
- Equality Act 2010 Legislation
- Governance training at annual 'Away Day'

Key Management Personnel
The senior management personnel to whom the trustees delegate day to day management of the Charity are:

Ghzala Khan - Chief Executive Officer
Aneel Singh Bhopal - Deputy Chief Executive Officer
Farrah Khan - Head of HR & Finance

Risk management
The Trustees have a risk management strategy which comprises:

- An annual review of the principal risks and uncertainties that the charity faces;
- The establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- Implementation of the procedures designed to minimise or manage any potential impact on the charity should those risk materialise

This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due and active management of trade debtors and creditors balances to ensure sufficient working capital by the Charity.

Also identified has been that the reserves of the Charity have in the past sat at a low level therefore it has been necessary to consider how the reserves are to be replaced and/or activities changed. These are being addressed in the following manner:

- To make sure unnecessary activities and costs are minimised and to make application for funding which will take into consideration the need to increase the unrestricted reserve.
- The charity will identify and make application to funders by the end of the first quarter and assess the situation before the end of the third quarter to identify if it is necessary to look at other options so that these could be implemented in the final quarter of the year.

Attention has also been focused on non-financial risks arising from Fire (no access to the office) and loss of Data. These risks are managed by ensuring that insurance for business interruption is in place together with landlord responsibilities if no access is due to factors beyond our control. In relation to loss of Data regular copies are made and kept off premises.

A further added risk has been identified with a new office leased with a full repairing and insuring responsibilities. If a major repair was to be identified WSREC would not be able to afford such a repair.

The risk is being managed by having minor repairs budget and also to build up a 'major repairs' budget over the next 3 to 5 years and to have a reasonable sized budget for this purpose only.

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of West of Scotland Regional Equality Council 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) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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, McLay McAlister & McGibbon LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 3rd August 2026 and signed on the board's behalf by:

Sharon Schlesinger

S Schelsinger - Trustee

Opinion
We have audited the financial statements of West of Scotland Regional Equality Council (the 'charitable company') for the year ended 31 March 2026 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 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 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 Trustees and Members of West of Scotland Regional Equality Council

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 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:
- adequate and proper 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.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees 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.

Our responsibilities for the audit of the financial statements
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:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the charity and its control environment;

- grants awarded during the year and associated expenditure to reconcile the closing position;

- bank transactions made during the year, reviewing any that appear unusual;

- results of our enquiries of management about their own identification and assessment of the risks and irregularities;

- any matters we identified having reviewed the charity's internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;

- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

Report of the Independent Auditors to the Trustees and Members of West of Scotland Regional Equality Council

We obtained an understanding of the legal and regulatory framework that the charity operates in. The key laws and regulations we considered included the UK Companies Act. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items. In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate. These included health and safety, GDPR and employment laws. Auditing standards limit the required audit procedures to identify non - compliance with these laws and regulations to enquiry of the directors, inspection of regulatory and legal correspondence, If any, and review of minutes of meetings. These limited procedures did not identify actual or suspected non-compliance.

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, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and the trustees 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.

Fiona Russell

Fiona Russell (Senior Statutory Auditor)
for and on behalf of McLay, McAlister & McGibbon LLP
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
145 St. Vincent Street
Glasgow
G2 5JF

Date: 4\8\26

West of Scotland Regional Equality Council

Balance Sheet
31 March 2026

	Notes	2026 £	2025 £
FIXED ASSETS			
Tangible assets	12	97,078	107,932
CURRENT ASSETS			
Debtors	13	3,365	468
Cash at bank and in hand		107,529	66,377
		110,894	66,845
CREDITORS			
Amounts falling due within one year	14	(27,739)	(28,070)
NET CURRENT ASSETS		83,155	38,775
TOTAL ASSETS LESS CURRENT LIABILITIES		180,233	146,707
CREDITORS			
Amounts falling due after more than one year	15	(43,750)	(50,000)
NET ASSETS		136,483	96,707
FUNDS	17		
Unrestricted funds:			
General fund		139,938	146,371
Pension Reserve Fund		(50,000)	(56,250)
		89,938	90,121
Restricted funds		46,545	6,586
TOTAL FUNDS		136,483	96,707

The financial statements were approved by the Board of Trustees and authorised for issue on 3rd August 2026 and were signed on its behalf by:

Nadeem Hanif

N Hanif - Trustee

West of Scotland Regional
Equality Council

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2026

	Notes	Unrestricted funds £	Restricted funds £	2026 Total funds £	2025 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Community development and anti-discrimination work		45,420	589,421	634,841	501,654
Other trading activities	2	26,397	-	26,397	4,199
Investment income	3	421	-	421	896
Total		72,238	589,421	661,659	506,749
EXPENDITURE ON					
Charitable activities	5				
Community development and anti-discrimination work		67,612	554,271	621,883	557,380
NET INCOME/(EXPENDITURE)		4,626	35,150	39,776	(50,631)
Transfers between funds	17	(4,809)	4,809	-	-
Net movement in funds		(183)	39,959	39,776	(50,631)
RECONCILIATION OF FUNDS					
Total funds brought forward		90,121	6,586	96,707	147,338
TOTAL FUNDS CARRIED FORWARD		89,938	46,545	136,483	96,707

CONTINUING OPERATIONS

This statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities in both years.

Comparative figures for the previous year by fund type are shown in Note 11.

The notes on pages 15 to 24 form part of these financial statements.

West of Scotland Regional Equality Council

Cash Flow Statement for the Year Ended 31 March 2026

	Notes	2026 £	2025 £
Cash flows from operating activities			
Cash generated from operations	1	40,731	(24,675)
Net cash provided by/(used in) operating activities		40,731	(24,675)
Cash flows from investing activities			
Interest received		421	896
Net cash provided by investing activities		421	896
Change in cash and cash equivalents in the reporting period		41,152	(23,779)
Cash and cash equivalents at the beginning of the reporting period		66,377	90,156
Cash and cash equivalents at the end of the reporting period		107,529	66,377

The notes on pages 15 to 24 form part of these financial statements

West of Scotland Regional
Equality Council

Notes to the Cash Flow Statement
for the Year Ended 31 March 2026

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2026 £	2025 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	39,776	(50,631)
Adjustments for:		
Depreciation charges	10,854	22,581
Interest received	(421)	(896)
(Increase)/decrease in debtors	(2,897)	15,444
Decrease in creditors	(6,581)	(11,173)
Net cash provided by/(used in) operations	40,731	(24,675)

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	66,377	41,152	107,529
	66,377	41,152	107,529
Total	66,377	41,152	107,529

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.

Company Information
West of Scotland Regional Equality Council is a charity and a company limited by guarantee, registered in Scotland. The registered office is 201 Shuna Street, Glasgow G20 9EY.

The members of the company are the Directors named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

West of Scotland Regional Equality Council meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Income
All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Where there are conditions that any funding should be recognised in a subsequent accounting period an adjustment shall be made.

Voluntary income is received by way of donations and is included in full in the Statement of Financial Activities when received.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at its offices.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

All resources expended are inclusive of irrecoverable VAT.

Tangible fixed assets
Tangible fixed assets are stated at cost or valuation less depreciation and impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives. Expenditure on fixed assets with individual costs of less than £500 are not capitalised.

Tenants Improvements 5% straight line basis
Office Furniture & Fittings 25% straight line basis

continued...

1. ACCOUNTING POLICIES - continued

Tangible fixed assets
Computer Equipment 25% straight line basis

Taxation
West of Scotland Regional Equality Council is a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

Fund accounting
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

Transfers between funds reflect the transfer of capital expenditure and central costs from restricted to unrestricted funds.

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

Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Cash at bank and in hand
Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Pension
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Debtors are recognised at the amounts due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

Liabilities are recognised where there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

2. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2026 Total funds £	2025 Total funds £
Training & Consultancy Fees	15,947	-	15,947	1,960
Sale of Books and Materials	150	-	150	-
Community Language Support	2,881	-	2,881	1,263
Other income	7,419	-	7,419	976
	26,397	-	26,397	4,199

continued...

3. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	2026 Total funds £	2025 Total funds £
Deposit account interest	421	-	421	896

4. INCOME FROM CHARITABLE ACTIVITIES

	2026 £	2025 £
Grants	634,841	501,654

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

	2026 £	2025 £
Scottish Government	216,713	231,017
Glasgow City Council Communities Fund	86,687	86,687
Historic Environment Scotland	66,667	60,214
Energy Action Scotland	47,652	35,662
Glasgow Council for Voluntary Sector	10,380	-
National Lottery Heritage Fund	-	23,600
Maryhill Housing Association	1,000	4,500
National Lottery Community Fund	89,820	19,974
Robertson Trust	40,000	40,000
Glasgow City Council	4,420	-
Social Innovation Fund	51,216	-
Impact Funding Partners	20,286	-
	634,841	501,654

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support costs (see note 7) £	Totals £
Community development and anti-discrimination work	615,883	6,000	621,883

continued...

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2026	2025
	£	£
Staff costs	506,013	434,044
Premises Costs	31,914	30,173
Print, Post, Office, IT	15,546	17,795
Annual Report, AGM & Board	840	748
Legal and Professional	15,003	13,682
Bank Charges	252	252
Project Costs	35,461	32,105
Depreciation	10,854	22,581
	615,883	551,380

7. SUPPORT COSTS

	2026	2025
	£	£
Auditors' remuneration	6,000	6,000
	6,000	6,000

8. NET INCOME/(EXPENDITURE)

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

	2026	2025
	£	£
Auditors' remuneration	6,000	6,000
Depreciation - owned assets	10,854	22,581

continued...

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.

Trustees' expenses

Travel costs amounting to £48 (2025 - £50) were reimbursed to 1 (2025: 1) member of the Board of Directors. In addition vouchers of £65 were gifted to trustees who stepped down during the period, to thank them for their support.

The Charity has Trustee Indemnity Insurance included within its general policy.

10. STAFF COSTS

	2026 £	2025 £
Wages and salaries	457,307	401,240
Social security costs	39,829	25,126
Other pension costs	8,877	7,678
	506,013	434,044

Key Management Personnel received remuneration of £150,260 (2025: £121,543)

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

	2026	2025
Office and Project Staff	26	26

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			
Charitable activities			
Community development and anti-discrimination work	40,000	461,654	501,654
Other trading activities	3,739	460	4,199
Investment income	896	-	896
Total	44,635	462,114	506,749
EXPENDITURE ON			
Charitable activities			
Community development and anti-discrimination work	81,138	476,242	557,380
NET INCOME/(EXPENDITURE)	(36,503)	(14,128)	(50,631)
Transfers between funds	(90)	90	-
Net movement in funds	(36,593)	(14,038)	(50,631)
RECONCILIATION OF FUNDS			
Total funds brought forward	126,714	20,624	147,338

continued...

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	90,121	6,586	96,707

12. TANGIBLE FIXED ASSETS

	Improvements to property £	Office & Other Equipment £	Computer Equipment £	Totals £
COST				
At 1 April 2025 and 31 March 2026	124,499	19,304	73,477	217,280
DEPRECIATION				
At 1 April 2025	21,196	18,104	70,048	109,348
Charge for year	6,225	1,200	3,429	10,854
At 31 March 2026	27,421	19,304	73,477	120,202
NET BOOK VALUE				
At 31 March 2026	97,078	-	-	97,078
At 31 March 2025	103,303	1,200	3,429	107,932

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2026 £	2025 £
Trade debtors	1,480	-
Other debtors	1,467	-
Prepayments	418	468
	3,365	468

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2026 £	2025 £
Pension Creditor	6,250	6,250
Deferred income	10,215	10,380
Accrued expenses	11,274	11,440
	27,739	28,070

Deferred Income

	2026 £	2025 £
At 1 April	10,380	9,990
Deferred in the year	10,215	10,380
Released in the year	(10,380)	(9,990)
At 31 March	10,215	10,380

Deferred income comprises income received for projects which commenced in 2026/27 and to which was the charity was not entitled in the year.

continued...

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2026	2025
	£	£
Pension Creditor (2-5yrs)	25,000	25,000
Pension Creditor >5yrs	18,750	25,000
	43,750	50,000

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2026 Total funds	2025 Total funds
	£	£	£	£
Fixed assets	97,078	-	97,078	107,932
Current assets	54,134	56,760	110,894	66,845
Current liabilities	(17,524)	(10,215)	(27,739)	(28,070)
Long term liabilities	(43,750)	-	(43,750)	(50,000)
	89,938	46,545	136,483	96,707

Prior year analysis of net assets between funds:

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Fixed assets	107,932	-	107,932	130,513
Current assets	60,259	6,586	66,845	106,068
Current liabilities	(28,070)	-	(28,070)	(32,993)
Non current liabilities	(50,000)	-	(50,000)	(56,250)
	90,121	6,586	96,707	147,338

17. MOVEMENT IN FUNDS

	At 1/4/25	Net movement in funds	Transfers between funds	At 31/3/26
	£	£	£	£
Unrestricted funds				
General fund	146,371	4,626	(11,059)	139,938
Pension Reserve Fund	(56,250)	-	6,250	(50,000)
	90,121	4,626	(4,809)	89,938
Restricted funds				
Mental Health	-	500	(500)	-
Whole Community	823	(2,262)	1,439	-
Media Sense	5,763	(8,620)	2,857	-
Energy Advice Project	-	(2,175)	2,175	-
Roots & Threads	-	35,100	-	35,100
Click & Connect	-	12,607	(1,162)	11,445
	6,586	35,150	4,809	46,545
TOTAL FUNDS	96,707	39,776	-	136,483

continued...

17. 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	72,238	(67,612)	4,626
Restricted funds			
Victim Centred Approach	69,052	(69,052)	-
Roots Project	66,667	(66,667)	-
MEHRP	147,661	(147,661)	-
Glasgow City Council - Communities Fund	86,687	(86,687)	-
Mental Health	10,380	(9,880)	500
Whole Community	20,286	(22,548)	(2,262)
Media Sense	-	(8,620)	(8,620)
Energy Advice Project	47,652	(49,827)	(2,175)
Social Innovation Fund	51,216	(51,216)	-
Roots & Threads	70,200	(35,100)	35,100
Click & Connect	19,620	(7,013)	12,607
	589,421	(554,271)	35,150
TOTAL FUNDS	661,659	(621,883)	39,776

Comparatives for movement in funds

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	189,214	(36,503)	(6,340)	146,371
Pension Reserve Fund	(62,500)	-	6,250	(56,250)
	126,714	(36,503)	(90)	90,121
Restricted funds				
MeHIP	20,624	(20,624)	-	-
Whole Community	-	823	-	823
Stepping Into Diversity	-	(90)	90	-
Media Sense	-	5,763	-	5,763
	20,624	(14,128)	90	6,586
TOTAL FUNDS	147,338	(50,631)	-	96,707

continued...

17. 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			
General fund	44,635	(81,138)	(36,503)
Restricted funds			
Victim Centred Approach	69,052	(69,052)	-
Roots Project	60,214	(60,214)	-
MEHRP	148,061	(148,061)	-
Glasgow City Council - Communities Fund	86,687	(86,687)	-
MeHIP	23,600	(44,224)	(20,624)
Whole Community	4,314	(3,491)	823
Stepping Into Diversity	4,560	(4,650)	(90)
Media Sense	19,974	(14,211)	5,763
Energy Advice Project	35,662	(35,662)	-
Mental Health Project	9,990	(9,990)	-
	462,114	(476,242)	(14,128)
TOTAL FUNDS	506,749	(557,380)	(50,631)

18. OTHER FINANCIAL COMMITMENTS

At 31st March 2026 the charity has annual commitments under a non-cancellable operating lease for a photocopier/server.

The annual commitment is £7,368 until expiry of the lease in 2027.

19. RELATED PARTY DISCLOSURES

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

20. DESCRIPTION OF FUNDS - UNRESTRICTED

General fund - the unrestricted, free reserves of the charity

Pension Reserve Fund - a fund which represents the value of the reducing liability arising as part of the exit from the Strathclyde Pension Fund. An amount of £6,250 is paid each year and this fund balance is reduced accordingly such that when the final payment is made the fund will be nil. The final payment will be made on 30 September 2033

21. DESCRIPTION OF FUNDS - RESTRICTED

MEHR Project: This grant is for making a difference for disadvantaged minority ethnic communities in the West of Scotland through the provision of advice, information and activities.

Victim Centre Approach Fund (VCAF): This grant is provided by the Scottish Government to fund a project who will work with Minority Ethnic victims of crime to provide a range of targeted services and activities through which they can improve their health and wellbeing and rebuilding their lives.

continued...

21. DESCRIPTION OF FUNDS - RESTRICTED - continued

Roots Project: This grant is for raising awareness of Historic Scotland sites by visiting, and identifying volunteering opportunities for minority ethnic communities living in Scotland.

Mental Health: Funded by the Glasgow Council for the Voluntary Sector for mental health and wellbeing of women and children who live in areas of high social deprivation.

Glasgow City Council - Communities Fund: The aim of this fund is to support core and revenue costs, allowing WSREC to increase the capacity of services offered to disadvantaged community groups.

Energy Advice Project: Funded by Energy Action Scotland, this project helps households understand safe, efficient, and affordable energy usage through awareness sessions and one-to-one advice.

Media Sense: A year-long initiative funded by The National Lottery Community Fund Scotland, providing media literacy and safeguarding training to 250 minority ethnic individuals. Activities include digital skills development, online engagement, steering groups, and volunteering.

Stepping into Diversity: Funded by Maryhill Housing Association, this project delivers cultural workshops, arts crafts, music sessions, and health activities, fostering inclusion in the Maryhill community.

Whole Community Fund: Supported by Impact Funding Partners, this project offers educational family activities and peer support in Possilpark, promoting community cohesion and lifelong learning.

Roots & Threads - This project aims to reduce poverty and promote climate action among disadvantaged communities. Activities include community swap shops, budget cooking sessions, sewing workshops, growing projects, and recycling initiatives.

Click & Connect - This year-long initiative promotes digital inclusion and media literacy among minority ethnic women. Activities include digital skills training, confidence building, and ESOL support.

Bridge to Business funded by the Social Innovation Fund - This project supported minority ethnic women interested in business start-up and entrepreneurship. Activities included training workshops, one-to-one support, and referrals to specialist partner organisations.