

Annual report and consolidated accounts

For the year ended 31 March 2025



SCOPE

Contents

→ Trustees' Report	3
→ Chair's Report	3
→ Chief Executive's Report	5
→ Our Objects and Public Benefit	11
→ Strategic Report	11
→ Financial Review	25
→ Our colleagues	33
→ Our values	37
→ Environmental impact	38
→ Principal risks and uncertainties	39
→ Our structure, governance and leadership	44
→ Statement of Trustees' responsibilities	52
→ Independent Auditor's Report to the Members of Scope	54
→ Group statement of financial activities	60
→ Group and parent charitable company balance sheets	61
→ Group cash flow statement	62
→ Notes to the financial statements	63

Trustees' report

The Board of Trustees present their report, the strategic report and audited financial statements. This is for the year ended 31 March 2025.

Chair's report

I became Chair of Scope in 2020, two years after the charity had taken the bold decision to withdraw from residential provision and focus fully on campaigning, community support, and delivering frontline services. That decision created a step-change in Scope's mission: to build an equal future for disabled people and their families.

At that point, the organisation also held reserves at a level that was unsustainable for a modern charity. While those reserves reflected past asset disposals, they meant Scope was ineligible for important sources of grant funding, and—crucially—those funds needed to be deployed for the very purpose for which the charity exists. It is a principle of good governance that reserves, beyond the minimum required for stability, should be used for charitable impact.

In the five years since, we have reduced reserves from £42.7 million to £26.4 million. This has been achieved through a planned and responsible use of funds to deliver our mission while navigating a series of extraordinary external pressures: the Covid pandemic and its impact on our shops and fundraising; global market disruption and inflation; rising salary and energy costs; and significant shifts in retail behaviour, public giving, and the wider cost-of-living environment.

Despite these challenges, Scope has continued to grow its reach and impact. Our information, advice, and services now support more disabled people and families than ever before. We have never paused in our determination to campaign for equality, to work with government and employers, and to demonstrate the tangible value of accessibility and inclusion.

In the last year we have also taken decisive steps to strengthen Scope's financial position for the long term. To achieve this, while continuing to deliver impact in line with our strategy, we have had to incur the substantial exceptional costs reflected in these accounts.

Our mission remains urgent and clear:

To close the disability employment gap.

To end the disability price tag.

To transform public attitudes.

Disabled people are not defined by limitations but by courage, resilience, and resourcefulness. Their inclusion strengthens society and drives innovation. Evidence is clear: inclusive workplaces perform better. Employing disabled people is not just fair—it is profitable, sustainable, and transformative.

This year, thousands of disabled people have benefitted from our free and personalised employment services, supporting them not just into work but to thrive at work. Our acquisition of Purple Space in 2024 has expanded our reach into businesses and workplaces, shifting employer mindsets and building cultures where disabled talent can flourish.

At Scope, we are unflinching in our belief that disability is a social construct, imposed by barriers and attitudes—not by individuals' impairments. And we know that disability touches everyone. As we age, most of us will acquire health conditions or impairments. The work we do now to dismantle barriers is about shaping a society that works for everyone.

This report celebrates the achievements of all who have worked tirelessly this year—colleagues, partners, campaigners, volunteers, and donors. Together, they form part of a wider movement for change. On behalf of the Board, I want to thank them for their commitment, passion, and resolve.

Scope will continue to deliver impact, to speak truth to power, and to challenge inequality wherever it exists. We are proud of what has been achieved this year, but we are even more determined about what lies ahead: an equal future for the UK's 16 million disabled people and their families.



Robin Millar

Robin Millar (Oct 17, 2025 16:14:25 GMT+1)

17/10/2025

Sir Robin Millar CBE

Chief Executive's report

This year we have fully embarked on delivering our new 10-year strategy, An Equal Future. We have laid the foundations for driving long term impact, developed a new brand identity, we are developing new messaging, so that we are more clearly known for what we do, and we are focused on how our colleagues and leaders can confidently deliver in the best way. At the same time, we have been operating in a challenging external environment and have as a result made some essential changes to ensure Scope is set up as strongly as possible for the future.



Changes to Scope's retail network

Like many charity retailers, Scope has experienced growing financial pressures on the high street, inflation, rising rents and increased staff costs. This was combined with a greater shift to online shopping and the cost of living squeeze on customers. Despite our teams' best efforts our shops were collectively losing money when taking account of all of their costs.

We have therefore had to make some hard choices. We completed a consultation with our Retail teams, to focus on having a long term profitable estate, to support our cause. As a result, we will have closed 77 of our shops over 18 months by 31 March 2026. This will reduce our running costs by £4 million per year from 2025 to 2026 and will give us a retail estate that delivers reliable net income for our mission now and in the future.

As we enter the next financial year, we know that the external environment will continue to be challenging. Pressures on donations and increasing competition for funding, mean it's more challenging than ever to raise money. We have therefore also moved to a new operating model, across the Charity, to deliver Scope's strategy, aimed at making most effective use of our resources, so that we can deliver the strongest impact towards An Equal Future with disabled people.

We know that for our dedicated colleagues and volunteers in retail and across the charity, some who had been with us over many years, Scope is more than just a job. I want to thank them for the part they have played in our work creating An Equal Future with disabled people.

We will continue to ensure Scope is set up for the future. That means making important choices about how we work, embracing digital advances, being present in communities around the country and ensuring we are financially stable for the long term.



Our vision for an equal future

We want An Equal Future. A future where disabled people have the same rights and opportunities as everyone else. A future where disabled people do not face barriers to succeed, thrive and take part fully in society.

To achieve this, we have set out 3 long term goals:

- closing the disability employment gap
- ending the disability price tag
- and transforming attitudes.



Delivering impact

We've supported 4.6 million disabled people through our services, our online advice and online community forum. Whether someone needed advice about benefits, work or accessibility, or just a place to connect, we were there. And we supported tens of thousands of disabled people with our energy advice services, helping them stay safe and warm while managing rising energy costs. Thank-you to our partners and those who funded us to help provide this support.

We also helped more than 2,000 disabled people to take steps that move them closer to being in employment, with nearly 400 securing jobs that worked for them. And most (68%) were still in work 6 months later. Our employment services show what's possible when support is personalised, voluntary and accessible. And we're using what we've learned to call on the Government for fairer, more inclusive employment support.

We pushed for change with a new government. We acted fast in the face of the new government's proposals to cut disability benefits. Our Cost of Cuts campaign helped thousands of people respond to the consultation, and our petition amassed over 100,000 signatures. We brought campaigners to Parliament to share their experiences directly with MPs.

These and other achievements were underpinned by strong evidence and insight. Our research has helped shape our services, support our campaigns, and inform our influencing. From modelling the extra cost of disability to highlighting regional inequalities through our Local Disability Data Map.



Creating change with disabled people

We also increased our activity in communities around the country, continuing to shift attitudes and influence change and we are committed to co-producing our work with disabled people. We continued to grow our membership (to 2,475) with many younger members. Our youth-led community campaigning and Scope Awards celebrated disabled peoples' achievements and challenged negative perceptions. We opened our new Leeds Hub, as a welcoming space for disabled people and families, bringing together people to share experiences, get support, and shape local change.

From local events to national celebrations, our teams have been at the heart of co-producing events across the country. In 2024, Scope and disabled people co-produced events from the Senedd in Cardiff to the Disability Pride Ride, and from street stalls and art displays to youth-led celebrations in Bolton and Leeds.

Over the past year, over 3,000 disabled people and carers took part in our Community Engagement and Youth Community Collective work. Together, they helped shape change in their communities by joining over 170 local get togethers and meetings across the UK.



Strengthening how we work

This year, we have made important changes to the way we work inside Scope, to help us deliver our strategy.

We have brought teams together across Scope, in goal groups, to drive the greatest focus and impact across the organisation to deliver upon our three strategic goals. We have introduced improved ways of working to ensure the strongest collaboration on our programmes of work across teams.

We have continued to develop digital and technology capability, for example, our customer relationship management system to better support colleagues across fundraising, services, volunteering and campaigning. And increasingly trialling the use of AI tools to support day to day work, to maximise our efficiency.

We have also made significant strides in embedding equality, diversity, and inclusion (EDI) within Scope. We launched our race equity action plan and the Apex programme, offering mentoring for colleagues of colour. We relaunched our reverse mentoring programme and delivered EDI and accessibility training for over 80% of colleagues.



Working in partnership

This year, we were proud to receive funding from Postcode Care Trust, raised by players of People's Postcode Lottery, which has supported our helpline during a time of rising demand.

We and Evri launched a groundbreaking three-year partnership. We are delighted to be working with Evri to help them realise their ambition to become the UK's most accessible parcel delivery company and become a more accessible and inclusive business for their disabled consumers, couriers and colleagues.

Our enduring partnership with Deloitte has helped us to continue to push forward our work on digital inclusion and accessible services.

To all our partners, our allies, their support helps us reach more people and together drive a movement for change. We are incredibly grateful, and you are making a difference.



PurpleSpace

We strengthened our work through PurpleSpace following its acquisition in May 2024. PurpleSpace supports more than 4,500 disability network leaders across 163 organisations in over 60 countries. Our acquisition brings together 2 organisations committed to changing attitudes and creating An Equal Future with disabled people. This growing global network is helping to drive real change from the inside out by building the inner confidence of all disabled employees to be able to ask for adjustments and to develop a thriving career, through the power of disability networks and Employee Resource Groups.



Looking ahead

We are looking forward, with ambition, to drive real change both in terms of our goals and the way we work towards delivering them. We know our work would not be possible without your support and we are profoundly grateful to everyone who has donated time, money or voice to us this year. We remain focused on delivering impact against our goals, supported by diversifying and growing our income, and growing our partnerships. So that we can have the biggest reach and impact for disabled people, now and in the future.

As explained in the Financial Review, in 2024/25, for every £1 we spent, 76% was spent on our charitable activities to help disabled people and their families (compared to 73% in 2023/24) and we're committed to maintaining or increasing this further.

Finally, I want to thank everyone who has supported us in our mission to create An Equal Future with disabled people. Many supporters, campaigners, fundraisers, customers and corporate

partners believe in Scope and make our work possible. Your support has enabled us to meet demand this year and to continue to push for the social change that is so needed.

Creating An Equal Future needs all of us. Together we will be unstoppable.

A handwritten signature in black ink, appearing to read 'M Hodgkinson'.

17/10/2025

Mark Hodgkinson

Thank you to...

Evri
Deloitte
Hippo Digital Limited
Bauer Media Outdoor
M&S Sparks
Next
Hands Family Trust
Chris Keene
Funds raised by players of People's Postcode Lottery awarded by Postcode Care Trust
Northern Customer and Community Improvement Fund
The Zochonis Charitable Trust
Bolton's Fund
The TK Maxx and Homesense Foundation
The Ofenheim Charitable Trust
Houghton Dunn Charitable Trust
The Hasluck Charitable Trust
The Joan Lynette Dalton Charitable Trust
The Barrow Cadbury Trust
The Basil Samuel Charitable Trust
The Edith Murphy Foundation
British Gas Energy Trust
Cadent Gas
Southern Gas Networks
Scotland Gas Networks
Wales and West Utilities
Northern Gas Networks
Scope Utilities Membership Partners
Scope retail partners:
Amazon
ASOS
Boden
Boohoo
DPD
Dune
John Lewis
Marks and Spencer
N Brown
Soya Concept
Transport for London

Our objects and public benefit

Objects

Scope is established for the public benefit and for general charitable purposes according to the laws of England and Wales. In particular, but not exclusively, for the promotion of the equality, diversity, independence and health of disabled people, especially those with cerebral palsy.

Public benefit aims

In exercising relevant powers and duties, the Board of Trustees has considered the Charity Commission's guidance on public benefit and the requirements of the Office of the Scottish Charity Regulator. This report outlines how our performance during the year to 31 March 2025 has benefited the public.

Strategic report

Our vision

We are Scope. We won't stop until we achieve a society where all disabled people enjoy equality and fairness.

Our mission

We are determined to change the future.

Together, we are a collective movement of disabled people, campaigners, donors, volunteers, communities, and businesses. We work every day to challenge attitudes and end disability inequality.

Our impact

Our strategy for An Equal Future with disabled people is a ten year strategy focussing on three long term goals: ending the disability price tag, closing the disability employment gap and transforming attitudes. Activity in any one year will reflect their relative priority in terms of external time critical events and we will focus our time and resources based on the need. In 2024/25 our biggest focus was on extra costs and the government benefits review. In 2025/26 employment activity will increase further and we are at the planning stage on what we need to do on attitudes, especially for young people.

Ending the disability price tag

This year, we focused on tackling the extra costs disabled people face. Especially in response to the government's green paper on disability benefits. With living costs rising, it's never been more urgent to act.

Disabled people deserve the same standard of living as everyone else. But right now, life costs more when you're disabled.

We have worked to make the benefits system fairer and to ensure the government understands the need for change. We've pushed for better financial support for energy costs.

Standing up to benefits cuts

When the government published its disability benefits Green Paper, disabled people told us they feared losing vital support. These colossal cuts to benefits would be catastrophic for disabled people's living standards and independence.

We launched our **Cost of Cuts campaign** to fight back. Scope led a strong response across the sector, making sure disabled people's voices were heard.

- We supported over **4,854** people to respond to the consultation through our online tool.
- Our petition calling to protect Personal Independence Payment (PIP) reached **100,000 signatures**.
- We held a packed event in Parliament attended by **over 100 MPs and peers**. Disabled campaigners shared how the proposed changes would affect their lives.
- We challenged harmful media narratives, shared accessible information, and submitted our own consultation response based on what disabled people told us.

- Our TikTok post about the Green Paper had one of our highest ever engagement rates – showing how strongly this issue resonates with the public.

Thanks to this strong sector response, led by Scope, we've already seen the impact:

- **The Government dropped rumoured plans to freeze or means test Personal Independence Payment (PIP).** This is a major win that protects this essential benefit for millions of disabled people.
- **They scaled back their planned cuts from £11 billion to £6.5 billion.** That's £4.5 billion of potential cuts that disabled people no longer face.
- **They agreed to consult on a new 'Right to Try Work' scheme,** which could give disabled people more choice and control over how they engage with work, without the threat of losing support.

We've also ramped up our work in Parliament and with decision makers:

- **We have briefed every Member of Parliament** to help them understand the impact of the proposals and speak up for change.
- **We coordinated an open letter to the Chancellor,** backed by over 120 organisations from across the disability sector, to show united opposition to the cuts.
- **We held a parliamentary drop-in event, with 95 MPs. We spoke at MP roundtables, and met with Labour backbenchers** – all to make sure disabled people's concerns are heard at every level.

This campaign shows the power of disabled people speaking out – and the difference we can make when we work together.

Carol's story



"PIP is one of the big things that keeps me and so many others in work"

Carol Vickers

Carol lives with multiple long-term conditions. Despite the challenges, she works full-time and runs her own business. She relies on Personal Independence Payment (PIP) to help cover extra living costs.



“PIP is one of the big things that keeps me and so many others in work, and they’re threatening to cut that or take it away. It may force some people out of work,” Carol says.

She uses the £400 a month to help with her £900 monthly disability costs including medical treatments, adaptive cutlery, transport to hospital appointments and expenses for her assistance dog, Bella.

“I have to work because nobody else is paying for my needs. And it’s good to work. It’s good for me,” Carol explains.

Carol rejects the idea that disabled people should be forced into work, pointing out that many are already working.

“The rhetoric about getting disabled people into work is infuriating. I’m already working and so are millions of other disabled people, despite the fact that a great deal of employment is inaccessible” she says.

Despite her strong work ethic, Carol fears losing PIP. “If I were to lose my financial support, that could force me out of my jobs,” she shares.

She also manages multiple health conditions, saying, “Managing multiple medical conditions without a care pathway is a full-time job.”

For Carol, PIP is a lifeline, not a handout.

“I think the government should be helping us to be independent rather than persecuting us for trying really hard and overcoming the many barriers we face”. “That’s the whole point of independence payments”, she concludes.

Exposing the extra cost of disability

We continued to push for long term change on the extra costs disabled people face.

At the Labour Party Conference, we launched our latest **Disability Price Tag 2024 report**. This powerful report shows just how much more life costs when you're disabled.

We worked with disabled people to bring the data to life. Through in depth interviews, disabled people shared how these extra costs affect their everyday lives. From heating and food, to mobility aids and transport. Their stories showed the human impact behind the numbers.

Our report got the attention of key decision makers. Debbie Abrahams MP, who chairs the Department for Work and Pensions Select Committee, praised our work and said she plans to use our findings in Parliament. This means our research could directly influence future debates and decisions about support for disabled people.

By combining powerful data with real life experiences, we're showing just how urgent it is to fix the financial inequality disabled people face. And we're making it harder for politicians to ignore.

Pushing for discounted energy bills

Energy bills are one of the biggest extra costs disabled people face. That's why we're campaigning for a social tariff, which we call 'discounted energy bills' – to ease the pressure and help disabled households stay warm and well.

We welcomed the government's plan to expand the Warm Home Discount in 2025/26. But we know this isn't enough. We're calling for a full review of the scheme's eligibility rules and a long term commitment to include disabled people receiving benefits. We're also pushing for a "help to repay" scheme for energy related debts.

A social tariff could lift 1.4 million disabled households out of fuel poverty. And thanks to our campaigning, the issue is now high on the political agenda.

Here's the difference we've made:

- **MPs raised the need for discounted energy bills in Parliament**, including through a 10 minute rule bill and special debates. These are powerful tools that help build cross party support and push issues up the political agenda.
- **Ed Miliband, the Secretary of State for Energy Security and Net Zero**, raised the issue in a committee meeting, – showing senior ministers are now taking the idea seriously.
- **Energy Minister Miatta Fahnbulleh** publicly said she supports a social tariff and wants to take action. This is a major step forward, showing real political will.
- **Scope's research was cited in Parliament** by the Minister for Energy Consumers. This is clear evidence that our work is directly influencing government thinking.
- **Ofgem has committed to action**, agreeing to introduce a debt relief scheme in 2025/26 and to review how energy companies support customers in debt.
- **We've commissioned new research** into the cost of introducing a social tariff. This work was requested by government officials, was published in August 2025 and will help make the case for change.

We've also made sure decision makers hear directly from disabled people:

- We hosted a **Department for Energy Security and Net Zero visit in Leeds**, where civil servants heard first hand how rising energy costs are affecting disabled households.
- We took part in a **Parliamentary drop in event**, speaking directly with 50 MPs about the urgent need for discounted energy bills.
- We responded to **multiple government consultations** on energy, water and other essential services, making sure disabled people's experiences shape the policies that affect their everyday lives.

Supporting disabled people with energy costs

Energy is one of the biggest extra costs disabled people face. This year we supported thousands of people to manage their bills and stay safe and warm. We worked with the energy industry to drive systemic change.

Working with the energy industry

Our **Scope Utilities Membership (SUM)** brings together energy, water and gas networks to improve support for disabled people. SUM Members backed our call for a **social energy tariff** and supported our **Get Ready for Winter** campaign.

Support in local communities

117,540 people across Manchester, East Anglia, Stoke on Trent, and London have already received support from Scope's Community Disability Energy Advice Service, thanks to a grant from Cadent for £1.8 million over two years.

The service is designed to make sure disabled people who are digitally excluded don't miss out on vital energy advice and support, by reaching them in their local communities.

- 983 individuals receiving personalised energy advice
- 5,388 engaging through energy workshops
- 111,169 people reached through community projects and retail initiatives in our shops

By helping disabled people manage high energy costs, we are ensuring that they stay safe, warm, and in control of their bills.

Specialist energy advice across the UK

Scope's Disability Energy Support service helps reduce the extra energy costs disabled people face. We expanded our Disability Energy Support service providing free, tailored advice to disabled people and households across England, Scotland, and Wales.

9,650 disabled people have already been supported, thanks to a £3.2 million collaboration with Cadent, SGN, Wales & West Utilities and Northern Gas Networks over two years.

Together, this funding has enabled us to:

- Provide expert advice over phone and email
- Our energy advice service identified estimated savings of over £1 million for disabled people
- Provide electric throws and energy vouchers
- Expand our team, with more advisers and new specialist roles focused on grants and benefits

Without this funding, we could not have supported disabled households through winter 2024 and beyond.

Hasan's story



“Should I really be in a situation where I fear using energy?”

Hasan

For Hasan, the cost of energy isn't just a financial worry, it's a health risk. Living with several long term health conditions, he needs warmth to stay well. But rising energy bills force him to make tough choices.



“I have to spend £175 of my PIP just to keep warm. That leaves me with only £370 for everything else. Should I really be afraid to turn on the heating, knowing it affects my health?”

Hasan contacted Scope's Disability Energy Support Service for help. The service gave him a voucher and an electric blanket, which have helped him stay comfortable and manage his energy costs.

“Scope was really helpful. They helped me get a voucher to put credit on my account. They also sent me an electric blanket, which made a real difference.”

But the bigger problem is still there. Disabled people face extra costs that aren't being recognised. This needs to change.

Hasan backs our call for a social energy tariff. A fairer energy rate for disabled people who need to use more energy.

“If there was a social energy tariff, I wouldn't have to worry about the heating. My health wouldn't suffer, and I could focus on living, not just surviving.”

Closing the Disability Employment Gap

At Scope, we believe every disabled person who wants to work should be able to find, stay in, and progress in a job that's right for them. Our employment services make that possible by providing the support they need every step of the way.

This year, we've made a real impact:

- Over 2,000 disabled people moved closer to work.
- Nearly 400 disabled people secured jobs that matched their skills and goals.
- 85% of people we supported were still in work after 13 weeks.
- 68% stayed in work for 26 weeks or more.
- In Wales, our Working on Wellbeing service supported 148 disabled people. And our partners Legacy in the Community, Whitehead Ross, Resource Wales, and Disability Can Do supported a further 292 with employment support.

How our services are changing the game

Our services aren't just helping disabled people find jobs. They're proving that tailored, personalised support works. These results are showing government and employers what's possible when support is built around the individual.

One of the ways we're leading change is through our Support to Work model, which has already helped many disabled people stay in work long term. We're calling on the government to expand this model across the country, to help even more disabled people keep their jobs and thrive.

We're also using our impact to influence policy:

- We've shown the government how the Support to Work model can double the number of disabled people who stay in work for 26 weeks or more.

- We gave evidence to the Sick Pay Committee, pushing for a system that works better for disabled people.
- We welcomed the Minister for Social Security and Disability, Sir Stephen Timms, to see our services in action and talk about the barriers disabled people face in the job market.
- We responded to the Get Britain Working white paper, securing media coverage and reinforcing Scope's role as a trusted voice for change.

By making the case for personalised support and scaling up services like Support to Work, we're working towards closing the disability employment gap once and for all.

Steph's story



"My adviser gave me the confidence to be open about my ADHD."

Steph Hughes

Steph had been out of work for 6 years due to health challenges. She felt isolated and struggled with chronic pain.



"Before I started with Scope's employment service, I was feeling lost. I had no personal direction," she says. Despite wanting to return to work, her biggest fear was failing. "I knew I was ready to work again, but I didn't want the stress of doing it alone."

When Steph began working with Scope's employment service in October 2024, her adviser helped her rebuild her confidence.

"She just got me," says Steph. "She gave me the confidence to be open about my diagnosis. She helped me make confident decisions about when to disclose my disability."

With support from her adviser, Steph updated her CV and practiced her interview skills. “I’ve been in jobs before where I was overwhelmed because of undiagnosed ADHD. Now I can be open about it.”

Steph's confidence grew, and new opportunities followed. “3 months ago, I wasn’t doing anything. Now, I’m facing a lot of opportunities.”

Steph started a new role in February.

“I absolutely love it. The work is incredibly varied, with each day presenting new challenges, which suits my personality perfectly. The diversity of the role keeps me engaged, motivated, and energised.”

Steph’s experience with Scope’s employment service helped her pursue her goals. It also inspired her to help others. “Without the support, I wouldn’t have had the clarity to say, ‘This is what I need.’”

Working in partnership with employers

Through our partnerships with employers, like Evri, we are working with them to improve the experience of disabled colleagues as well as provide tools and resources to increase the recruitment and retention of disabled people.

Campaigning and influencing

We have campaigned for mandatory disability pay gap reporting and contributed to the government review of Disability Confident. Scope actively participates in the Business Leaders Group of Disability Confident and we have contributed to the Mayfield review introducing some of the disabled people we work with to provide their first hand experiences of seeking to stay in work.

PurpleSpace

In May 2024, Scope acquired PurpleSpace Limited which is the world’s only networking and professional development hub for disabled employees, networks and employee resource groups (ERGs).

PurpleSpace supports more than 4,500 disability network leaders across 163 organisations in over 60 countries. It helps organisations like HSBC and Sanofi to grow inclusive workplace cultures. As a founding partner of its global #PositivelyPurple campaign, Scope has long championed PurpleSpace’s work, helping employers recognise the value of lived experience. This is vital in closing the disability employment gap.

In 2024, PurpleSpace's Global Summit gathered nearly 200 network leaders from businesses around the world across 12 international hubs, with over 250 people attending the main event in London. During this event, the community identified 3 global priorities for employers to promote inclusion:

- listening to disabled employees and customers
- improving workplace adjustments
- and sharing real stories from disabled people at work.

Transforming attitudes

We want to see a more inclusive society where attitudes towards disability, disabled people, and disabled families are improved. We are currently in a research phase for this goal and identified from our research that changing attitudes in the media, workplaces and with young people is likely to have the most impact. Steps taken so far include creating a new brand identity that amplifies the truths and lives of disabled people, challenging negative stereotypes of disabled people in the media and sharing the stories of disabled people.

We launched our refreshed brand in September 2024 with our new strapline **“Creating equal futures with disabled people”**. It reflects a vibrant, inclusive identity shaped by over 1,000 disabled people, carers and parents through surveys, focus groups and lived experience panels. We introduced over 100 accessibility improvements to our new look, including testing 3,000 colour combinations and adopting the Labil Grotesk font for readability. Our refreshed brand is enticing and engaging. It will support us to reach more people and make new connections, essential in building a movement for social change. We want all disabled people to know that they can reach out to us for support. And we want to encourage more people to get involved by speaking out, campaigning and volunteering.

At the heart of our launch campaign was *Don't Hold Back*, a 60-second spirit film set to The Chemical Brothers' song *Galvanize*. The film is a rallying cry for equality, powered by authentic voices and lived experience. It features disabled actors and influencers like Fats Timbo and Tylan Grant and portrays everyday barriers such as broken lifts and judgmental stares, and calls viewers to join a movement for change. The film launched across social media and digital screens in 43 shopping centres, reaching wide audiences. Website traffic rose by almost 18 per cent post-launch, and over 700 campaigner actions occurred after the brand went live.

Scope Awards

The Scope Awards celebrate the people and organisations who are working to end disability inequality. The Awards amplify disabled voices and share powerful stories of inclusion. By

celebrating these successes, they help to challenge attitudes, showing what's possible when disabled people are valued and included.

Launched in 2022, the Awards are now a key part of Scope's work to transform attitudes. They bring together disabled people, allies, campaigners and businesses to recognise progress and inspire action.

In 2025, we received over 600 nominations. This is double the number from the year before. We also secured our first headline sponsor, Evri. And Metro came on board as our media partner. This helped us reach new audiences and grow support.

Winners are chosen by an independent panel of judges, including disabled campaigners, business leaders, journalists and TV personalities.

The Scope Awards are more than just a celebration. They're a powerful way to shift perceptions and move us closer to a society where disabled people have the same opportunities as everyone else.

Jay's story



“Representation of disabled people, especially from diverse communities, is key to changing attitudes.”

Jay Joshi

Jay joined Scope's online community during the pandemic. He quickly found it to be a “lifeline”. Through virtual events, speaker sessions and social meetups, he found support, made connections and felt inspired.



“It opened doors I didn't know were possible,” Jay says.

Through his involvement in the community, Jay made meaningful friendships. He started sharing his experiences through poems. His words resonated with others. “People tell me, ‘You've uplifted me,’” he shares.

As a British-Indian man, Jay has noticed the lack of visible representation of disabled people, especially those from diverse backgrounds. He believes more representation is essential to challenge stereotypes and shift attitudes.

“I’ve only seen Shani Dhanda. Change needs to happen,” he says.

Now an active member of the Scope Assembly, Jay uses his voice to advocate for other disabled people. He ensures their stories are heard and valued.

“It’s about making sure our voices are heard,” he says.

For Jay, Scope’s online community has been more than just a space for support. It has empowered him to share his story, connect with others, and help change attitudes towards disability.

Information and advice

This year, we supported **4.6 million** disabled people through our services, online advice, and community.

Our helpline provided expert information and advice to **31,500 disabled people**, helping them navigate crucial challenges.

Our website played a central role in connecting people to support, with nearly 4 million users accessing the help they needed:

- 1.8 million people visited our online advice and support pages.
- 2 million people engaged with our online community forum, finding a space to connect and share experiences.

Cerebral Palsy (CP) support

We also expanded our direct cerebral palsy support across our communities, supporting 455 individuals through specialist case work and a further 322 individuals through our online community. We delivered training and awareness sessions attended by 698 people, strengthening understanding and visibility of Cerebral Palsy.

These services make a real difference in disabled people's lives, offering guidance, reducing uncertainty, and helping disabled people access the support they deserve.

Looking ahead

2025 to 2026 will be another year of change at Scope. We know that if we don't change, we will not create an equal future with the 1 in 4 of us who are disabled. To make a real impact, we need to approach our work in new and different ways. We will be more agile, flexible and responsive to a changing world. We will focus on doing fewer, bigger things better. And we will be laser focused on our goals.

Ending the disability price tag

We will work towards ending the disability price tag by continuing to challenge government's proposed cuts to benefits and by continuing to play an active role in government reviews, working with disabled people to share our positive vision for PIP.

We will continue our campaigning for a social energy tariff and work to secure support for emergency energy services.

Closing the disability employment gap

Our employment services seek to transform the experience of disabled job seekers and will provide evidence of best practice so that we can influence government. We want to make sure that government plans for employment support make a real difference to reduce the disability employment gap. We will continue to work with our partners and through PurpleSpace to influence employers to improve the workplace for disabled people.

Transforming attitudes

Last year we focussed on research to ensure that our work would be impact driven and based on evidence. This year we are planning a pilot programme for launch next year which will influence young people's attitudes to disability. We will then roll-out further based on success.

Income generation

We cannot do any of this if we do not grow our income. We need to reach new supporters through engaging fundraising campaigns. And continue to develop and deepen our relationships with organisations committed to supporting disability equality. We are confident that the changes we have made in retail will see us drive more income on the high street and expand online. In fundraising we continue to work with our corporate partners, develop our digital channels and we plan to build our activity in community and events and appeal to our campaigners.

Financial review

Overview

2024/25 was a year of significant change in response to a number of challenges. In 2024 our retail estate faced economic and commercial factors in common with many high street traders and charity retailers in particular. Increasing costs of employment were combined with changing customer behaviour and the impact of online sales platforms on donations of preloved items. The outcome was that our retail operations in total recorded losses in 2024/25 which we could not allow to continue. This has utilised a significant amount from our reserves while we have taken significant action to address the situation by reducing the size of our estate by approximately half and returning the retail operation to profitability while growing our e-commerce operations. Since the year end, we have also moved to a new operating model across the Charity to deliver Scope's strategy effectively using our resources to make the most impact for An Equal Future with disabled people.

During this period, we attracted significant grant funding for our Disability Energy Support service but our income from donations and legacies decreased from a high point in the previous year when we received a particularly large legacy pledge. We decided not to reduce our charitable activities, but our funds raised decreased in total. When combined with the losses suffered in our retail activities, this meant that we spent more money on running our operations than we made in revenue and reported an operating loss (before the exceptional costs of implementing retail and operating model change programmes, strategic investment costs, pension scheme adjustments and investment gains and losses) of £5 million compared to £0.6 million the year before. This is part of our net movement in funds analysed below.

The changes we have made will enable Scope to generate income that will cover our operating costs going forwards. We have utilised some of our accumulated reserves in 2024/25 to fund the operating losses experienced and the costs of implementing change. This enabled us to make this transition, without reducing our charitable activities.

Income

Over the last financial year, we raised a total of £44 million (£47.2 million in 2023/24). This represents a 7% decrease in income.

Total income includes:

- £12.9 million from donated income including legacies (£15.4 million in 2023/24)
- £8.4 million from grants, fees and other income (£6.8 million in 2023/24)
- £21.9 million from trading activities, including our shops and online sales (£24 million in 2023/24)

➔ £0.8 million from our portfolio of investments (£1 million in 2023/24)

Expenditure

During the year, we spent £18 million on charitable activities which support our mission. This included our helpline, online communities, employment and other programmes, research, influencing and campaigning work and the cost of strategic initiatives. In 2023/24, this figure was £17.5 million.

Excluding our non-retail strategic spend of £0.8 million (£0.6 million in 2023/24) this represents a 1.5% increase from 2023/24. The rest of our expenditure goes towards running our organisation, operating our shops and generating funds and, in 2024/25, the strategic costs of implementing the changes to our retail operations.

Every pound we raise is extremely important to us. We carefully plan our use of resources to get the most impact. In 2024/25, for every £1 we spent, 76% was spent on our charitable activities to help disabled people and their families. This compares to 73% in 2023/24. This increase came from continuing to invest in our services, community projects, research, influencing and campaigning. Excluding non-retail strategic spend the ratio was 75% in 2024/25 compared to 72% in 2023/24. This percentage is likely to fluctuate over time, but we're committed to increasing it.

Like many other similar charities, we do not include our trading activities in the calculation of the charitable spend percentage or the costs in 2024/25 of implementing the changes in retail. This is because our shops operate like other retail businesses, raising net funds through selling merchandise.

We invested £5.6 million to recruit and retain donors and other supporters. This investment will generate future income and continue to fund our impact. This figure was £0.9 million less than we spent in 2023/24.

We spent £26.9 million on maintaining and operating our shops. This includes the impact of inflation on salaries and other costs and allocated support costs. In 2023/24, this figure was £24.7 million.

Our support costs, including our annual salary review, decreased by £0.6 million on the year before. This reflects an 8% decrease. We managed our costs closely, including what we have committed to spending in the future. We continue to prioritise investment in Equality, Diversity and Inclusion (EDI), accessibility and retention. And improving our technology and the efficiency of our processes. Following the reduction in size of our retail estate we have reduced the size of the support functions needed to run the activity accordingly.

Net movement in funds

Our net decrease in funds for the year was £8.1 million (decrease of £0.3 million in 2023/24). There are several reasons for this.

- Managing our operations in another year of high economic uncertainty, challenging trading conditions and rising costs. This generated a total operating loss of £5 million mainly in retail (£0.6 million loss in 2023/24). Action has been taken to return the estate to profitability.
- We invested £0.8 million in planned strategic projects to improve how we interact with our supporters, test more diverse fundraising channels and other projects (This figure was £0.6 million in 2023/24).
- We recorded costs of £2.4 million following the decision to close approximately half of our shops (nil in 2024/25). Some of these costs may be recouped in 2025/26.
- There were unrealised gains on investments of £0.1 million (£1.5 million in 2023/24).
- Amortisation of goodwill acquired with PurpleSpace of £0.1m (nil in 2023/24)
- Running costs of the pension scheme of £0.6m offset by actuarial gains of £0.7m (2023/24 running costs of £0.4 million and actuarial losses of £0.2m) – see note 28

Fundraising and partnerships

Fundraising and partnerships

Income

Our fundraising and partnerships income helps Scope support more disabled people and work towards an equal future. This includes donations from individuals, gifts in wills, corporate partners, philanthropists, events, and grants.

In 2024/25, we raised £14.3 million through public fundraising (£17 million in 2023/24). This includes:

- £4.1 million through gifts in wills (£6 million in 2023/24)
- £0.6 million raised by supporters taking part in challenge events and community fundraising (£0.4 million in 2023/24)
- £9.6 million through individual donations, including lottery, regular gifts, payroll giving and one off donations (£10.6 million in 2023/24)

Individual giving and legacies

Individual giving remains our biggest income stream. However, we saw more people cancelling their regular gifts reflecting sector trends and the ongoing financial pressures of the cost of living crisis.

This year, we tested new ways to connect with supporters. We ran digital lead generation activity to reach people who might be interested in Scope's work. We then took them on an engagement journey, sharing more about what we do and how they could help. This approach attracted nearly 40,000 new contacts. From this group, 407 people chose to support Scope with a one off or regular donation, exceeding our targets.

We paused our face to face fundraising activity due to high cancellation rates. During this time, we reviewed our supporter journeys, fundraising messages and compliance processes. We resumed this activity in September and successfully recruited 5,500 new lottery players by the end of the financial year.

Challenge events and community fundraising

Our supporters raised £0.6 million by taking part in events and activities in their communities.

One standout moment was the 2025 London Marathon. Our team raised almost £400,00. This is our highest ever total for this event. We improved our support for participants and introduced new fundraising milestones, which helped drive this record breaking result.

Gifts in wills

Gifts in wills remain a vital source of income, raising £4.1 million this year. These donations help secure our long term future and ensure we can continue delivering support for generations to come.

Corporate partnerships, philanthropy and grants

Corporate partners, philanthropic organisations and grants contributed £5.2 million to our funding in 2024/25 including in-kind donations (compared to £3.3 million in 2023/24).

Our corporate partners make a huge difference to our work. This year, we:

- expanded our partnership with the Gas Distribution Networks and Cadent, helping more people through our energy services
- launched a new 3 year partnership with Evri to drive change in the logistics sector
- continued working with Deloitte on digital inclusion and accessible services

Funding from philanthropy and grants is helping us answer more Helpline calls, support people into work, and deliver our strategy.

We launched the Equal Futures Collective, our first ever giving circle, and welcomed supporters back to our Carol Concert for the first time since the pandemic. We also received a grant from the People's Postcode Lottery which has helped to support our Helpline.

Thank you

Thank you to everyone who supports Scope. Your generosity powers our work and brings us closer to a society where disabled people experience equality and fairness.

Retail

We have faced increasing external cost pressures within the charity retail sector. So, this year we took proactive steps to ensure the long term sustainability of our retail operations. We reviewed the profitability of our retail sites and made a difficult decision to reduce the size of our shop estate and management and support structure. This transition programme was carried out with a values led approach, supporting affected colleagues and volunteers through clear communication and collaboration with charity partners.

In addition to the 17 shops that we closed earlier in 2024/25, we closed 31 shops at the end of March 2025 and we have or will have closed a further 46 shops during 2025 to 2026 as part of this transition programme.

In 2024 to 2025, we also opened 3 new shops in Leeds, Fulham, and Surbiton. And completed 2 relocations in Brighton and Andover, ensuring a continued high street presence in key locations.

We continued to be supported by our amazing partners. This included Amazon, ASOS, Boden, Boohoo, DPD, Dune, John Lewis, Marks and Spencer, N Brown, Soya Concept and Transport for London.

We have focused on safeguarding and strengthening the long term sustainability of our retail model by streamlining our management and support structure and fully resourcing our Ecommerce operations.

Key achievements include launching a new large shop format, opening 3 stores dedicated to selling corporate partner donations, and establishing new processes for selling donated stock via eBay. A full rollout of the eBay selling model in shops is planned for 2025/26, helping to expand online income.

Operational activity and resilience

We are committed to diversifying income and improving operational efficiency through rationalising our shop estate and focusing on high performing shops and Ecommerce growth.

Retail remains an important and resilient contributor to funding our work with disabled people. We are now better positioned for future growth in our focussed and profitable estate and particularly in Ecommerce.

Reserves policy

We want to make sure we have financial stability. We take a risk based approach to decide the minimum level of unrestricted reserves needed for ongoing sustainability.

Scope holds 3 categories of reserves:

- Restricted fund reserves (£0.7 million). These can only be spent on activity specified by the funder. This is often a service or a project.
- Unrestricted funds:
 - Designated reserves. These are funds the Trustees have agreed to set aside for specific activity or to cover our legal obligations. We hold three designated reserves. The first is for planned strategic investment (£0.3 million). The second is a pension reserve as part of an ongoing employer covenant for the defined benefit pension scheme (£4 million). The third is a reserve set aside for the costs of completing our retail transition programme (£1.1 million)
 - Undesignated reserves. This is the balance of reserves after excluding the above. There are 3 subsections:
 - Fixed asset reserve (£4 million). To cover the net book value of tangible and intangible assets.
 - Minimum retained free reserves (£13 million). This is the amount needed to cover our operational costs, should income fall and/or costs go up unexpectedly. This aims to safeguard the financial stability of the Charity. This is estimated as 3-4 months of total expenses and a further 8-9 months of fixed costs.
 - Available free reserves (£3.3 million). This is the amount over and above the minimum free reserves to spend or invest. Our Trustees plan to invest this in line with our strategy for An Equal Future with disabled people and their families.

We review the appropriate level of our reserves annually. We adjust this for changes in investment strategy, performance and external risk factors.

Going concern

The Trustees have considered the financial position of the Charity. They have looked at various factors including cash, reserves and investment values. They also looked at the impact of future trading forecasts on the activities and financial results of the Charity.

After reviewing this information and considering the risks and uncertainties, they concluded that the Charity can meet its liabilities as they fall due, for at least 12 months from the date of this report. It remains appropriate to prepare the financial statements on a going concern basis.

Investment policy and performance

The Finance Committee reviewed the investment policy in 2024 and also carried out a review and tender process of our investment managers. This resulted in a change in investment manager which has been implemented after the end of the year.

For the financial year covered by this annual report (2024/25), our investment objectives were to:

- cover short term financial risks, ensuring security and liquidity of funds held
- preserve the value of the remaining funds held in real terms, to cover longer term financial risks and funding for future development opportunities
- ensure low volatility in investment asset values
- provide certainty for our short to medium term planning
- achieve a total return on investments greater than the UK Retail Price Index (measured over a rolling 3 year period)
- During the financial year we've applied an ethical approach to our investments policy:
- investments exclude companies with significant trading interests in armaments, tobacco, pornography, alcohol, gambling and animal testing (excluding medical research for the benefit of humans)
- we only invest in companies that Experts in Responsible Investment Solutions consider able to mitigate their environmental impact and exposure to regions that could represent a 'human rights risk'
- the fund manager makes sure companies within our portfolio have appropriate policies regarding discrimination on the grounds of disability, age, religion, race, gender and sexual orientation

Our financial investments were worth £19.6 million at 31 March 2025. This figure was £26 million at 31 March 2024. This change represents the use of funds for operational activities and planned strategic investments net of unrealised valuation gains of £0.1 million.

The asset allocation at 31 March 2025 was 41% bonds, 52% equities and 7% cash and cash equivalents.

The portfolio includes a sub-fund created to provide security to the Scope Pension Scheme. The balance on this fund at 31 March 2025 was £4 million, all of which is secured for the Pension Scheme.

Pensions

We operate the following pension schemes:

- The Scope Pension Scheme closed to further contributions on 30 June 2013. This is a single employer defined benefit pension scheme.
- Because the Scope Pension Scheme closed to new members, in 1 October 2003 we opened a new scheme. This is a defined contribution stakeholder pension plan.

The year end valuation of the Scope Pension Scheme shows a surplus of £0.9 million, based on FRS 102 assumptions. This figure is compared to a deficit of £0.6 million at 31 March 2024.

The deficit was eliminated and a surplus caused by:

- a significant increase in the discount rate during the year
- updated demographic assumptions to reflect the updated analysis carried out as part of the 31 December 2023 funding valuation
- a reduction in the commutation factors in the scheme
- a contribution paid into the scheme by Scope of £500,000 at the start of 2025

partially offset by:

- actual inflation being higher than previously assumed
- reduction in the market value of assets, reflecting the impact of falling gilt prices

A pension scheme asset is not included in the balance sheet. You can find out more in note 28 to the financial statements. The Scope Pension Scheme is now closed to new members and to future accrual.

Review of Scope subsidiaries

In May 2024 Scope acquired PurpleSpace Limited, the international professional development hub for disability network leaders for £1.1 million. The company works with disability confident employees, networks, allies and champions driving business change on disability from the inside out. The subsidiary is contributing to Scope's goals of changing attitudes, particularly in the workplace and its post acquisition financial results are included in these accounts.

During this financial year, we had two active subsidiaries:

- Scope Central Trading Limited
- PurpleSpace Limited (acquired 1 May 2024)

The activities of these subsidiaries, and their assets and liabilities, are included in these financial statements on a line by line basis. Transactions between entities are eliminated when consolidating the Group accounts. Details of all our subsidiaries, including those which no longer trade, are given in notes 8 and 15.

Scope Central Trading Limited's main activities are buying and selling general merchandise, greeting cards, clothing and giftware in our retail and online shops. Turnover for the year was £1.7 million. This figure was £1.4 million in 2023/24. Net operating profit before a Gift Aid payment to Scope was £0.7 million. This figure was £0.6 million in 2023/24.

PurpleSpace Limited is the world's only networking and professional development hub for disabled employees, networks and resource groups. It has a network of over 4,000 leaders across 56 countries. Net operating profit before a Gift Aid payment to Scope was £0.3 million.

Promoting success

The Trustees, as company Directors of Scope, must act in accordance with a clearly defined set of duties in section 172 of the Companies Act 2006: "the directors of a company must act in a way they consider, in good faith, would most likely promote the success of the company for the benefit of its members as a whole, and in doing so, the directors must have regard, amongst other matters, to the:

- likely consequences of any decision in the long term
- interests of the company's employees
- need to foster the company's business relationships with suppliers, customers and others
- impact of the company's operations on the community and the environment
- desirability of the company maintaining a reputation for high standards of business conduct
- need to act fairly between members of the company"

As part of their induction, Directors are briefed on these duties and they can access professional advice on these as needed, either from the Company Secretary or independently. Our Directors fulfil their duties partly through a clearly defined governance framework, delegating day to day operations to the Executive Leadership Team and committees of the Board in line with the terms of reference. You can read more about this in the section on our structure, governance and management.

The following sections in this report further describe how Scope's Directors exercise their duties.

Our colleagues

At Scope, our colleagues are at the heart of everything we do. We're a community of colleagues and volunteers, all working towards a future where disabled people have equality. This year, we've supported more than 500 colleagues across retail and corporate roles, helping them grow and develop their skills. Around 10% of our colleagues are on

apprenticeships, with half of those focusing on Data apprenticeships to deepen our understanding of how our work impacts disabled people's lives.

We've continued to invest in leadership development. The Scope to Lead programme has helped colleagues progress, especially within our retail team.

Our volunteers are a huge part of what makes Scope special. Of our 4,000 volunteers, 30% identify as disabled. We've worked closely with them to develop a new volunteering strategy, making sure their feedback shapes how we improve the volunteer experience. This year, we celebrated some amazing milestones, including Kathleen Lambert's incredible 42 years volunteering with Scope. We also co produced the Volunteer Awards 2024 with disabled volunteers, where we recognised over 150 nominees and celebrated 13 winners.

Equality, diversity and inclusion (EDI)

EDI is central to our vision of an equal future. Our 3 year EDI strategy was launched in 2023, and we continue to make sure that inclusion is integral to everything we do. We've made strong progress, but we know there's more to do.

This year, we've taken important steps to support our disabled colleagues and those with other marginalised identities.

- We launched a race equity action plan and the Apex programme, giving colleagues of colour access to mentoring and development.
- We ran anti racism training for senior leaders and started to roll it out across the organisation.
- We relaunched our reverse mentoring programme with 23 pairs of colleagues.

We also made progress on accessibility and inclusive communications.

- We published our accessibility principles and guidelines.
- We delivered accessible writing sessions, with up to 230 colleagues attending each one.
- We held regular sessions on disability equality and workplace adjustments.

Our colleague networks continue to grow. We relaunched them with new committees and a training plan. We now have 7 active networks. We also set up an EDI steering group to challenge and guide our work.

We reached hundreds of colleagues through events on topics such as disability history, menstrual health, and faith and belief. We launched our menopause policy and saw over 80% of colleagues complete EDI and accessibility training.

Our commitment to intersectionality runs through our external work too.

- We spotlighted disabled creators from multiply marginalised backgrounds, including Shelby Lynch and Jameisha Prescod.
- We prioritised diversity and accessibility in our brand relaunch, including our new brand film.
- Our membership events focused on intersectional experiences, such as Islam and disability.

We also saw positive change in key areas and our gender pay gap continued to decrease.

We're proud of the progress made so far, but we know inclusion is an ongoing journey. We're committed to listening, learning and taking action together.

We have implemented significant change programmes in our retail activities and across the charity during the year and since the year end. We undertook an equality impact assessment to identify any potential negative impact of the consultations on colleagues in terms of their protected characteristics. We took active steps to mitigate any disproportionate impact and give colleagues as much support as possible through the consultations.

Our people data



Disability

As of March 2025, 23.75% of our colleagues at Scope identify as having a disability, impairment, or health condition. This includes 36% in Corporate Services and 14.17% in Retail.

Our colleague survey data shows an overall figure of 30%.



Ethnicity

As of March 2025, 17.73% of our colleagues at Scope identify as Black, Asian, or from a minority ethnic background. This includes 21.98% in Corporate Services and 14.73% in Retail.

Our colleague survey data showed that the percentage of colleagues identifying as White has fallen to 83%.



Sexual orientation and gender identity

As of March 2025, 13.22% of our colleagues at Scope identify as LGBTQ+ (18.43% in Corporate Services and 9.38% in Retail).

Our colleague survey data showed that the percentage of colleagues identifying as LGBTQ+ was 16%.

Gender pay gap and disability pay gap

As of the last formal reporting period in April 2024, our mean gender pay gap was 9.88%, and our median was 7.39%.

At the same time, our mean disability pay gap was -4.03% (favourable towards disabled colleagues), and our median was -22.85%.

Ethnicity pay gap

As of April 2024, our mean ethnicity pay gap was -1.19%, and our median was -12.82%.

How senior pay is set

We set the pay and reward for senior colleagues by:

- evaluating the role against others in Scope from different job families, to make our pay structure consistent
- using market data from sector pay surveys and reports

Our overall policy on pay and reward for 2024/25 was agreed by the Equality, Diversity, Inclusion and People (EDIP) Committee and approved by the Board of Trustees. This includes recommendations from the Chief Executive on the Executive Leadership Team's pay and from The Committee on the Chief Executive's pay. Since the year end, this responsibility has moved to a new Governance, Nominations and Remuneration Committee.

These are the salaries that were paid to our Executive Leadership Team:

Role	Gross salary for the year ended 31 March 2025	Employer pension contributions in 2024/25	Total financial reward
Chief Executive	£152,000	£5,872	£157,872
Executive Director of People	£107,140	£6,380	£113,520
Executive Director of Strategy, Impact and Social Change	£108,912	£6,535	£115,447
Executive Director of Retail and Communities	£145,500	£0	£145,500
Chief Financial Officer	£124,485	£5,398	£129,883
Executive Director of Services	£114,841	£6,633	£121,474
Executive Director of Fundraising	£104,498	£1,321	£105,819
Executive Director of Digital and Marketing	£107,380	£0	£107,380

Our values

Pioneering

We are ambitious and determined to drive change. We focus on how we can make the most impact. We innovate and strive for better, pushing ourselves and our boundaries.

Courageous

We are single minded in our desire to achieve equality. We are bold, challenging the status quo, ourselves, and each other. We are not afraid to fail fast and learn quickly.

Connected

We connect and collaborate internally and externally, to create a fairer society. We listen and share, tapping into the expertise of others.

Open

We are transparent about what we do and how we do things. Creating supportive, accessible environments, building trust with each other and our customers to achieve more.

Fair

We make sure everyone has a fair chance. We value and respect each other's expertise and diversity. We take responsibility for what we do and support each other to succeed.

Environmental impact

We continue to consider and minimise the impact that we have on our environment. As part of this work, we're sharing the measurements of our carbon footprint.

We consider this across 3 main areas:

- direct emissions from activities that we own or control which release emissions into the atmosphere. Emissions are generated from natural gas and relate to vehicles that we own or lease
- indirect emissions released into the atmosphere, which are associated with our consumption of purchased electricity
- other indirect emissions from our actions. This includes emissions from business travel

Quantification and reporting methodology

HM Government Environmental Reporting Guidelines: including streamlined energy and carbon reporting guidance (March 2019) has been used for the collation of data sources and reporting of emissions. UK Government GHG Conversion Factors for Company Reporting (2024) has been used for the reporting of emissions.

In 2023/24, our total carbon dioxide (CO₂) emissions were 874 tonnes. In 2024/25, we reduced this to 827 tonnes. This comes from:

- The use of purchased electricity: 63% or 522 tonnes. These figures were 66% or 576 tonnes in 2023/24.
- Company vehicles: 28% or 235 tonnes. These figures were 26% or 226 tonnes in 2023/24.
- Private vehicles: 2% or 17 tonnes. These figures were 2% or 16 tonnes in 2023/24.
- Natural gas: 1% or 6 tonnes. These figures were 1% or 7 tonnes in 2023/24.
- Other indirect emissions: 6% or 46 tonnes. These figures were 5% or 50 tonnes in 2023/24.

We offset 30% (66% in 2023/24) of these emissions through a green energy contract.

In 2019/20, we set a target (base target) to reduce our emissions of CO₂e by 2% for each square metre of floor area, each year. The intensity ratio of total emissions for each square metre of retail floor area for 2024/25 was 0.0377 (0.034 in 2023/24). This is an 11% increase compared to the previous year and a 20% decrease compared to the 2019/20 base target. The reason for the increase is a greater use of vehicles than the previous year. The reasons for the decrease against the base target are the closure of some of our retail

shops, and lower electricity use due to upgrading our lighting systems to LEDs. We have also noticed a reduction in company and private transportation use.

We want to reduce emissions by a further 2% in 2025/26.

Principal risks and uncertainties

Overview

During the past year, we continued to use our risk management framework and statement of risk appetite. The risk management framework sets out the roles and responsibilities for risk management at Scope across all departments. It also sets out the approach to identify, manage, monitor and review risk, as well as how we communicate and learn from risk management activities.

The overall responsibility for the management and control of risk rests with the Board of Trustees. We also delegate some elements of the risk management process to our Audit and Risk Committee, Executive Leadership Team, the leadership team and other colleagues.

The Audit and Risk Committee oversees the level and methods of corporate assurance for the Charity, the external audit and the annual programme of internal audit. The Committee takes the lead role on risk management oversight, regularly reviewing our corporate risk register and making sure the risk management framework works, as well as feeding back recommendations to the Board. The Board reviews the corporate risk register annually and in 2024 held a risk strategy workshop specifically to review the risks monitored under the current strategy and external environment.

Certain external environmental factors are outside our control, for example:

- Government policy and other changes that may affect the lives and experiences of disabled people
- changes in market conditions that can affect our net income, general economic conditions and inflationary pressure on operating costs
- the value of investments we hold that can go up or down, in line with general market trends

The impact of these environmental factors is monitored quarterly at a minimum (and more actively, in times of significant impact). This will allow us to respond quickly, mitigating impact and ensuring continuity.

We use a set of control systems within our overall corporate assurance processes so that everyone can feel confident we're running our organisation and services effectively. Our internal auditors also systematically review our key activities and systems, prioritising areas

of strategic risks, as well as following up on areas for improvement identified in previous years.

Our corporate risks

Our principal corporate risks are outlined below, with management actions to mitigate either the likelihood of the risk occurring or its possible impact.

Strategic and environmental risks

1. Failure to focus on our goals in the new strategy for An Equal Future and deliver successfully on them under our operating model.

Mitigation:

- Detailed current year plan and outline 3 year plan are based on 3 strategic goals and 9 outcomes detailed in the strategy. Monthly reviews of outcomes across our services and campaigns using consistent measures and indicators and reporting on these regularly to the Board of Trustees
- Transition and change resources in place to ensure focus remains on our strategy
- Phased approach to operating model and strategy implementation over 10 years. Flexible resource allocation based on priorities.

2. Failure to stay at the front of disability issues, championing disabled voices across our 3 goals and managing our reputation.

Mitigation:

- Continually assessing new and existing activity against our impact framework. Routine analysis of insight from disabled people in research and evidence teams. Using our co-production model to embed the experiences and voices of disabled people in all our work
- An insight driven approach to our communications, campaigning and interactions with our supporters and customers.
- Due diligence on new partners and Impact project proposal assessments before starting any new activity.

3. Failure to realise the potential of digital technologies and channels to connect with our audiences. This in turn reduces our impact and outcomes for disabled people, reduces engagement with all audiences and limits income generation.

Mitigation

- A specialist digital team in place to support colleagues, with expertise in emerging technologies including AI, product management, user experience, front-end development and accessibility.
- External agency support giving access to a wider range of platform and development expertise

- We trial new digital opportunities and ways of working through standalone digital initiatives, including the emergence of artificial intelligence (AI) and how it may impact the organisation.
 - 'Moirra', Scope's accessible AI assistant, has become central to our digital development. Built with Deloitte on the 4o model, it supports all colleagues, protects data, and improves confidence in AI use. Rolled out to all staff, Moirra now automates tasks, meets the WCAG 2.1 AA standard and speeds up analysis. Its ethical design makes it a leading example of responsible AI in the charity sector.
4. Scope may not be able to generate sufficient net income to meet its resource and financial obligations, and continue to deliver public benefit efficiently and effectively in the short, medium or long term.

Mitigation

- We have a detailed business plan and budget, including reserves set aside for the costs of implementing the changes to our retail estate in order to return to profitability, moving to the next stage of our strategic operating model and diversifying our income streams.
- We use our daily, weekly and monthly reports to monitor income, costs and leading indicators in detail, enabling us to take corrective action where needed.
- A retail performance plan is in place with a focus on profitability of new shops and Ecommerce.

Operational risks

1. Safeguarding arrangements fail to promote wellbeing and protect staff, volunteers or beneficiaries from adverse incidents. Ineffective handling and responses to allegations could result in reputational damage.

Mitigation

- We prioritise the safeguarding of all people who interact with Scope in everything we do. Our safeguarding policy is clearly embedded in operational processes and led by a team of specialists connected with trained designated safeguarding leads across the Charity and a retail case management group. Safeguarding training on policies and procedures is provided for all employees and volunteers.
- The Board of Trustees has responsibility for oversight of safeguarding activity and is committed to promoting the welfare and wellbeing of children and adults at risk. It also ensures the right level of protection and safeguarding response is in place and that incidents and allegations are handled with speed, efficiency and rigour. An Independent Committee Member with specialist safeguarding expertise and experience attends the Audit and Risk Committee and provides expert advice to the Board. The Chief Executive has management responsibility for safeguarding and chairs the Steering Group. All leaders are responsible for setting the standard and behaving in a way that reflects our values, complies with our safeguarding policy and

procedures, and protects customers, colleagues and members of the public.

- We have a cross organisation Safeguarding Steering Group and an external expert that meets 4 times each year. The group supports and reviews the progress and implementation of Scope's safeguarding plan. It also provides oversight of safeguarding reporting, policies, procedures and resourcing, as well as reporting to the Board. Scope's Raising and Escalating Concerns (Whistleblowing) Policy and processes provide safe routes for colleagues to voice concerns.

2. Misaligned governance and oversight structures or inadequate management information lead to ineffective oversight of delivery and strategy.

Mitigation

- We self monitor against the Charity Governance Code and last year we commissioned an independent review of Board and committee performance. The review gave a positive report with areas of continuous improvement which are in use
- Trustees serve a maximum of two 3 year terms. The induction process includes our code of conduct, social media policy and specific training and development as needed. Ongoing training and development for Trustees and Independent Members is planned by the Nominations and Governance Committee. We conduct regular skills audits and performance reviews and carry out continuous succession planning, using specialist agencies and a strong interview process as well as internal recruitment campaigns to help improve our reach and diversity. Independent Committee Members fill specific skills gaps.
- We have robust financial and internal audit processes, including reporting against agreed KPIs and a corporate risk register. The Board holds regular strategy sessions as well as Board meetings. Information is provided in advance of meetings and external experts attend where appropriate.

3. Scope fails to attract and retain skilled and experienced colleagues to deliver its objectives and retain key corporate knowledge.

Mitigation

- Our attraction strategy is closely linked with our EDI principles. We work with specialist recruitment agencies and social media campaigns and review applicant data to continuously improve. We use effective candidate source analysis, anonymised applications and shared interview questions. This year we launched a new volunteer strategy with opportunities to appeal to a larger and more diverse cohort of volunteers.
- Our development and training programmes for colleagues are constantly reviewed to enable career progression including an emphasis on development objectives and a 'reverse mentoring' scheme. We conduct periodic reward reviews including pay progression. Our operating model is based on cross functional working which enables colleagues to collaborate effectively and learn from others.
- Our adjustment processes positively support all colleagues to do their best work. We

use colleague inclusivity networks and regular engagement surveys, to help us identify areas for improvement. Our Apex Programme supports colleagues of colour to reach their potential.

4. Cyber incidents negatively impact the confidentiality, integrity, and availability of our information systems and/or data.

Mitigation

- We have an information and data security management framework to cover our security culture, security processes and IT security tools. Our technology is constantly reassessed, reflecting the ever-changing environment. All colleagues receive information security and General Data Protection Regulation (GDPR) training.
- Other controls include strong password policies, firewall and secure back up infrastructure, restricted privileged and administrative access rights, multifactor authentication, mobile device controls and patch and change management policies. We run separate managed cloud environments, secure back up and regular penetration testing as well as procurement contract monitoring and due diligence.
- Our Business Continuity Plan has been tested, refreshed and aligned and we have a cyber insurance policy.

Legal and regulatory risks

1. Non compliance with disability legislation or other regulations (Charity Commission, fundraising and gambling regulations, His Majesty's Revenue and Customs (HMRC), employment law, health and safety, GDPR).

Mitigation

- Our approach to safeguarding and data security is noted in detail above. We have clear guidance in place on our online community to make sure action can be taken to improve or remove inappropriate behaviours. We have specialist disability legislation, safeguarding, data, and health and safety leads in place. We conduct regular horizon scanning against new legislation and seek independent advice where needed
- All new space is acquired with accessibility as a priority. Adjustments are made to accommodate the needs of disabled people in our spaces. We monitor feedback and complaints information to ensure these adjustments are effective. All services have access to resources to adjust services to the need of those attending e.g. Interpreters, close captions accessible venues. We work with colleague networks, provide support such as disability leave and measure and report our disability pay gap. Clear guidance and codes of conducts are in place for all to follow.
- Departmental risk registers are reviewed regularly and significant incidents escalated, discussed, actioned and reported where appropriate.

Financial risk management

During our day to day operations, we need to manage a variety of financial factors, such as credit and liquidity risks. We also need to manage the risk of the financial impact of any shortfall in net income compared to budget (see strategic risk 4). We use different control mechanisms to manage these.

Safeguarding of assets

Credit risk relates to the risk that another party fails to honour its financial obligations to us and, consequently, we suffer a monetary loss.

The value of our investment assets is exposed to the risk from volatility in global markets. Our financial investments in 2024/25 were managed by RLAM, an A-credit-rated organisation. RLAM's investment performance and credit rating are overseen by our Finance Committee. Our main cash balances are held in accounts with the NatWest Group. The credit rating of any bank is considered when reviewing credit risk. We do not engage in any transactions involving derivatives or working capital.

Liquidity risk is the risk of being unable to raise enough cash to meet our obligations when they fall due. We manage our liquidity risk by making sure we manage our cash flow effectively, tracking working capital and net current assets.

Fraud is an inherent risk to all organisations and the risk of cyber fraud in the environment is increasing. We have controls in place to prevent and detect internal and external fraud as far as possible.

Our structure, governance and leadership

How we are managed

The Charity is governed in accordance with its Memorandum and Articles of Association. This year we extended our registration to allow us to operate as a Charity in Scotland and Northern Ireland. We're a registered charity in England and Wales (208231) and Scotland (SC053490) and we operate in Northern Ireland. Scope is a company limited by guarantee, incorporated on 20 June 1953, registered in England and Wales with company number 00520866.

Scope and its subsidiaries are registered at: Scope, 2nd Floor, Here East Press Centre, 14 East Bay Lane, London, E15 2GW.

Scope is governed by our Board of Trustees. The Board consists of 9 to 14 Trustees and is responsible for approving Scope's vision, organisational strategy, annual plans and budgets, as well as key policies. It holds the Executive Leadership Team accountable for

delivering against these strategies and plans and has a duty to ensure that Scope complies with all legal requirements.

The Board delegates the day to day management of Scope to the Chief Executive, who in turn delegates responsibilities to the Executive Leadership Team which leads on each of Scope's directorates: Strategy Impact and Social Change, Services, Fundraising, Digital and Marketing, People and Operational Performance (including Retail and Finance). Delivery of the charitable objectives takes place through cross team working in goal groups and mission based teams.

The Chair of Trustees leads the Board, with support from the Deputy Chair and Honorary Treasurer. The Board meets formally four times a year. In addition to these main meetings, Trustees are also expected to attend quarterly strategy sessions, Committee meetings and training sessions as well as any ad hoc meetings or working groups that may arise throughout the year.

Trustee Recruitment and appointment

The Board's Nominations and Governance Committee oversaw Trustee succession planning in 2024/25 and made recommendations to the Board on Trustee recruitment and reappointments. Since the year end this has been replaced by the Governance, Nominations and Remuneration Committee. Recruitment proposals consider the skills of the Trustees, while seeking to address any gaps in existing skills, experience and diversity. The Board actively seeks to recruit Trustees with lived experience of disability.

We recognise the value of a diverse Board with a relevant blend of skills, experience and characteristics. To achieve this, where appropriate, we engage the services of specialist recruitment consultants. We also use targeted advertising platforms and harness the power of our networks. By using wider and more inclusive methods of searching for new Trustees and Independent Committee Members, we access a wider pool of applicants from a broad range of different social, economic and ethnic backgrounds. This leads to a greater diversity of perspectives.

Trustees, including the Chair, are appointed by the Board and formally elected by Members at the next Annual General Meeting (AGM). Trustees serve an initial term of three years which, subject to review, can be renewed for a further three years. In exceptional circumstances, Trustees may be reappointed for additional one year terms, up to a maximum of three additional years, bringing the total possible service to nine years.

Appointments are made subject to receipt of satisfactory references. Trustees are asked to sign an automatic disqualification declaration. Trustees and Independent Committee

Members must also complete declarations of interest forms each year and undergo enhanced Disclosure and Barring Service (DBS) checks.

Our Trustees volunteer their time and do not receive any rewards or benefits. Any expenses reclaimed by Trustees are disclosed in our financial statements.

How we make decisions

Our Memorandum and Articles of Association state that the Board “may make rules with respect to the carrying into effect of all or any of the purposes of the Company or all or any of the provisions of these Articles”.

The Board uses different governing documents to help it make the rules, including:

- The Standing Orders of the Board of Scope set out the regulations for the Board of Trustees, its committees and people working for and with us. It shows how the Board can delegate authority to individuals, the Executive Leadership Team, committees and working groups.
- The Scheme of Delegated Authority sets out which powers are delegated to colleagues through the Chief Executive, and which stay with the Board. This is a tool to help colleagues so that the right person or group make decisions. This helps the Charity operate most efficiently and effectively.

Induction and support of Trustees

We seek to provide all Trustees with a full induction which includes a detailed briefing on the legal roles of Trustees and Directors, our history, structure, mission and purpose. We support our Trustees to make them feel welcome and help them to fulfil their roles and deliver impact. As part of the role, Trustees have an opportunity to visit our shops and services. They get time to meet colleagues and volunteers, gaining first hand experience of what we do and how we do it.

Independent Committee Members

As with Trustees, Independent Committee Members also serve an initial term of three years which, subject to review, can be renewed for a further three years.

Independent Committee Members play an important governance role at Scope. They supplement the skills mix of our Trustees by bringing additional expertise and experience to the Board’s committees. Their contribution helps ensure that the advice and assurance provided through the committee structure is well informed and robust.

To support them in their role, Independent Committee Members take part in the same comprehensive induction as our Trustees and receive the same level of support to help them feel welcomed and equipped. Where possible, they are also invited to join Trustees to attend strategic Board days and relevant training.

This role also offers Independent Committee Members the opportunity to develop their leadership skills. In the future, and depending on the skills required by the Board, they may be considered for a Trustee position.

Board committees

The purpose of Board committees is to scrutinise and discuss matters within their terms of reference in more detail on behalf of the Board. Matters can then be recommended for approval to the Board having been reviewed and endorsed by the designated committee prior to being presented to the Board for its decision. Some matters are delegated to specific committees for approval, for example, the approval of certain policies.

Committees play an important advisory role, providing the Board with support, insight, and guidance in their areas of expertise. This helps ensure the Board is well equipped with the knowledge, experience, and assurance needed to make informed decisions

Each committee is chaired by a Trustee, who reports to the full Board at every meeting. The Committee Chair shares key updates on the Committee's activities, including significant discussions and decisions made.

In 2024/25 there were 5 committees all of which met quarterly except for the Nominations and Governance Committee, which met twice a year. Each committee was made up of a mix of Trustees and Independent Committee Members.

The committee structure was as follows:

- The External Audiences Committee oversaw how well we engage with and meet the needs of our external audiences through our services, community activities campaigning, influencing, fundraising, partnerships and retail
- The Audit and Risk Committee, oversaw corporate assurance, internal and external auditing and risk management
- The Finance Committee monitored our financial results, financial position, planning, budgets and forecasts and the appropriate use of our financial resources and assets
- The Equality, Diversity, Inclusion and People (EDIP) Committee oversaw, reviewed and connected all policy and strategic matters about EDIP matters across the organisation
- The Nominations and Governance Committee made sure the Board and committees had the right skills to govern Scope and was responsible for the diversity of our Board. This Committee assisted the Board in overseeing the quality of our governance and supports the Board with legal and regulatory requirements including charity law and guidance from the Charity Commission.

In 2024 the Nominations and Governance Committee engaged the consultancy firm Bvalco to conduct an external review of the Board's effectiveness. The Board undertakes an internal review annually and commissions an external evaluation every 3 years. The

purpose of the external review is to assess how the Board operates both collectively and individually with particular attention to cohesion and identifying any areas for improvement. Following the review, the Board noted that the overall conclusions were positive and approved an action plan to implement the recommendations for continuous improvements.

Since the year end, the Board reviewed its Committee structures to make sure they best support the Board in ensuring delivery of Scope's strategy and driving sustainable income streams to support its work. Following this review, we now have 4 Committees:

- The **Impact Committee** will oversee strategy implementation and delivery of social change for 16 million disabled people and their families
- The **Fundraising Committee** will offer leadership and assurance on income generating activity to support the mission and financial sustainability of Scope
- The **Audit, Risk and Finance Committee** will combine financial oversight with organisation wide risk management and audit responsibilities. It will monitor financial performance, financial position and forecasts, the proper use of charity funds and effective risk management
- The **Governance, Nominations and Remuneration Committee**. The existing Nominations and Governance Committee was extended to include succession planning and remuneration, to ensure Scope's policies support the recruitment of colleagues while remaining consistent with the organisation's values and commitment to fairness and inclusion.

Scope Assemblies

Scope has 2 Assemblies:

- Scope Assembly, which is open to members of all ages
- Young Members Assembly, for members who are 18 to 25 years old

The Assemblies give members the opportunity to hear news and updates, and give feedback on decisions and initiatives. These Assemblies are elected by the membership to take members' views to Trustees and the Executive Leadership Team.

As of 31 March 2025, there are 27 elected Assembly representatives. 19 of these are in the Scope Assembly and 8 in the Young Members Assembly.

On 31 March 2025, we had 2,475 members (increased from 2,238 at 31 March 2024). 315 of these members are aged 18 to 25 years old, which now represents 12.7% of our membership.

Fundraising and compliance

We fundraise to create An Equal Future with disabled people.

Our supporters help us in many ways. They volunteer, donate, fundraise, take part in our events, campaign, raise awareness and offer their expertise and skills.

Support from individual donors, corporate partnerships, charitable trusts and high net worth individuals funds our innovative and evidence based services. Financial investment and pro-bono support mean that we can increase our reach, amplify our voice and make even more of an impact on the lives of disabled people.

We have the highest standards of professional fundraising. We encourage our colleagues to join the Chartered Institute of Fundraising's training courses and special interest groups. We are registered with the Fundraising Regulator to make sure we're respectful, open, honest and accountable in line with our organisational values. We're open about how we raise and use public donations, and we're transparent about the impact of these donations on the lives of disabled people and their families.

We take great care in choosing fundraising third party suppliers. We make sure our contracts specify they follow fundraising best practice and closely monitor how they fundraise on our behalf. We 'mystery shop' and shadow our agencies very regularly, so we're confident they're displaying the standards we expect of them.

We work hard to give our supporters the best possible experience of Scope. But we understand things can go wrong and we take all concerns and complaints seriously. We provide a complaints procedure through our website.

The number of complaints received about fundraising activities in 2024/25 was 15 (195 in 2023/24). Complaints were resolved satisfactorily through our internal processes and no complaints were escalated to the Fundraising Regulator. We saw a decrease in complaints this year, compared to last year due to the work of our fundraising acquisition, supporter care and compliance teams as well as the agencies that we work with and the way that we manage and respond to complaints.

Our fundraising compliance and procedures are a priority and are continuously under review using the guidance from the Charity Commission which is called CC20. Scope has a full complement of fundraising policies and procedures and a suite of fundraising compliance e-learning courses for colleagues.

Directors' and Trustees' indemnity

During the year, we had an indemnity insurance policy in place. This is in favour of our Directors and Trustees against liability in respect of proceedings brought by third parties, subject to the conditions set out in section 234 of the Companies Act 2006. This indemnity insurance policy is still in place at the date of approving the Trustees' report.

Our Trustees and Independent Committee Members

During the year and at the time of signing the financial statements, unless noted otherwise, our Trustees and Independent Committee Members were:

Name	Role	Date of initial appointment/resignation
Sir Robin Millar	Chair of the Board of Trustees	30 June 2020
Mark Johnstone	Deputy Chair and Treasurer	2 January 2020
Matthew Johnston	Trustee	29 November 2019
Zeinab Chaudhary	Trustee	8 October 2021
Simon Godfrey	Trustee	Resigned 23 July 2025
Mina Jesa	Trustee	Resigned 11 August 2025
Katie Stevens	Trustee	Resigned 28 September 2025
Reece Jackson	Trustee	Resigned 13 September 2025
Tariq Khan	Trustee	Resigned 30 April 2024
Joanne Hall	Trustee	Resigned 15 November 2024
Sian Foster	Trustee	28 November 2024
Christopher Patnoe	Trustee	28 November 2024
Gail Arkle	Trustee*	3 April 2025
Luke Francis	Trustee*	3 April 2025
Callum Jackson	Trustee*	3 April 2025
Thomas Seddon	Trustee*	3 April 2025
Hetal Desai	Trustee*	1 August 2025
Lauren Beel	Independent Member	Term expired 26 July 2025
Lynda Greenshields	Independent Member	Resigned 22 April 2025
Sian Foster	Independent Member	Resigned 28 November 2024
Scott Berney	Independent Member and Safeguarding Lead	6 June 2023
Rosie Sparrowhawk	Independent Member	19 July 2023
David Cryer	Independent Member	15 November 2024
Helen Clifford	Independent Member	3 April 2025
Justin Fanstone	Independent Member	3 April 2025
Arun Veerappan	Independent Member	3 April 2025
Simon Godfrey	Independent Member	23 July 2025
Reece Jackson	Independent Member	13 September 2025

*Pending formal election at the next AGM in December 2025

Chief Executive

Mark Hodgkinson

Legal and administrative details

Independent auditors

Moore Kingston Smith LLP, 9 Appold Street, London, EC2A 2AP

Solicitors

Anthony Collins Solicitors, 76 King Street, Manchester, M2 4NH

Bankers

National Westminster Bank plc, City of London Office, Corporate Business Centre, PO Box 12263, 1 Princes Street, London, EC2R 8PH

Investment advisers

Cazenove Capital, 1 London Wall Place, London, EC2Y 5AU

Company Secretary

Angela Archbold

Registered office

Scope and all subsidiaries are registered at Here East Press Centre, 14 East Bay Lane, London, E15 2GW.

Statement of Trustees' responsibilities

The Trustees (who are also Directors of Scope for the purposes of company law) are responsible for preparing the Trustees' report (including the Strategic report) and the financial statements in accordance with applicable law and regulations.

Company law requires the Board of Trustees to prepare financial statements for each financial year. Under that same Law, the Board of Trustees has prepared the financial statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and applicable Law (United Kingdom Generally Accepted Accounting Practice).

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 the affairs of the Charitable Company and the Group, and the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the 'Accounting and Reporting by Charities: Statement of Recommended Practice 2019' ('Charities SORP').
- Make judgements and estimates that are reasonable and prudent.
- State whether FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' has 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 Board of Trustees is responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions, disclose with reasonable accuracy at any time the financial position of the Charitable Company and the Group, and enable them to make sure that the financial statements comply with the Companies Act 2006.

They're also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Board of Trustees is aware:

- There's no relevant audit information of which the Company's auditors are unaware.
- They've taken all the steps that they ought to have taken as Trustees to make themselves aware of any relevant audit information and establish the Company's auditors are aware of that information.

The Board of Trustees is responsible for the maintenance and integrity of the Charitable Company's website. Legislation in the UK governing the preparation and dissemination of financial statements may be different from legislation in other jurisdictions.

The Trustees' report and Strategic report were signed on behalf of the Trustees by:

Robin Millar

Robin Millar (Oct 17, 2025 16:14:25 GMT+1)

17/10/2025

Sir Robin Millar CBE

Trustee

Date: 17 October 2025

M. Johnstone

Mark Johnstone (Oct 17, 2025 14:32:43 GMT+1)

17/10/2025

Mark Johnstone

Trustee

Independent Auditor's report to the Members of Scope

Opinion

We have audited the financial statements of Scope (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Group Statement of Financial Activities, the Group Summary Income and Expenditure Account, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including 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 group's and the parent charitable company's affairs as at 31 March 2025 and of the group's 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 Auditor's 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 group's and parent 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 other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in the annual report. 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.

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 course of 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 there is 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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 trustees' responsibilities statement set out on pages 52-53, 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 group and parent 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 group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 to you 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 an auditor's report 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non compliance or suspected non compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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 Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Andrew Stickland (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
9 Appold Street
London, EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Date: 22 October 2025

Group statement of financial activities

(Incorporating an income and expenditure account)

For the year ended 31 March 2025

		Unrestricted funds 2025	Restricted funds 2025	Total funds 2025	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	Note	£000	£000	£000	£000	£000	£000
Income and endowments							
Donations and legacies	3	12,782	151	12,933	15,157	216	15,373
Other trading activities	4	21,936	–	21,936	24,024	–	24,024
Investments	5	781	–	781	995	–	995
Charitable activities:							
Fees		654	–	654	928	393	1,321
Grants	6	319	3,244	3,563	308	1,380	1,688
Other income	7	4,174	–	4,174	3,770	–	3,770
Total income and endowments		40,646	3,395	44,041	45,182	1,989	47,171
Expenditure							
Costs of raising funds:							
Raising funds	9	32,496	–	32,496	31,217	–	31,217
Strategic spend (trading activities)	9	2,435	–	2,435	–	–	–
Charitable activities:							
Community engagement	9	1,275	–	1,275	1,429	–	1,429
Employment services	9	1,673	847	2,520	1,674	840	2,514
Family services	9	1,037	–	1,037	1,622	237	1,859
Information and advice	9	3,882	2,531	6,413	4,157	1,078	5,235
Influencing and campaigning	9	5,808	–	5,808	5,775	–	5,775
Strategic spend	9	790	–	790	565	–	565
Governance	9	152	–	152	145	–	145
Total expenditure	9	49,548	3,378	52,926	46,584	2,155	48,739
Net gains/(losses) on investments	14	125	–	125	1,483	–	1,483
Net income/(expenditure)		(8,777)	17	(8,760)	81	(166)	(85)
Transfers between funds	20	257	(257)	–	297	(297)	–
Actuarial (loss)/gain on defined benefit pension schemes	28	671	–	671	(172)	–	(172)
Net movement in funds		(7,849)	(240)	(8,089)	206	(463)	(257)
Fund balances brought forward at 1 April		33,508	942	34,450	33,302	1,405	34,707
Fund balances carried forward at 31 March		25,659	702	26,361	33,508	942	34,450

There were no gains or losses during the year, except those included above as part of the statement of financial activities.

Group and Parent Charitable Company balance sheets

As at 31 March 2025

		Group	Group	Charity	Charity
		2025	2024	2025	2024
	Note	£000	£000	£000	£000
Fixed assets					
Intangible assets	12	942	562	329	562
Tangible assets	13	3,028	3,783	3,028	3,783
Investments	14	19,859	26,136	20,937	26,136
Total fixed assets		23,829	30,481	24,294	30,481
Current assets					
Stocks		478	453	–	–
Debtors	16	8,511	9,294	8,438	9,273
Cash at bank and in hand		1,754	1,026	833	1,026
Total current assets		10,743	10,773	9,271	10,299
Creditors: amounts falling due within one year	17	(3,948)	(3,439)	(3,785)	(3,599)
Net current assets		6,795	7,334	5,486	6,700
Total assets less current liabilities		30,624	37,815	29,780	37,181
Provision for liabilities and charges	19	(4,263)	(2,789)	(4,263)	(2,789)
FRS 102 Pension liability	28	–	(576)	–	(576)
Net assets		26,361	34,450	25,517	33,816
Funds					
Restricted funds	20	702	942	702	942
Unrestricted funds	20	20,290	24,508	19,446	23,874
Designated funds, strategic investment	20	298	2,500	298	2,500
Designated funds, pension	20	4,000	6,500	4,000	6,500
Designated funds, retail	20	1,071	–	1,071	–
Total funds		26,361	34,450	25,517	33,816

As permitted by section 408 of the Companies Act 2006, and FRS 102, no separate statement of financial activities is presented for the Parent Charity.

The notes on pages 63 to 87 form part of these financial statements. The financial statements on pages 60 to 87 were approved by the Board of Trustees on 17 October 2025 and signed on its behalf by:

Robin Millar
Robin Millar (Oct 17, 2025 16:14:25 GMT+1)

Mark Johnstone
Mark Johnstone (Oct 17, 2025 14:32:43 GMT+1)

17/10/2025
Sir Robin Millar CBE
Trustee

17/10/2025
Mark Johnstone
Trustee

Company number: 520866

Group Cash Flow Statement

For the year ended 31 March 2025

	Group 2025 £000	Group 2024 £000
Cash flows from operating activities:		
Net cash used in operating activities	(5,558)	(4,089)
Cash flows from investing activities:		
Investment income received	781	995
Purchase of tangible and intangible fixed assets	(578)	(2,087)
Acquisition of subsidiary	(319)	–
Purchase of fixed asset investments	(1,463)	(183)
Sale of fixed asset investments	7,865	6,100
Net cash from investing activities	6,286	4,825
Change in cash and cash equivalents	728	736
Cash brought forward at 1 April	1,026	290
Cash carried forward at 31 March	1,754	1,026

Note to Group cash flow statement

Reconciliation of net movement in funds to net cash flow from operating activities.

	Group 2025 £000	Group 2024 £000
Net movement in funds for the reporting period	(8,089)	(257)
Adjustments for:		
Net (gains) or losses on investments	(125)	(1,483)
Investment income received	(781)	(995)
Depreciation and amortisation charges	1,282	879
Loss on sale and impairment of tangible fixed assets	9	9
Loss on sale of tangible fixed assets – strategic spend	297	–
(Increase) in stock	(25)	(72)
Decrease/(increase) in debtors	1,020	(2,480)
Decrease in creditors	(44)	(149)
Increase/(decrease) in provisions for liabilities and charges	1,474	(117)
(Decrease)/increase in FRS 102 pension liability	(576)	576
Net cash used in operating activities	(5,558)	(4,089)

Notes to the financial statements

1. Accounting policies

Basis of preparation

The financial statements are prepared in line with:

- Charities Act 2011 and Charities and Trustee Investment (Scotland) Act 2005
- Accounting and reporting by charities: Statement of Recommended Practice 2019 (Charities SORP) and Charities Accounts (Scotland) Regulations 2006
- applicable accounting and reporting standards in the United Kingdom, including the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102)
- Companies Act 2006

We apply the Group accounting policies adopted by the Board of Trustees consistently year on year. They are described below.

The financial statements are prepared on a going concern basis. The historical cost convention is used, except for the revaluation of investments.

The Charity has applied the exemption from preparing a cash flow statement under FRS 102. The Charity cash flows are consolidated in the Group financial statements. The Charity is a public benefit entity.

Going concern

The Trustees have considered the financial position of the Charity. This includes cash, reserves, investment levels and future trading forecasts. Having considered the risks and uncertainties, they have concluded that the Charity is able to meet its liabilities as they fall due for at least 12 months from the date of this report and that it remains appropriate to prepare the financial statements on the going concern basis.

Basis of consolidation

The consolidated Group financial statements include the financial statements of Scope and its subsidiary undertakings on a line by line basis. The Charity's total incoming resources were £41.4 million (£45.8 million in 2023/24). The Charity's total expenditure was £50.5 million (compared to £47.6 million in 2023/24).

The Charity's net movement in funds also include:

- pension scheme FRS 102 net credit of £0.1 million (compared to a charge of £0.6 million in 2023/24)

- investment gains of £0.1 million (compared to £1.5 million in 2023/24)
- income from subsidiaries of £0.6 million (compared to £0.5 million in 2023/24)

There were no other recognised gains or losses attributable to the Charity.

As allowed by section 408 of the Companies Act 2006 and FRS 102, no statement of financial activities is presented for the Parent Charity.

Business combinations

In the Charity financial statements, the cost of a business combination is the fair value at the acquisition date of the assets paid and liabilities assumed plus costs directly attributable to the business combination. In the Group financial statements, the excess of the cost of a business combination over the fair value of the identifiable assets, liabilities and contingent liabilities acquired is recognised as goodwill.

Incoming resources

We recognise all income in the statement of financial activities when:

- the conditions for receipt have been met. That is, there is entitlement to the funds
- it's at least probable that the funds will be received
- the funds can be reliably measured

The following accounting policies are applied to income:

Donations including events and individual giving

As a public benefit entity, we receive various donations as non-exchange transactions.

We include general donations and donations from fundraising events in income on receipt. The Gift Aid we're entitled to but had not received at the end of the financial year is included in incoming resources and shown as a debtor in the balance sheet.

We recognise income from fundraising events on delivery of the event.

Individual giving

We recognise regular donations from individuals on receipt. Income is recognised gross. We record any fees charged for fundraising, including by a third party, as a fundraising expense.

Legacies

We recognise legacy income when we can reliably measure the amount receivable and when it's probable we'll receive it.

Receipt is typically probable when:

- there has been grant of probate
- the executors have established that there are sufficient assets in the estate to pay the legacy, after settling any liabilities
- any conditions attached to the legacy are either within our control or have been met

When the legacy amount due to Scope is uncertain, we disclose the legacy as a contingent asset. For example, if the interest of the Charity in a pecuniary or residuary legacy cannot be measured reliably.

Restricted donations including corporate donations

Donations are restricted when donors apply specific conditions on how we can use the funds. We recognise restricted donations when the conditions for entitlement are within our control or have been met.

Donations in kind

Donations in kind (including work undertaken without charge) are recognised at their value to Scope when received. We include an equal amount in the appropriate category of expenditure.

The financial statements do not include volunteer time as this cannot be reliably estimated.

Retail income

We recognise retail income, including sales of donated goods in our shops, when the sale takes place. We accrue estimated associated Gift Aid at the point of sale. Once we have consent, we recognise the income claimed from HMRC and reverse the accrual. We recognise bought-in goods income at the point of sale.

Investment income

We recognise investment income when receivable.

Fees for services

We recognise fees once we've provided the services. We defer income received in advance until we provide the service.

Grants receivable including Government grants

We recognise grants when the conditions for entitlement are met. Evidence of entitlement typically exists when we receive the formal offer of funding. Where terms or conditions must be met before we have entitlement to the resources, the income is deferred. It is also included in creditors until any terms and conditions, outside of our control, have been met.

Grant funding agreements may contain performance conditions. For example, payments are linked to the achievement of a particular level of service or the units of output delivered. In

these circumstances, we recognise income when the performance related conditions have been met.

Conditions may specify the period over which the expenditure of resources can take place. This may limit our ability to spend the grant until we perform the activity related to the specified period. In these circumstances, we recognise income over the period specified.

Other income from charitable activities

Other income includes income for rent receivable, sponsorship, membership and other fees, lottery and other incoming resources from charitable activities. We recognise income when the related activity happens. We recognise rent receivable over the rental period.

Resources expended

All resources expended have been accounted for on an accruals basis. Irrecoverable Value Added Tax (VAT) is included with the expense item to which it relates.

Charitable expenditure

This includes all expenditure related to the delivery of our mission.

Support costs

Our support costs include the costs of colleagues, rent and other operational costs. All costs are allocated between the costs of raising income and activities in furtherance of the Charity's objects. Most costs we incur are directly attributable to individual activities. Where costs are not directly attributable to activities, they are apportioned on an appropriate basis (see note 9).

Grants payable

Grants payable are recognised in the statement of financial activities when the conditions within Scope's control for disbursement have been met. Grants paid before the conditions have been met are deferred and included in debtors at the end of the financial year.

Intangible fixed assets

Intangible assets are stated in the balance sheet at cost less accumulated amortisation. Amortisation is charged evenly over the estimated useful lives of the assets at the following rates:

- software development, 25% or 33.3%
- goodwill, 20%

Tangible fixed assets

Freehold properties and other tangible assets are stated in the balance sheet at cost, or the fair value at the date of receipt (if donated) less accumulated depreciation.

Depreciation is charged evenly over the estimated useful lives of the assets at the following rates:

- freehold land, no depreciation
- freehold property, 2%
- leasehold property and improvements to leasehold property, 2% or over the term of the lease if less than 50 years
- improvements to property, 6.66%
- motor vehicles, 20%
- fixtures and equipment, 20%
- computer equipment and software, 25% or 33.33%

Gains or losses from the disposal of tangible fixed assets are recognised in other income or in strategic costs when applicable.

Asset impairment

At each reporting date, fixed assets are reviewed to assess whether they have suffered impairment. The recoverable amount of any affected asset is estimated and compared with its net book value.

If the estimated recoverable amount is lower, the net book value is reduced to its estimated recoverable amount and an impairment loss is recognised immediately in the statement of financial activities.

Funds

Restricted funds

Restricted funds are the unspent balances on grants, donations and legacies received from donors who stated that they must be used for specific purposes.

Unrestricted funds

Funds that can be spent at the discretion of the Board of Trustees to help fulfil our objectives. These funds may be held to finance working capital and strategic investment.

Designated funds

Funds that have been set aside at the discretion of the Board of Trustees for specific purposes. They would otherwise form part of the general unrestricted funds.

Financial assets and liabilities

Financial investments are stated at fair value. Net gains and losses that have resulted from both changes in holdings and in their fair value are shown in the appropriate section of the statement of financial activities. Unlisted investments are stated at cost.

Debtors and creditors treated as financial assets and liabilities (notes 16 to 19) are measured at transaction price, less any impairment. Cash balances are stated at present value.

Leases

Operating lease costs are charged directly to expenditure in the period to which they relate.

Stocks

Stocks are stated at the lower of cost and net realisable value. They are valued using the weighted average method. Stock is reviewed regularly throughout the year with a provision made for stock that is unlikely to be sold. Stocks of unsold donated goods are not valued for balance sheet purposes because their cost is nil, and their value is uncertain until sold.

Pension costs

The statement of financial activities includes:

- the cost of benefits accruing during the year in respect of current and past service (charged against net outgoing resources)
- the expected return on the pension scheme's assets and the increase in the present value of the scheme's liabilities, shown as pensions finance charge
- actuarial gain recognised in the pension scheme (shown within net movement of funds)
- in accordance with FRS 102, the scheme value is calculated taking assets at their year end fair values, and liabilities at their actuarially calculated values discounted at year end AA-rated corporate bond interest rates. You can read more about all pension schemes in note 28.

We participate in a defined contribution scheme. Contributions to the scheme are recognised in the period they become payable.

Pension costs, other than finance charges and actuarial gains or losses (note 28), are allocated to expenditure by charitable activity in line with other salary costs.

Irrecoverable VAT

Any irrecoverable VAT is charged to the statement of financial activities or capitalised as part of the cost of the related asset, where appropriate.

2. Critical accounting judgements and estimation

Estimates and judgements are continually evaluated. They are based on historical experience and other factors, including reasonable expectations of future events.

Provision is made for retirement obligations, stock obsolescence, dilapidations on leased properties and the cost of onerous leases. These provisions need management's best estimate of the costs that will be incurred, based on legislative and contractual requirements.

Management considers whether fixed assets are impaired. Where an indication of impairment is identified, the recoverable value of those assets requires the estimation of the future cash contribution that can be realised from those assets.

Contingent assets

Legacy income, where confirmation of the amount has not been received at the balance sheet date, has not been included in incoming resources. The value of these legacies is estimated as £1,980,000 (£1,480,000 at 31 March 2024).

3. Donations and legacies

	2025 £000	2024 £000
Individual giving	6,616	7,397
Events fundraising	602	387
Philanthropy and corporate partnerships	386	349
Trusts	69	94
Donations in kind*	1,147	1,175
Donations and gifts excluding legacies	8,820	9,402
Legacies	4,113	5,971
Total donations and gifts	12,933	15,373

*Donations in kind refers to professional services, media assets and technology support and equipment received by Scope, supporting charitable and strategic activities.

4. Other trading activities

	Group 2025 £000	Group 2024 £000
Gift Aid	1,064	1,253
Sale of donated and bought-in goods	20,506	22,326
Donations in shops	335	293
Raffles in shops	–	110
Other income	31	42
Total other trading activities	21,936	24,024

5. Income from investments

	Group 2025 £000	Group 2024 £000
Income from listed investments	781	995

6. Grants receivable

	Unrestricted funds £000	Restricted funds £000	2025 total £000	2024 total £000
Working on Wellbeing	–	674	674	706
Total Government grants	–	674	674	706
Energy Saving Trust	–	239	239	267
British Gas Energy Trust	–	158	158	149
People's Postcode Lottery	300	–	300	300
National Lottery – Cost of Living Crisis	–	–	–	75
Community Disability Energy Advice	–	845	845	–
Disability Energy Support	–	1,216	1,216	–
Other grants < £50,000	19	112	131	191
Total other grants	319	2,570	2,889	982
Total grants receivable	319	3,244	3,563	1,688

At the balance sheet date, there were no unfulfilled conditions for any of the Government grants above.

7. Other income

	Group 2025 £000	Group 2024 £000
Lottery	3,016	3,215
Other income	228	564
Membership and other fees	939	–
Loss on sale of tangible fixed assets	(9)	(9)
Total other income	4,174	3,770

8. Subsidiaries' income and costs

	Scope Central Trading Limited £000	PurpleSpace Limited £000	2025 total £000	2024 total £000
Turnover	1,741	939	2,680	1,399
Cost of sales	(1,028)	(2)	(1,030)	(764)
Gross profit	713	937	1,650	635
Administration and other costs	(1)	(668)	(669)	–
Other operating income	1	–	1	–
Operating profit	713	269	982	635
Taxation	–	–	–	–
Net income	713	269	982	635

Income and expenditure reported by the subsidiaries has been included in the appropriate sections in the statement of financial activities, under the relevant department. Income and costs for PurpleSpace Limited have been consolidated for the 11 months since acquisition on 1 May 2024 to 31 March 2025.

At 31 March 2025, Scope Central Trading Limited had net assets of £713,418. At 31 March 2024, this figure was £634,406. This year's figure includes assets of £776,530 (compared to £648,970 for 2024) and liabilities of £63,112 (compared to £14,564 for 2024).

At 31 March 2025, PurpleSpace Limited had net assets of £596,897. This figure includes assets of £1,079,984 and liabilities of £483,087.

Scope holds 100% of the share capital of Scope Central Trading Limited and PurpleSpace Limited. You can read more about this in note 15.

Acquisition of PurpleSpace Limited

Scope acquired 100% of the share capital of PurpleSpace Limited on 1 May 2024 for £1,077,931, of which £877,931 was paid on acquisition and £200,000 one year later. Total net assets acquired were £327,931 made up of debtors of £237,057, cash of £558,732 and creditors of £467,858. Goodwill arising on consolidation of £750,000 is recorded as an intangible asset in the Group accounts and is amortised over a period of 5 years representing the estimate useful life of the asset based on the average length of membership.

9. Analysis of total expenditure and support costs

The Group	Direct activities £000	Support costs £000	2025 total £000	2024 total £000
Cost of raising funds:				
Cost of raising donations and legacies	4,370	1,183	5,553	6,476
Cost of trading activities	23,383	3,560	26,943	24,741
Strategic spend (trading activities)	2,329	106	2,435	-
Total cost of raising funds	30,082	4,849	34,931	31,217
Charitable activities				
Community engagement	830	445	1,275	1,429
Employment services	2,048	472	2,520	2,514
Family services	592	445	1,037	1,859
Information and advice	5,988	425	6,413	5,235
Influencing and campaigning	5,177	631	5,808	5,775
Strategic spend	755	35	790	565
Governance	152	-	152	145
Total cost of charitable activities	15,542	2,453	17,995	17,522
Total expenditure	45,624	7,302	52,926	48,739

Total expenditure excluding cost of trading activities	23,548	23,998
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Support costs	Management, communications and HR £000	Finance and purchasing £000	Tech services £000	Property and facilities £000	2025 total £000	2024 total £000
Cost of raising funds						
Cost of raising donations and legacies	406	297	222	258	1,183	1,692
Cost of trading activities	1,220	895	669	776	3,560	3,579
Strategic spend (trading activities)	36	27	20	23	106	-
	1,662	1,219	911	1,057	4,849	5,271
Charitable activities						
Community engagement	152	112	84	97	445	201
Employment services	161	119	89	103	472	519
Family services	152	112	84	97	445	672
Information and advice	145	107	80	93	425	541
Influencing and campaigning	215	159	119	138	631	683
Strategic spend	12	9	6	8	35	33
Total support costs, charitable activities	837	618	462	536	2,453	2,649
Total support costs for 2025	2,499	1,837	1,373	1,593	7,302	7,920
Total support costs for 2024	2,383	1,833	2,135	1,569		

Every year, we review the basis of support cost allocation to make sure it's reasonable and fairly reflects the nature of the costs as well as how they're incurred. The allocation basis is:

- according to usage or transactional data where this is relevant and available
- departmental headcount where the cost is related to the number of colleagues
- in proportion to the size of the cost base where the size of the departmental activity is more relevant
- evenly allocated across departments where this is considered a more appropriate indicator for corporate costs

10. Net income/expenditure

Net income/expenditure for the year is stated after charging:

	Group 2025 £000	Group 2024 £000
Auditors' remuneration:		
Audit of these financial statements	55	58
Audit of the Charity's subsidiaries	22	5
Non-audit fees*	13	3
Loss on sale of tangible assets:		
Loss on the sale of and impairment of fixed assets	9	9
Loss on the sale of and impairment of fixed assets (strategic costs)	297	–
Depreciation of intangible and tangible fixed assets:		
Owned assets	1,282	879
Operating lease rentals:		
Equipment	251	194
Property	4,828	4,233
Motor vehicles	199	277

*Non-audit fees refer to tax advice and lottery audits.

11. Information regarding employees and Trustees

	Group 2025 £000	Group 2024 £000
Wages and salaries	24,161	22,470
Social security costs	2,100	1,930
Other pension costs	620	564
Payroll and staff related costs excluding third parties	26,881	24,964
Payments made to independent third parties for the provision of staff	361	339
Total payroll and staff related costs	27,242	25,303

In addition to the payroll and staff costs set out in the table, there were redundancy payments of £428,636 (compared to £23,636 in 2023/24) and ex-gratia (goodwill) payments of £40,599 (compared to £43,037 in 2023/24). Ex-gratia payments were made as part of settlement agreements with ex-employees at the time of leaving and were fully paid in the year or since the end of the year. These payments are managed through the People team in line with approved policy and procedure and authorised in accordance with the Scheme of Delegation based on the size of payment.

Payments made to independent third parties for the provision of staff are costs to cover vacancies pending recruitment, short term sickness cover and certain projects.

Average number of employees during the year:	2025	2024
Cost of raising donations and legacies	43	38
Cost of trading activities	476	505
Community engagement	54	25
Employment services	43	45
Family services	26	37
Information and advice	53	67
Influencing and campaigning	55	58
Strategic spend	5	1
Support costs	61	63
Governance	1	3
	817	842

The average full time equivalent headcount for the year was 701 (compared to 713 in 2023/24). The full time equivalent excludes hourly paid casual workers due to the variable nature of the hours worked.

The number of senior colleagues whose salary for the year (including taxable benefits in kind and redundancy payments, but not employer pension costs) exceeded £60,000 was:

	2025 Number	2024 Number
£60,000 – £70,000	20	17
£70,001 – £80,000	9	8
£80,001 – £90,000	1	1
£90,001 – £100,000	1	2
£100,001 – £110,000	4	2
£110,001 – £120,000	1	1
£120,001 – £130,000	1	1
£130,001 – £140,000	–	–
£140,001 – £150,000	1	1
£150,001 – £160,000	1	1
	39	34

We operate an auto enrolment defined contribution scheme as our main pension plan.

35 senior colleagues are accruing retirement benefits from the defined contribution scheme (compared to 29 in 2023/24). Contributions paid for the year, including salary sacrifice amounts, in respect of senior colleagues included in the table above for all schemes amounted to £283,585 (compared to £218,552 in 2023/24).

The Executive Leadership Team who have authority and responsibility for planning, directing and controlling the activities of the Group are considered to be key management personnel.

In 2024/25 their total remuneration was £1,112,572. This includes £964,756 for salaries, £115,677 for employer's national insurance contributions and £32,139 for employer's pension contributions.

In 2023/24 their total remuneration was £1,094,846. This includes £952,483 for salaries, £116,788 for employer's national insurance contributions and £25,575 for employer's pension contributions.

In 2024/25, we have not given any Trustees or any person closely related or connected to them any remuneration or other benefit. Other than as a beneficiary on non-preferential terms (same as 2023/24). During the year, we reimbursed £585 for travel, subsistence and accommodation expenses to 3 Trustees (£670 to 4 Trustees in 2023/24).

12. Intangible fixed assets for use by the Group and Charity

	Software development £000	Charity £000	Goodwill £000	Group Total £000
Cost				
At 1 April 2024	927	–	–	927
Additions	–	750	–	750
At 31 March 2025	927	750	–	1,677
Accumulated amortisation				
At 1 April 2024	365	–	–	365
Charge for the year	233	137	–	370
At 31 March 2025	598	137	–	735
Net book value				
At 1 April 2024	562	–	–	562
At 31 March 2025	329	613	–	942

13. Tangible fixed assets for use by the Group and Charity

	Freehold and leasehold property £000	Fixtures, equipment and computers £000	Total £000
Group and Charity			
Cost			
At 1 April 2024	5,844	8,865	14,709
Additions	578	—	578
Disposals	(1,307)	(1,874)	(3,181)
At 31 March 2025	5,115	6,991	12,106
Accumulated depreciation			
At 1 April 2024	4,047	6,879	10,926
Charge for the year	419	493	912
Disposals	(1,304)	(1,456)	(2,760)
At 31 March 2025	3,162	5,916	9,078
Net book value			
At 1 April 2024	1,797	1,986	3,783
At 31 March 2025	1,953	1,075	3,028

We have not adopted a policy of revaluing our properties. The carrying amount of our tangible fixed assets is held at depreciated cost.

14. Investments

	Group 2025 £000	Group 2024 £000	Charity 2025 £000	Charity 2024 £000
Total investments:				
Financial investments	19,613	25,953	19,613	25,953
Investment in subsidiary	—	—	1,078	—
Growth investment fund	246	183	246	183
	19,859	26,136	20,937	26,136

	Group and Charity 2025 £000	Group and Charity 2024 £000
Total financial investments:		
Market value at 1 April	25,953	30,570
Additions at cost	1,400	—
Sale of fixed asset investments	(7,865)	(6,100)
Net investment unrealised gains	125	1,483
Market value at 31 March	19,613	25,953

Investments comprise the following:		
Investments listed on a UK stock exchange		
Fixed interest	7,934	7,950
Equities	10,278	10,066
Cash deposits held as part of investment portfolio	1,401	7,937
Market value at 31 March	19,613	25,953
Being at market value:		
Investment assets in the United Kingdom	19,613	25,953

Financial investments are measured at fair value through income and expenditure.

The equity holdings are held as a proportion of a fund, rather than direct share holdings. No single equity investment exceeds 5%. The Trustees consider the value of the investments to be supported by their underlying assets.

There is no difference between fair value and market value as the investments are either fixed interest, equities or cash deposits. Market valuation shows the fair value for these assets.

15. Subsidiaries

Results for the subsidiaries listed below are included in the Group balances of these accounts for the period since acquisition:

Subsidiary undertaking	Country of registration and/or operation	Principal activities	Authorised and issued share capital
Scope Central Trading Limited 100% direct holding (Company no. 1108300)	England and Wales	Purchase of general merchandise, the distribution and sale of clothing and gifts and sales of greeting cards	£100
Scope Pension Scheme Trustee Limited* 100% direct holding (Company no. 01814430)	England and Wales	Dormant	£100. £2 issued and fully paid
PurpleSpace Limited 100% direct holding (Company no. 09764245)	England and Wales	Membership and consulting	£100

*Entitled to audit exemption by virtue of section 480 of the Companies Act 2006, as a dormant company.

16. Debtors

	Group 2025 £000	Group 2024 £000	Charity 2025 £000	Charity 2024 £000
Trade debtors*	502	152	499	149
Gift Aid recoverable*	317	600	317	600
Staff loans*	12	6	12	6
Other debtors*	1,240	1,139	1,173	1,121
Accrued income	4,913	5,835	4,913	5,835
Prepayments	1,527	1,562	1,524	1,562
	8,511	9,294	8,438	9,273

*Financial assets measured at amortised cost.

Trade debtors are shown net of a £3,200 provision (compared to nil at 2023/24).

Staff loans of £12,372 (2023/24 £5,562) are to be repaid on leaving Scope or when the individual's employment changes.

17. Creditors: amounts falling due within one year

	Group 2025 £000	Group 2024 £000	Charity 2025 £000	Charity 2024 £000
Trade creditors*	497	675	497	673
Taxation and social security*	522	444	515	444
Amounts owed to Group undertakings*	–	–	291	166
Other creditors*	196	181	196	181
Accruals	1,396	2,139	1,357	2,135
Deferred income (note 18)	1,337	–	929	–
	3,948	3,439	3,785	3,599

*Financial liabilities measured at amortised cost.

Amounts owing in respect of pension schemes at 31 March 2025 included above are £128,931 (compared to £114,331 at 31 March 2024).

18. Deferred income

	Balance 31 March 2024 £000	Release to income £000	Deferred in current year £000	Balance 31 March 2025 £000
Group:				
Income in advance of service delivery	–	–	1,337	1,337
Charity:				
Income in advance of service delivery	–	–	929	929

19. Provisions for liabilities and charges

	Balance 31 March 2024 £000	Charged to income and expenditure £000	Utilised £000	Balance 31 March 2025 £000
Group and Charity:				
Provisions for dilapidations	1,909	190	–	2,099
Provision for onerous leases	–	838	–	838
Provision for redundancy costs	–	179	–	179
Provision for contract exit costs	–	280	–	280
Provision for rent free periods	880	301	(314)	867
	2,789	1,788	(314)	4,263

Provisions have been recorded at 31 March 2025 for the costs involved in reducing the size of Scope's retail estate. These include the cost of onerous leases where shops are closed before the end of the lease, redundancy costs and the cost of exiting other relevant contracts.

We are obliged to return buildings to their original condition, removing any alterations, on certain leased properties. This includes repairing wear and tear. The cost is charged to the statement of financial activities as they arise. The provision is expected to be used as the leases terminate

20. Funds

	Balance 31 March 2024 £000	Incoming resources £000	Expenditure, gains and losses £000	Transfers £000	Balance 31 March 2025 £000
Group:					
Unrestricted funds:					
Unrestricted funds, general	24,508	40,646	(45,527)	663	20,290
Designated funds, strategic investment**	2,500	–	(790)	(1,412)	298
Designated funds, pension	6,500	–	–	(2,500)	4,000
Designated funds, retail	–	–	(2,435)	3,506	1,071
Restricted funds:					
Restricted funds*	932	3,395	(3,378)	(257)	692
Permanent endowment	10	–	–	–	10
Total funds	34,450	44,041	(52,130)	–	26,361

	Balance 31 March 2024 £000	Incoming resources £000	Expenditure, gains and losses £000	Transfers £000	Balance 31 March 2025 £000
Charity:					
Unrestricted funds					
Unrestricted funds, general	23,874	37,966	(43,057)	663	19,446
Designated funds, strategic investment**	2,500	–	(790)	(1,412)	298
Designated funds, pension	6,500	–	–	(2,500)	4,000
Designated funds, retail	–	–	(2,435)	3,506	1,071
Restricted funds:					
Restricted funds*	932	3,395	(3,378)	(257)	692
Permanent endowment	10	–	–	–	10
Total funds	33,816	41,361	(49,660)	–	25,517

*Transfer reflects restricted funds spent in the previous year and allocated to the fund in this year.

**Designated funds for strategic investment and retail transformation are planned to be spent in the next year.

A designated fund of £0.3 million (£2.5 million in 2023/24) is held for planned strategic investment in the next year. Funds in excess of this amount have been transferred to unrestricted funds due to cost savings on investment projects. We'll designate further funds as we develop and authorise detailed investment business cases to deliver our strategy.

A designated fund of £4 million (£6.5 million in 2023/24) is in place as security for the Scope Pension Scheme.

A designated fund was established during the year for the future costs of implementing changes in Scope's retail activity. The balance of £1,071,000 represents anticipated costs which had not been incurred or provided at 31 March 2025.

Restricted funds are mostly restricted grants (see note 6) and restricted donations (see note 3). These are all accounted for in line with the limitations placed on each fund.

21. Analysis of assets and liabilities between funds

	Restricted funds £000	Designated strategic £000	Designated pension £000	Designated retail £000	Unrestricted funds £000	Total 2025 £000
Group:						
Fixed assets	–	298	4,000	1,071	18,460	23,829
Current assets	702	–	–	–	10,041	10,743
Current liabilities	–	–	–	–	(3,948)	(3,948)
Net current assets	702	–	–	–	6,093	6,795
Provisions for liabilities and charges	–	–	–	–	(4,263)	(4,263)
Net assets	702	298	4,000	1,071	20,290	26,361

	Restricted funds £000	Designated strategic £000	Designated pension £000	Designated retail £000	Unrestricted funds £000	Total 2025 £000
Charity:						
Fixed assets	–	298	4,000	1,071	18,925	24,294
Current assets	702	–	–	–	8,569	9,271
Current liabilities	–	–	–	–	(3,785)	(3,785)
Net current assets	702	–	–	–	4,784	5,486
Provisions for liabilities and charges	–	–	–	–	(4,263)	(4,263)
Net assets	702	298	4,000	1,071	19,446	25,517

22. Free reserves

	Group 2025 £000	Group 2024 £000
Net assets	26,361	34,450
Less:		
Restricted funds	(702)	(942)
Designated strategic funds	(298)	(2,500)
Investments held for defined benefit pension	(4,000)	(6,500)
Retail reserve	(1,071)	–
Amount represented by tangible and intangible fixed assets	(3,970)	(4,345)
Free reserves of Group	16,320	20,163
Free reserves of Charity	16,089	19,529

Free reserves include minimum retained free reserves of £13 million (£18 million in 2024) and available free reserves of £3.3 million (£2.2 million in 2024) in line with our reserves policy (page 30).

23. Operating lease commitments

	Land and buildings	Land and buildings	Vehicles and equipment	Vehicles and equipment
Group	2025 £000	2024 £000	2025 £000	2024 £000
Leases which expire:				
Within one year	3,430	3,333	1,022	1,054
Within two to five years	9,445	8,860	1,800	2,596
After five years	3,837	4,520	—	—
	16,712	16,713	2,822	3,650

24. Taxation

As a registered charity, Scope is exempt from taxation under Part 11, Chapter 3 of the Corporation Tax Act 2010. Any taxation liabilities of the Group are managed through the policy of the trading subsidiary companies to gift all taxable profits to Scope. During the year ended 31 March 2025 no charge to tax has been incurred.

25. Members

The Charity is incorporated as a company limited by guarantee having no share capital. In accordance with the Memorandum of Association, each one of the 2,475 Members, (compared to 2,240 in 2023/24), is liable to contribute £5 if the Company is wound up.

26. Related party disclosures

During the year ended 31 March 2025, the Group recorded the following related party transactions.

We're contracted with BT plc as a strategic technology partner to provide Internet connectivity, telephony, and WiFi access. Simon Godfrey, Scope Trustee until July 2025 and now Scope Independent Member, is a BT Board member. During the year we recognised costs of £375,985 for services received.

We paid £249,621 to Google during the year for online advertising. Christopher Patnoe, Scope Trustee, is Head of Accessibility and Disability Inclusion, EMEA at Google.

During the year ended 31 March 2025, the following transactions occurred between the companies within the Group:

- Gift Aid is to be paid to Scope from Scope Central Trading Limited and PurpleSpace Limited (see note 8 subsidiaries' income and costs).

27. Ultimate parent undertaking and controlling party

There is no immediate or ultimate parent undertaking or controlling party.

Scope is the parent undertaking of the smallest and largest group of undertakings to consolidate these financial statements. The consolidated financial statements of Scope are available from Here East Press Centre, 14 East Bay Lane, London, E15 2GW.

28. Pension scheme

Scope operates the following pension schemes.

- A single employer defined benefit pension scheme. The Scope Pension Scheme was closed to new members and new accruals in 2007. Current membership of the Scheme is 975 pensioners and 580 deferred members (compared to 950 pensioners and 627 deferred members in 2023/24). The Scheme is managed separately to Scope's finances by Scope Pension Scheme Trustee Limited, which delegates services to a variety of bodies. Contributions to cover expenses and to recover any deficit in the Scheme are paid from time to time to the Scheme. This is in accordance with the Schedule of Contributions agreed between the Trustees and Scope.
- The Defined Contribution Stakeholder Pension Scheme was opened on 1 October 2003, when the existing Scope Pension Scheme was closed to new members. The stakeholder scheme was closed to further contributions on 30 June 2013. On 1 July 2013, and to comply with Government legislation on auto enrolment, a defined contribution Group Personal Pension Plan was opened to replace the stakeholder pension scheme. Employees were able to join when it began, or after a deferred period of three months. There are currently 639 active members compared to 742 in 2023/24.

Additional details are provided for the primary schemes as follows:

A. Scope Pension Scheme

We operate a defined benefit pension scheme, the Scope Pension Scheme. The scheme funds are administered by Trustees and are independent of Scope's finances.

Contributions are paid to the scheme in line with the schedule of contributions agreed between the Trustees and Scope.

The results of the actuarial valuation at 31 December 2023 were updated to the Scheme's accounting date by an independent qualified actuary. The value of the defined benefit liabilities has been measured using the projected unit method.

Under FRS 102, the pension asset that can be recognised on the balance sheet is limited to nil as Scope does not have an unconditional right to a refund as per the Trust Deed and consultation with our actuaries. The impact of this limit on the balance sheet and the actuarial gains and losses entry is shown in the figures below.

Assumptions	31 March 2025	31 March 2024	31 March 2023	31 March 2022	31 March 2021
RPI inflation (per annum)	3.3%	3.4%	3.5%	3.9%	3.4%
CPI inflation (per annum)	2.4%	2.5%	2.5%	2.9%	2.4%
Discount rate (per annum)	5.7%	4.8%	4.8%	2.8%	2.0%
Pension increases (RPI 3% per annum minimum, 5% per annum maximum)	3.7%	3.7%	3.8%	3.9%	3.7%

Based on the assumptions used for life expectancy, a male pensioner currently aged 65 would be expected to live for a further 20.7 years (21.3 years 2023/24) and a female pensioner aged 65 would be expected to live a further 23.7 years (23.9 years 2023/24). Allowance is made for future improvements in life expectancy.

Asset distribution and expected return:

	31 March 2025 Current allocation	31 March 2025 Fair value £000	31 March 2024 Current allocation	31 March 2024 Fair value £000
Liability driven investments	20%	12,080	24%	16,443
Diversified growth funds	13%	8,102	13%	8,788
Corporate bonds	19%	11,963	18%	12,701
Multi-asset credit	5%	3,161	4%	3,029
Cash	7%	4,494	5%	3,622
Insured pensions	36%	22,415	36%	25,240
Total	100%	62,215	100%	69,823

	31 March 2025 £000	31 March 2024 £000
Balance sheet		
Present value of Scheme liabilities	61,269	70,399
Total fair value of Scheme assets	(62,215)	(69,823)
(Surplus)/deficit	(946)	576
Adjustment to reflect asset limit	946	–
Pension liability	–	576

Under FRS 102, the Scheme is represented on the balance sheet at 31 March 2025 as a £nil asset (£576,000 liability in 2023/24) as Scope does not have an unconditional right to a refund as per the Trust Deed and consultation with our actuaries.

The following amounts have been included as ‘Resources expended’ under FRS 102.

	31 March 2025 £000	31 March 2024 £000
Running costs	579	404
Interest expense / (income)	16	–
Net return to charge to finance income	595	404

The following amounts have been recorded under the ‘actuarial gains and losses on pension scheme assets and liabilities’ heading within the statement of financial activities.

	At 31 March 2025 £000	At 31 March 2024 £000
Remeasurements	(1,617)	2,935
Change in asset limit other than interest	946	(2,763)
Actuarial (gains)/losses recognised	(671)	172

Changes in the present value of the Scheme liabilities:

	31 March 2025 £000	31 March 2024 £000
Opening present value of Scheme liabilities	70,399	71,914
Interest on Scheme liabilities	3,279	3,357
Past service cost	–	–
Actuarial gain	(8,163)	(854)
Benefits paid	(4,246)	(4,018)
Closing present value of Scheme liabilities	61,269	70,399

Changes in the fair value of the Scheme assets:

	At 31 March 2025 £000	At 31 March 2024 £000
Opening fair value of the Scheme assets	69,825	74,550
Interest on Scheme assets	3,261	3,483
Actual return on Scheme assets less interest on Scheme assets	(6,546)	(3,786)
Contributions by the employer	500	–
Running costs	(579)	(404)
Benefits paid	(4,246)	(4,018)
Closing fair value of the Scheme assets	62,215	69,825

Changes in the net balance sheet position:

	31 March 2025 £000	31 March 2024 £000
Opening net liability	576	–
Return to charge to finance income	595	404
Actuarial gains/losses recognised	(671)	172
Employer contributions	(500)	–
Closing net liability	–	576

Changes in the impact of the asset ceiling:

	31 March 2025 £000	31 March 2024 £000
Effect of asset ceiling at the start of the year	–	2,636
Interest on asset limit	–	127
Change in asset limit other than interest	946	(2,763)
Pension asset	946	–

B. Group Personal Pension Plan

Members may contribute as much as they want to the Group Personal Pension Plan subject to Her Majesty's Revenue and Customs (HMRC) rules.

We provide employers' contributions to the Group Personal Pension Plan, in line with legislation and based on contributions matched by the employee. The following table illustrates the contribution rates payable. Employees can receive enhanced contributions based on their length of service.

Membership eligibility	Scope contribution %	Employee contribution %
Basic	3% of qualifying earnings	5% of qualifying earnings
Upgrade after 2 years' service	4% of total earnings	Employee must match the employer % contribution
Upgrade after 4 years' service	6% of total earnings	Employee must match the employer % contribution

We deduct employee contributions on a salary exchange basis approved by HMRC. Details of the pension plan are provided to employees under the rules of auto enrolment, or on request.

Scope made payments to the Group Personal Pension Plan including salary sacrifice which amounted to £1,549,064. In 2023/24, this figure was £1,424,656.