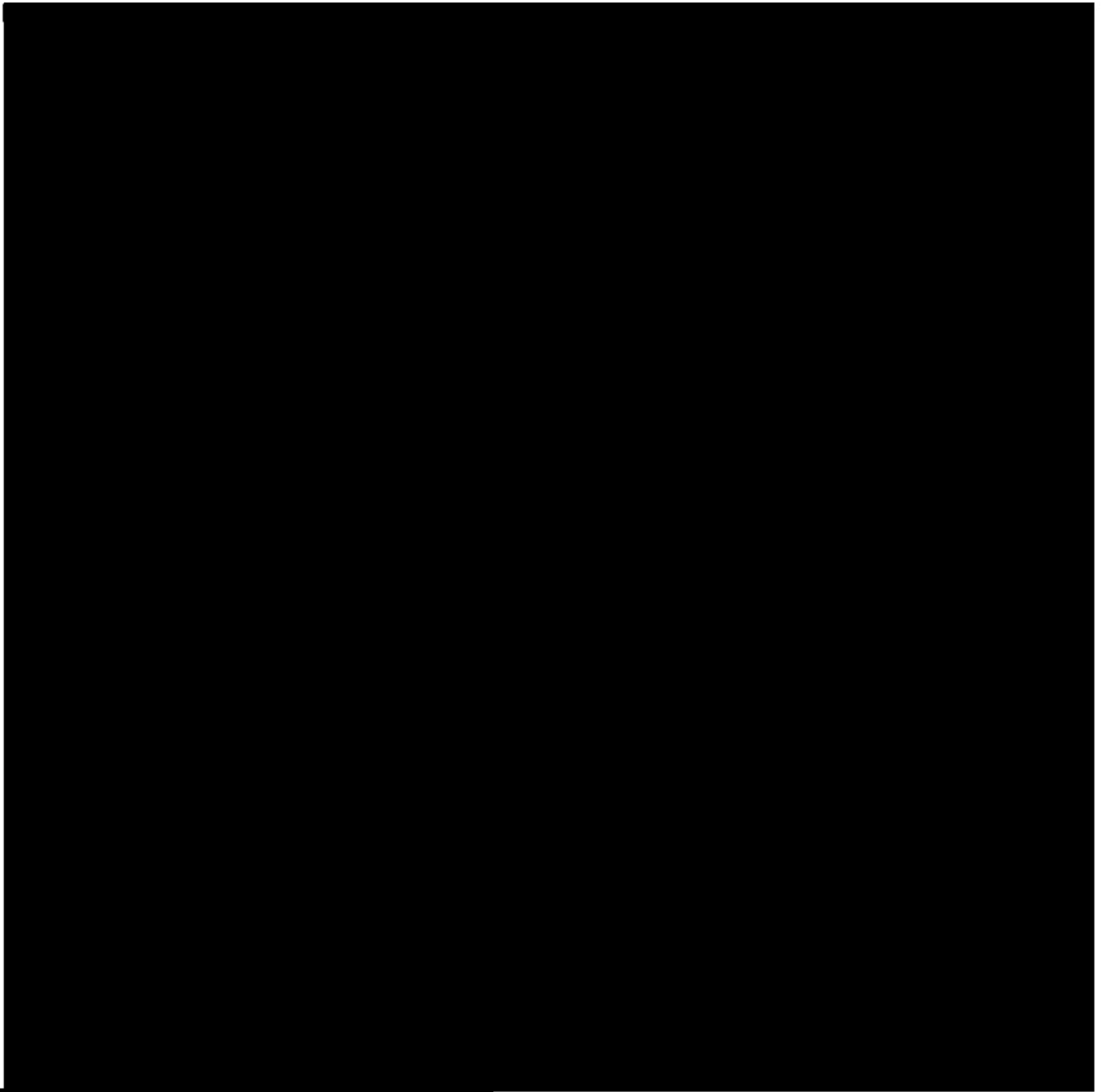




# **The Guide Association Scotland, known as Girlguiding Scotland**

**Trustee report and financial statements  
for the year ended 31 December 2024**

Scottish charity number SC005548



### Advisers

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Hello!

2024 has been another busy year of events and activities across Scotland. We are grateful to the 9,000 volunteers who help make guiding happen across every local authority in Scotland, empowering nearly 40,000 girls to know that they can do anything.

Our county commissioners, the lead volunteers in our 27 counties, met for a lively 24-hour event in March to stretch and strengthen their own leadership skills. Many also attended the Girlguiding leading together conference in Manchester in November to share best practise in all things guiding across the UK.

In the summer we were delighted to attend the Royal Garden Party with some of our shop and depot volunteers. In August we held Camp CEO in Perthshire, 60 girls attended and took part in sessions with CEOs and senior leaders to build confidence and develop their leadership skills.

In October it was our One Team conference in Clydebank, a weekend of team skills building and development opportunities. This also provided us a fantastic opportunity to meet and thank more of our core team of county volunteers.

We attended 12 county events this year, as well as a reception for the 25<sup>th</sup> anniversary of the Scottish Youth Parliament, the Duke of Edinburgh Award reception and the Friends of Girlguiding Scotland (FoGGS) annual event, to name only a few!

Congratulations to all our members who achieved and received awards this year. A special mention goes to the 10 recipients awarded the Scottish Chief Commissioner's award – well done and thank you for the impact you have made in guiding.

We would like to thank our president, the trustees and members of the operational board and other committees and working groups for their support and commitment during the year. We are enjoying the role of leading these teams to make guiding thrive in Scotland and we look forward to the year ahead. A huge thank you must also go to our fantastic county commissioners and their teams; the local commissioners and our 9,000 volunteers who make guiding happen in communities across the length and breadth of Scotland.

We'd also like to thank our wonderful staff team, they are small in numbers, but their effort, dedication and enthusiasm is vital to ensuring we can deliver our strategy.



The Scottish Chief Commissioner Team



The trustees are pleased to present their annual trustees' report for the year ending 31 December 2024 which is prepared to meet the requirements of applicable law. The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements which follow reflect the activities under the control of Girlguiding Scotland but exclude the financial activities of the Girlguiding Scotland counties (all of which are registered as separate charitable bodies), and the divisions, districts and units below them.

## About Girlguiding Scotland

Girlguiding Scotland is Scotland's leading charity for girls, with almost 40,000 young members and around 9,000 volunteers. We help all girls know they can do anything.

We show girls from 4 to 18 a world of possibilities big and small. One where every girl can laugh and learn and be herself. Girlguiding Scotland is what each girl wants it to be. It might be the thrill of doing something for the first time. Songs around a campfire. The buzz of getting a new badge. Coming home exhausted and full of stories. It's a space where she can be herself, get creative, explore and most of all have fun.

As one of 9 countries and regions that make up Girlguiding in the UK, we share the same vision, mission and values.

**Our vision:** An equal world, where girls can make a positive difference, be happy, safe, and fulfil their potential.

**Our mission:** Through fun, friendship, challenge and adventure, we empower girls to find their voice, inspiring them to discover the best in themselves and to make a positive difference in their community.

**Our values:** Caring, challenging, empowering, fun, inclusive, inspiring.

## Our impact

Girlguiding research<sup>1</sup> has shown the profound impact that being a member of Girlguiding Scotland has on girls and young women:

- 78% of young members in Scotland said Girlguiding made them feel good about themselves.
- 82% of young members in Scotland said Girlguiding helped them be part of a team.
- 90% of young members in Scotland said Girlguiding made them feel welcome.
- Girlguiding girls are up to 26% more likely to feel confident than the average Scottish young person.

## Objectives and Activities

In summer 2020, Girlguiding Scotland adopted the Girlguiding strategy 'Today, Tomorrow, Together'. We planned our work around its four themes.

- An unrivalled girl led experience
- Rewarding and flexible volunteering
- An inclusive and impactful organisation
- A sustainable and efficient organisation

In March 2023, after reviewing our strategic priorities alongside emerging external threats and opportunities, our trustee and operational boards clearly identified that an increased focus on volunteer recruitment and retention is essential to achieving our mission.

Over the next 5 years, 4 dedicated programmes of work will recognise the vital role that our volunteers play in delivering the mission and goals we share with Girlguiding. We'll innovate and inspire to make volunteering with Girlguiding Scotland more desirable, more welcoming and even more rewarding.

## Our strategic areas

**Enquire** – We'll increase our visibility through a range of local and national recruitment and awareness raising activities so more people from a range of backgrounds enquire about volunteering with Girlguiding Scotland.

**Welcome** – We'll support local areas to improve the consistency and quality of the welcome new volunteers receive, making it quicker and easier to join Girlguiding Scotland as an adult. We'll also champion flexible approaches to guiding to ensure our offer meets the needs of today's volunteers as well as today's girls.

**Stay** – We'll deliver unique, high quality girl events that encourage more volunteers to have fun, build friendships and see the difference they make to the lives of girls across Scotland. We'll also celebrate our volunteers' achievements, encouraging them to stay in guiding.

**Develop** – We'll give all members access to leadership opportunities and training, so they develop new skills and gain confidence. Our existing volunteers will develop in their roles and more of our young members will progress to adult volunteering, helping to build our future volunteer workforce.

Underpinning all these areas of work, we'll focus on **the essentials** to ensure we're efficient, compliant, and well-run. We'll lead by example and support our counties, districts/divisions and units to follow charity best practice and meet their responsibilities with regards to Girlguiding policies and procedures, and the law.

Under our new strategic priorities, our achievements in 2024 were as follows:

## Enquire

### Development work

Our development workers worked alongside local volunteers in areas with long waiting lists to identify ways to improve how we recruit and welcome new volunteers. They delved into waiting lists, contacting parents/carers to check girls were still interested and found that in many areas, up to 25% were no longer available to join the unit they had initially registered for. From this they could understand the real level of demand and develop tailored volunteer recruitment plans and design social media posts and adverts to highlight specific volunteering roles.

They also took part in lots of local events. From supermarkets and libraries to colleges and careers events, from job centres to volunteering fayres – they chatted to 275 people about the benefits of becoming a Girlguiding volunteer! They've also made links with organisations like volunteer centres giving them a better understanding of what Girlguiding offers adults so they can make a more informed decision about whether our roles would be a good fit for clients.

As well as providing support to specific areas, our development workers have developed training and resources that all areas can benefit from – from our Getting Started With zoom sessions for brand new volunteers to leaflets highlighting how guiding benefits your CV or can fit around college or university.



## Visibility

We are constantly working to be more inclusive. We released a new resource pack to help local areas take part in Pride events. This included advice from volunteers, tips and guidance to attend local pride events. The pack also included activities to support discussions around Pride within a unit setting. Our new Pride kit was also launched with banners, placards and flags ready to order from our Scottish HQ. Members from Edinburgh, Dumfries and Galloway and Stirling took part across the summer months, walking in parades and raising awareness.

We signed the Volunteer Scotland's Volunteer Charter, making another externally visible commitment to support our volunteers. We also revitalised our PRA (public relations advisor) network to offer support to these vital local volunteer roles, supporting this team to increase visibility locally and shout about the impact of guiding. As well as having a peer support Facebook group, we delivered a bank of template press releases and started monthly emails towards the end of the year.

We released more Scottish-specific statistics about the impact we have had on young members' lives as well as the 2024 Girls' Attitudes Survey capturing what matters to girls in Scotland today. In October we supported the release of the 2024 Girls' Attitudes Survey, the largest survey of its kind for girls in the UK. The survey painted a worrying picture with girls and young women worried about their futures in terms of employability, safety, the cost of living, as well as concerns around AI.

We were also delighted to attend the 25<sup>th</sup> anniversary of the opening of the Scottish Parliament with 2 young members who not only sat in the Scottish Parliament chamber to listen to politicians and His Majesty the King but also were invited to form part of the Guard of Honour to welcome Their Majesties to the Parliament.

## Welcome

More than 180 membership enquiries were handled by our HQ team, providing quality customer service to parents/carers and potential volunteers. We also issued 1,600 welcome emails to newly registered volunteers, introducing the Scottish team as a source of support.



We've established routine online meetings with our county membership growth and enquiry coordinators, these are key volunteers whose role helps improve the local welcome new volunteers receive. Bi-monthly meetings have allowed us to cascade information from Girlguiding and Girlguiding Scotland, support best-practice sharing across counties and ensure the views of local members inform work at Scottish and UK headquarters.

In March, thanks to the generous support from Friends of Girlguiding (FoGGS), we launched the FoGGS New Unit Grant to help new and re-opening units with initial set up costs. The fund has already supported 21 units, creating 345 new spaces for girls! The fund also supports leaders to access free recruitment materials to help spread the word about their new unit.

In summer, we launched 'Getting Started with Girlguiding Scotland' Zoom sessions to help newly registered volunteers find out more about our recruitment and vetting process, how guiding works across Scotland, and what they can gain from volunteering with us. The sessions are relaxed and informal and also give new volunteers a chance to ask our friendly volunteers and staff questions. We'll be reviewing the impact of these sessions early in 2025 but are already anticipating continuing this offer which benefits both participants and existing volunteers by making sure those starting out their volunteer journey get off to the best possible start. Participant feedback: "Thank you – it was a lovely session, very clear, professional and friendly – and very inspiring."

We also recognised that it's not just new volunteers and new units that need a bit of extra help to get started. This year, we put in place extra support for relocating volunteers, making sure those volunteers who are moving into a new area can easily continue their involvement.

We delivered 3 sessions of our welcoming new volunteers training for commissioners, which meant that we were able to reach over 60 volunteers, we were able to evaluate the sessions as well and will continue to look for opportunities to support our counties to improve the consistency and quality of the welcome new enquirers receive.

In 2024, we continued to promote the Fresh Start challenge, our challenge for Girlguiding Scotland's adult members. It aims to help them share how amazing guiding is, encourage more members to join and give everyone a great guiding welcome. Members complete 5 activities across 3 sections to earn a Fresh Start badge. The challenge has been designed to be flexible and allow the adult member to choose activities relevant to them – whether it be a unit role or supporting behind the scenes. Launched in September 2023, the challenge got off to a strong start, but we struggled with take-up in 2024 with only 66 volunteers taking part. Nevertheless, those that did take part completed more than 500 activities between them and the feedback they shared highlighted the value of what can seem like small actions:

"(Through the challenge I) had 1 non-member join after bring a friend night, and have 5 Brownies excited to move up this term after the taster session. Have made connections with neighbouring district which is in a different division to pass members across if nights don't suit. Also started running inspire events to meet leaders from other units."

"Our new volunteer has settled in really well to our unit and is already coming on pack holiday with us in a couple of months! We have also cleared our waiting list of girls who have registered but never responded, giving us a better idea of how many spaces we currently have and will have in the future."

## Stay

### Funding

Girls and adults across Scotland continued to benefit from the Good Guiding Fund this year. Round 2 (winter 2023/2024) saw more than 220 guiding levels share in excess of £100,000. A 3rd round went live in September 2024 and we were delighted to be able to award grants worth another £33,085. As well as helping units to keep going by contributing towards essential costs like hall rent, subscriptions, uniform and programme materials, the fund also takes girls out of the unit meeting place, giving them new experiences and building their skills and confidence.

Following the evaluation of the first 2 rounds of Good Guiding Fund, trustees set aside funding to enable the fund to continue to support members for the next 3 years. To manage the volume of applications and give members adequate time to prepare applications, it was also determined that the fund should move from annual to bi-annual rounds.

## Events and activities

We celebrated the 40<sup>th</sup> anniversary of Volunteers' Week in June with a digital campaign to highlight our volunteers' stories and acknowledge their achievements. The campaign reached 178,416 users across our Girlguiding Scotland Facebook and Instagram pages.

Every county in Scotland was offered £2,000 funding from Girlguiding to help put on an event or events to give girls 'Adventure on their doorstep'. An amazing array of opportunities were put on with girls taking part in adventures big and small – examples included Taylor Swift lookalike concerts, steam train adventures, roller discos, science centre visits, animal experiences and water sports. A number of sleepovers also took place, with a trampoline park, farm and football stadium among the more unusual venues chosen! While some counties planned events from scratch, others used the funding to help make activities they already had planned more accessible and affordable. More than 8,000 girls and 2,000 adults took part in these adventures – a huge thank you goes to all those that made them possible!

In the spring we launched Out and About 2024 with the theme Grow and Explore to encourage girls to get outside growing sunflowers, getting muddy in allotments, learning how to herd sheep and picnicking with Scottish produce! The challenge badge was a great success with around 6,500 girls taking part.

Girlguiding Scotland's Camp CEO was an amazing opportunity for 60 young women aged 14–18 to develop the skills and confidence to take the lead now and in the future and engage with women in leadership roles from a wide range of industries. Over 4 days in rural Perthshire, participants developed their interview skills and confidence speaking, considered their personal brand and set goals, learned to network and examined feminist leadership. We also managed to squeeze in some time for fun, with an inflatable obstacle course and of course, a campfire! Camp CEO had a big impact on girls' levels of confidence with only 16.7% of girls saying they felt confident speaking to people they don't know pre-event, which rose to 44.1% post-event. Confidence levels also rose for public speaking from 31.67% pre-event to 68% post-event. When asked if they could see themselves as a leader in their chosen career, 31.6% strongly agreed compared to 15% pre-event. One girl event described Camp CEO as the 'best decision [she] ever made'.

We supported 22 girls aged 16–22 to go on an international adventure in Norway. Roverway is a joint Scout and Guide jamboree which brings together groups from across Europe. The 2024 theme was North of the Ordinary and provided groups a chance to explore the South of Norway for 5 days, living and working with groups from many different countries, before coming together at Stavanger for the main jamboree. In addition, around 280 further girls had the opportunity of an international adventure through their local areas.

## Girls speaking out

All our campaigns are girl-led, putting our members' voices front and centre, calling for change on issues impacting girls and young women's lives.

Speak Out is our youth voice forum, our champions act as spokespeople for Girlguiding Scotland and take on a direct role in shaping Girlguiding's campaigning and advocacy work. Our latest campaign, created by our Speak Out champions, was Own Our Zone. Working in partnership with Make Space for Girls, this campaign was all about making public spaces safer for girls and young women across Scotland. In August 2024 Own Your Zone achieved tangible policy change by feeding into the Scottish Government's Equality Safe Delivery Plan – a commitment to making safer play spaces in Scotland.

At the start of 2024, 2 Girlguiding Scotland young members were elected by members to represent us in Scotland's Youth Parliament. They have worked hard campaigning to end gender-based violence, speaking in parliament and to the First Minister as well as continuing to highlight the work of Girlguiding Scotland.

## Develop

### Training and events

In October, we held our flagship One Team event in Clydebank, providing an opportunity for members to connect with their peers, network and share ideas. 139 specialist volunteers from our core county teams attended from every county in Scotland for 2 days of learning and development opportunities. Teams including data specialists and PR and outdoor advisors had a series of workshops designed to help them excel in their role.

The specialist volunteers also had the chance to meet and get to know the Scottish Chief Commissioner team and some Girlguiding Scotland staff members, while gaining insights into how to do their role locally. It was a fantastic 2 days of collaboration, learning and celebrating the dedication of our amazing members.

Over the year, our trainers have delivered around 38 individual training sessions (online) which has meant that we have been able to offer over 900 spaces for those completing the leader development programme. They have also offered 25 sessions, allowing us to provide around 600 spaces for our safeguarding training. In person, they have visited counties from the Highland & Islands to the Scottish Borders delivering training for both single sessions and county events. Also, our first response trainers have ensured that over 800 of our volunteers are trained in first aid.



Peer educators are 14-25 year olds who help Brownies, Guides and Rangers explore important topics. They run fun, safe and challenging sessions developed with expert partners on mental well-being, challenging gender stereotypes and making a stand for safety. We delivered 2 training weekends this year to train 32 new peer educators and upskill existing peer educators in new topics. In June we were at Girlguiding Glasgow's Achachairdeis centre and then at the Sir Arthur Grant centre in Aberdeenshire in September. The new peer educators went on to deliver 17 sessions of peer education in 2024.

Since its launch in March 2024, we have uploaded 10 videos and 1 podcast to our new Ignite Hub. The Ignite Hub has been designed as the go to for inspiration and advice to help volunteers in their role, providing digestible and always available help and support in topics ranging from how to fill in forms to support reading data.

## **Transformational Leadership Project**

We started work on our Transformational Leadership Project, a new and innovative area of work for us designed to enhance the support we offer volunteers who take on leadership roles in their area (like commissioners), encourage people to take on these roles in the future and tackle some of our longer-term problems relating to volunteer retention. This involved the recruitment of new staff roles to oversee and deliver this work, as well as completing a series of membership engagement activities to ensure that the ideas we trial in 2025 are based on what matters to our members.

## **Access to international opportunities**

Throughout 2024 Girlguiding Scotland members had the opportunity to take part in opportunities that linked them with other member organisations of the World Association of Girl Guides and Girl Scouts (WAGGGS). We hosted the UK/Greece Girlguiding Overseas Linked with Development (GOLD) project in August 2024 for an evening of cultural exchange where members had the opportunity to learn about the WAGGGS leadership mindsets. Two national level volunteers also attended the WAGGGS Academy in autumn 2024, where they took part in a variety of training sessions. The members then presented back to the trustee board their learnings on return to the UK. We also supported members across Scotland to take part in international trips and events through grants from the Good Guiding Fund.

## Generation CashBack

Generation CashBack is a Scottish Government funded project that supports Guide and Ranger units who meet in areas of deprivation or where members of the unit have experienced trauma. The programme is run in partnership with Scouts Scotland, Boys Brigade Scotland and Youth Scotland. Generation CashBack provides holistic capacity-building support to units through its grow strand, and everyday leadership opportunities for young members through its lead strand.

Over the course of 2024, 49 units and 528 girls benefitted from CashBack grow while more than 200 girls participated in leadership sessions covering topics from building your own confidence and resilience to challenging everyday sexism. For many participants, the highlight of the CashBack project each year is Reach – an event for young people from all 4 partner organisations to come together take part in fun workshops and challenge themselves. Reach is organised and delivered by a group of young advisors, and last year we had 3 amazing Girlguiding Scotland members on the planning team!

## The essentials

In summer 2024, trustees received an insightful report from an external consultant who had been commissioned to help identify how best to align our resources with our plans to grow guiding in Scotland.

Following the Building Our Ambitions report the trustees chose to modestly expand the number of core staff posts. 2 of the 3 roles will help provide more support for counties, helping with compliance and good governance and another role focusses on PR to build the external awareness of guiding.

The honorary treasurer and finance manager worked on reviewing of all our funds so they can be used for projects that can help sustain the delivery of great guiding for girls everywhere.

We held regular meetings with a consultative group of around 60 to facilitate a strong route for member engagement. We listened to their views and suggestions around equality, diversity and inclusion and on environmental sustainability, as well as on volunteer training and development.

To support county executive members in their roles, 5 sessions of trustee training were held during the year, with 37 attendees in total. This 90-minute-long online session covers the basics of being a member of a county executive, who can be a trustee, what the duties are and what is expected of a trustee by Girlguiding and OSCR.

We expanded the volunteer county support team so that they could take on responsibility for providing trustees with assurance that counties are being managed effectively. We also introduced a new county reporting tool in spring 2024. The information gathered from this reporting will be used to provide better support to counties across several areas. This team continued to support counties to improve compliance rates for volunteers in relation to mandatory training requirements.

We continued with an ongoing programme of planned preventative maintenance of our headquarters building. We updated the main meeting room, making it a more welcoming and useable space for staff, volunteers and girls.

We continued to implement the recommendations of the IT review (carried out in 2023), including selecting an online HR system, and exploring ways to make better use of Teams and SharePoint. This work will continue in 2025.

An internal review into the whole package of staff benefits was carried out and an updated remuneration policy will be presented to Trustees in 2025.

### Planned activity that was not delivered in 2024

A small number of activities and workstreams were postponed, deferred or cancelled in 2024.

Our planned parliamentary reception to celebrate the work of Speak Out and the culmination of our Own Our Zone campaign was unfortunately cancelled due to a weather warning. Our Wander the World event, due to take place in September in Perth, was cancelled as the team were unable to secure a venue. We also struggled to recruit lead volunteers for Scottish level specialist roles with limited applications.

Due to staff absence and vacancies, we had limited staff capacity to offer support to counties and to deliver external visibility work both locally and nationally. Also due to staff vacancies in last few months of 2024, we lost momentum in providing on the ground support for recruitment activity, but we pivoted to offer online welcome sessions to every new enquirer.

## Financial review

### The statement of financial activities (SoFA)

Income and expenditure for the year is detailed in the SoFA, together with any net gains and losses on the investments. These are shown separately for unrestricted and designated funds, which may be used at the discretion of the Trustee board, and restricted funds which must be spent in accordance with donor wishes.

# Trustees' report

The trustees planned and spent funds from money they had designated within reserves to help grow and support grassroots guiding. This included grant giving using the Good Guiding Fund and spend on projects in the operational rolling plan to allow for more activities to recruit, retain and support volunteers in their roles and to help counties with good governance. The implementation of this strategy has resulted in a planned deficit within designated funds.

The overall deficit for the year was £88,945 (2023: deficit £142,252), of which a surplus of £148,842 (2023 – surplus £249,062) is unrestricted, a deficit of £223,793 (2023: deficit £323,744) is designated and a deficit of £13,994 (2023: deficit £67,571) is restricted.

A retail shop (including online) sells Girlguiding uniforms, badges, resources etc and profits from this are retained by the organisation and help to fulfil its aims (this is primary purpose trade) within the unrestricted funds. At the end of 2024 retail income was down by £54,742 from £739,318 in 2023 to £684,576. This led to an overall fall in retail gross profit by £7,984 from £181,567 to £173,583. We anticipate that profits may decline again in 2025 due to the continued decline in sales of current uniform which is to be replaced with a new uniform collection in 2026. This should then see an increase in retail sales and profit.

As of 31 December 2024, the transfers from each of the funds were as follows:

Fund	Reason for transfer	Unrestrict- ed	Designat- ed	Restrict- ed	Endow- ment	Total
		£	£	£	£	£
Contingency Fund	To open fund (see note 21)	(350,000)	350,000	-	-	-
FABRIC	To open fund (see note 21)	(50,000)	50,000	-	-	-
Friends of Netherurd	To close fund (see note 21)	-	(2,032)	-	-	(2,032)
Garfield Weston	To close fund (see note 21)	(14)	-	14	-	-
Good Guiding Fund	To top up fund to £300k representing 6 rounds of Good Guiding Fund	(291,116)	291,116	-	-	-
Good Guiding Fund	Underspend of Good Guiding round 3	-	(12,914)	-	-	(12,914)
IT Fund	To open fund (see note 21)	(50,000)	50,000	-	-	-
Netherurd Adventure Income Fund	To close fund (see note 21)	-	(59,994)	-	-	(59,994)
Operational Rolling Plan - Recurring	To close Friends of Netherurd (see note 21)	-	2,032	-	-	2,032



# Trustees' report

Fund	Reason for transfer	Unrestrict- ed	Designat- ed	Restrict- ed	Endow- ment	Total
		£	£	£	£	£
Operational Rolling Plan - Recurring	To open fund (see note 21)	(200,000)	200,000	-	-	-
Operational Rolling Plan - Transformational & Fresh	Transfer income - now included as part of the operational rolling plan	-	16,623	-	-	16,623
Operational Rolling Plan - Transformational & Fresh	To close Netherurd income fund (see note 21)	-	59,994	-	-	59,994
Operational Rolling Plan - Transformational & Fresh	Underspend of Good Guiding round 3	-	12,914	-	-	12,914
Special Events Fund	Allocation of spend	2,648	-	(2,648)	-	-
Webster Income Fund	Transfer income - now included as part of operational rolling plan	56,693	(56,693)	-	-	-
Webster Income Fund	Transfer income - now included as part of operational rolling plan	(11)	(16,612)	-	-	(16,623)
Webster Legacy Fund	No longer designated - to include as part of unrestricted fund	126,970	-	-	(126,970)	-
Totals		(754,830)	884,434	(2,634)	(126,970)	-

The planned designations of funds as noted above and net income/expenditure of each fund decreases unrestricted funds by £605,988 to £172,261 (2023: £778,249), increases designated funds by £660,641 to £2,676,081 (2023: £2,015,440). Further information on the designated funds can be found in the notes to the accounts in note 21.

## Investment policy and performance

Investments are held to provide investment income for day to day running costs and fund strategically important projects in the future. A professional fund management company is employed to manage the funds and its performance is reviewed by the Business Management and Finance committee. Performance is benchmarked against appropriate performance indices. Investments were valued at £1,870,338 at 31 December 2024.

## Reserves policy

Reserves are classified as unrestricted general income funds, designated funds, restricted or endowed funds defined as follows:

General funds may be used by Girlguiding Scotland at the discretion of the Trustee board to meet future capital or revenue expenditure.

Designated funds is a portion of the unrestricted funds that has been set aside for a particular purpose at the discretion of the Trustee board.

Restricted funds may be used subject to specific restrictions that may have been imposed by the donor or in terms of restrictive wording of an appeal. The restricted funds are analysed over the individual funds. Endowed funds are retained and invested in furtherance of charitable purposes.

Based on working capital needs and an assessment of income security, stock market volatility, property asset and trading risks, the Trustee board considers that the minimum target to meet the reserves policy should be £350,000 which represents six months' average operational expenditure. This amount has been transferred to designated funds as a contingency fund and will be reviewed on an annual basis.

## Fundraising

Girlguiding Scotland's activities are funded predominantly by subscriptions from members, surpluses from primary purpose trading in the shop, and grant assistance and other sources of income including legacies, as disclosed in the SoFA.

Girlguiding Scotland records its thanks to funders who continued to support our work during the year: The Scottish Government through the Children, Young People & Families Early Intervention Fund, Youthlink Scotland and the CashBack for Communities Fund. Scottish Power, The Gannochy Trust, Girlguiding, Friends of Girlguiding Scotland have all helped guiding locally and nationally to build capacity.

We are grateful for funding from the Buchannan Trust, King George VI Trust, Mrs A A Clutterbuck's Trust, Hugh & Mary Miller Trust, and legacy income from the late Shiel MacDonal. These funds were used for volunteer training and delivering activities for girls.

## Plans for future periods

Our aims for 2025 are:

### Enquire

Our new PR officer will aim to increase visibility of guiding across Scotland both locally and nationally, highlighting local stories as well as aiming to secure national coverage for our national events and research. We'll also aim to continue to develop our PRA network to support local visibility with monthly development calls and online support.

We'll develop an ambassador programme to recruit a group of influential women to champion Girlguiding Scotland within their specialism and beyond. We aim to use this panel to bring vital visibility to Girlguiding as well as inspiring our young members and volunteers.

We aim to increase our external affairs work with increased stakeholder engagement and increased visibility within youthwork, volunteering and violence against women spaces, including cross party groups, specialist networks and online.

We'll host a stand at The Gathering 2025 which will give us visibility and the opportunity to raise awareness of our activities, within the third sector and beyond. We'll use this opportunity to launch our Powered by Volunteers messaging, a new concept to emphasise the scale and impact of our 9,000 volunteers and connect our messaging about this topic.

We'll continue to work towards LGBT Youth Scotland's charter to demonstrate our commitment as a champion of LGBT inclusion. This is due to be submitted for approval March 2025. We will be discussing other possible charters to work towards.

We'll learn from our development work to date and build on them with a renewed approach through the Volunteer Recruitment Project, working with external stakeholders and tailoring recruitment activities to specific audiences while also increasing staff and volunteer capacity at Girlguiding Scotland. This will enable us to offer more support to local volunteer teams with the aim of driving up volunteer enquiries over the next 3 years.



We'll continue, for example, to develop training and tools to help our existing volunteers feel more confident taking part in recruitment activities, and we'll show them how to put learning into practice – whether that's by creating inclusive and effective volunteering adverts, running stalls at community events or delivering inspiring talks to a diverse range of potential volunteers.

## Welcome

The Volunteer Recruitment Project will also give renewed energy to our efforts to improve how we welcome new volunteers. The staff and volunteer team attached to the project will take the lead in expanding the programme of Getting Started with Girlguiding Scotland sessions for new volunteers. They'll also support local volunteer teams to address enquiry backlogs and blockages in the recruitment and vetting pipeline. They'll play an important part too in helping to embed some of the thanks and recognition initiatives aimed at newer volunteers which we've launched in recent years including the First 15 meetings badge.

We'll also trial marking the moment prospective volunteers complete the recruitment and vetting process with a card and #IBelong badge – the intended purpose of this initiative is to reward the completion of essential tasks like completing reference checks (potentially speeding up the joining process) and to be clear in our commitment to creating an inclusive culture that welcomes and values all volunteers.

## Stay

We'll celebrate Volunteers' Week by collaborating with Girlguiding on a digital campaign to highlight our volunteers' stories and acknowledge their achievements, encouraging them to stay in guiding.

We'll launch our 4-part digital thanks and recognition project providing e-cards, a thank you wall, better award recognition and a series of marketing assets for our volunteers to use locally.

We'll host a thanks and recognition event in June 2025 in Edinburgh. 250 members who have been nominated for their contribution to Girlguiding will be invited to a special celebration event to acknowledge their contribution to guiding in Scotland. This aims to encourage a culture of celebrating and making volunteers feel more appreciated and valued for the work they do.



We will offer 2 more chances to apply for a grant of up to £500 in February and again in the autumn through the Good Guiding Fund. This fund contributes towards essential costs like hall rent, subscriptions, uniform and programme materials, as well as helping volunteers take girls out of the unit meeting place, giving them new experiences and building their skills and confidence. In January, a chance to apply for a subscriptions-only grant will also be offered while new units will continue to be able to access start up grants thanks to the support of Friends of Girlguiding Scotland.

Our international wide game will be back in April 2025 and this time will take place in Amsterdam. We will support around 600 members aged 8+ to have an international adventure, exploring Amsterdam and competing for prizes!

Our all-section, large scale event for 2025 will be Roar & Explore – a 2 day exclusive takeover of Blair Drummond Safari park, near Stirling. We aim to have 6,000 members in the park across the 2 days. As well as having exclusive access to the animal enclosures, members will be able to enjoy an inflatable village and an eco-village to enhance their experience.

In 2025, we'll enter the final year of the 3-year Generation CashBack programme. We look forward to supporting more Guides and Ranger units in areas of deprivation through the project and will continue to exploit opportunities to link girls and leaders in the project to wider Girlguiding Scotland opportunities. We'll also be preparing for the end of the project by reflecting on the learning gained, celebrating successes and helping units ensure they will be sustainable beyond the life of the project.

We'll recruit and launch our 6th cohort of Speak Out champions, focussing on a new structure as recommended in an external review carried out in 2023. The champions will attend a series of residential and online workshops designed to develop their public speaking, knowledge of policy and confidence. The group will aim to launch a manifesto ahead of the expected Scottish Parliament elections in 2026.

### Develop

We'll continue to develop the support we're able to offer local commissioners, county commissioners and volunteers who hold roles in their counties. This year will include our Lead 2025 (formally local commissioners conference) which will be a large-scale event, including workshops and network opportunities for both current, and commissioners of the future. We'll also host 3 county commissioner days across the year to focus on our strategic pillars.

We'll continue work on our Transformational Leadership Project throughout 2025 by piloting new and innovative ideas for leadership development for our current commissioners and ensuring pathways into leadership for our commissioners of the future. These will be evaluated in preparation for recommendations to be made as to which projects are effective enough to be scaled up or rolled out in the future.

## The Essentials

We'll continue to support trustee board members with consistent induction, ongoing learning and development, and reviewing board performance. We'll also introduce peer support opportunities for trustees and lead volunteers and carry out a pilot scheme of reverse mentoring.

We are eager to explore how we can be more environmentally sustainable in terms of our building, our retail operation and in all our routine ways of working. We will create a programme of action to address this through an existing working group.

We'll continue to implement a phased programme for updating our IT and digital systems, investing in technology to better enable members to fulfil their volunteer roles. In 2025, this will include an upgrade to the online shop as part of the retail offer.

## Structure, governance and management

### Organisational structure and decision making

The Guide Association nationally (known as Girlguiding) is incorporated under a Royal Charter that gives powers to form area Associations of which Scotland is one. The Guide Association Scotland (known as Girlguiding Scotland) conducts its activities under a Constitution for Scotland dated 12 March 2022, which has been approved by The Guide Association and which describes the organisation of guiding in Scotland. The Guide Association Scotland utilises the operating name of Girlguiding Scotland. Girlguiding Scotland is a recognised Scottish charity registered under charity number SC005548.

Girlguiding Scotland is governed by the Trustee board who have responsibility for the decisions of the Association and has delegated its authority in specific areas to the following sub committees and working groups under individual terms of reference:

- Operational Board
- Business Management & Finance committee
- Appointments committee
- County support team
- Awards committee

In addition to the above there is also a consultative group, made up of the 27 county commissioners, Scottish chief commissioner team, Scottish representatives on the Girlguiding council, and 6 elected members aged between 18 and 30. The purpose of the consultative group is to review, consider, and comment upon the work of the Trustee Board and represent the views of the membership when there are significant decisions to be made by Trustees. Trustees attend meetings of the consultative group to hear views expressed and ask questions.

Each new member of either board, or member of a sub-committee, is offered an induction programme at the time of appointment. The induction is held at Scottish headquarters or online and is arranged by the chief executive. The induction includes information about the purpose, status, and structure of Girlguiding Scotland, as well as the legal and financial duties of the trustee board and the trustees' role.

## Trustee training

New members of the trustee board had access to an induction programme. Ad hoc opportunities were offered for trustees to access additional training. During 2024, the appointments committee developed a more rigorous process for trustee induction, ongoing development and performance review.

## Key management

The Trustee board is also authorised to appoint and delegate authority to the chief executive to implement policy. The chief executive is authorised to take appropriate financial and operational management responsibility to act within the terms of the scheme of delegated authority. The arrangements for setting the pay of the chief executive are the responsibility of the Scottish chief commissioner in consultation with other senior trustees.

## Risk management

The Scottish Trustee Board continuously review the major risks to which the charity is exposed, and our systems have been challenged to mitigate those risks. There is an ongoing assessment of external risks emerging during the year. The strategic risks for Girlguiding Scotland are linked to strengthening effective governance at national and county level; continuing focus on growing the overall membership in particular on increasing volunteers to enable growth of membership



## Concerns management

Concerns are managed in line with a national Girlguiding framework of policies and processes for reporting. Safeguarding concerns are managed on behalf of Girlguiding Scotland by Girlguiding in line with agreed processes. The role of the Girlguiding Scotland county support team is to provide direct support to counties to help them to investigate and resolve concerns and complaints locally. Support is also provided by Scottish headquarters to raise a concern with the Office of the Scottish Charity Regulator (OSCR). The county support team reports annually to the Scottish trustee board.

## Volunteers

The Guide Association Scotland is grateful for the dedication and support of our thousands of volunteers across Scotland who give their time and energy to help our girls and young women to achieve their potential, make a difference and be their best.

## Connected bodies

Girlguiding Scotland forms part of The Guide Association to whom Scottish members pay an annual subscription. In addition, Girlguiding Scotland purchases uniforms, publications etc. from Girlguiding Trading Service. These are acquired on an arm's length trading basis and are reflected through the SoFA. Girlguiding has also provided funding for delivering diversity and legal support during the year.

## Auditor

Saffery LLP was reappointed auditor for the year ended 31 December 2024 at the Trustee board meeting held on 15 June 2024.

## Statement of Responsibilities of the trustee board of Girlguiding Scotland

The trustee board is required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs and of the surplus or deficit of Girlguiding Scotland for that period. In so doing, the trustee board is required to:

- i. Select suitable accounting policies and then apply them consistently
- ii. Observe the methods and principles in the Charities SORP
- iii. Make judgements and estimates that are reasonable and prudent
- iv. State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- v. Prepare the financial statements on the going concern basis unless it is inappropriate to assume that Girlguiding Scotland will continue in business.


## Trustees' report

The Trustee board is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of Girlguiding Scotland and enable the Trustee board to ensure that the financial statements comply with the Charities & Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Statement of Recommended Practice, and the constitution of the charity. The Trustee board also has a responsibility for safeguarding the assets of Girlguiding Scotland and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

To the knowledge and belief of each of the persons who are trustee board members at the time the report is approved:

- So far as the trustee board member is aware, there is no relevant information of which the association's auditor is unaware, and
- He/she has taken all the steps that he/she ought to have taken as a trustee board member in order to make himself/herself aware of any relevant audit information, and to establish that the association's auditor is aware of the information.

By order of the Trustee board



Approved by the Trustee board on 21 June 2025

Authorised to sign on their behalf



Scottish Chief Commissioner

# Independent auditor's report to the trustee board for the year ended 31 December 2024

## Opinion

We have audited the financial statements of The Guide Association for the year ended 31 December 2024 comprise statement of financial activities, balance sheet, statement of cash flows 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 charity's affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 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 charity 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 charity'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.



# **Independent auditor's report to the trustee board for the year ended 31 December 2024**

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. 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

## **Matters on which we are required to report by exception**

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

- the information given in the trustees' annual report is inconsistent in any material respect with the financial statements; or
- the charity has not kept proper accounting records; or
- the financial statements are not in agreement with the accounting records and returns; 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 23 to 24, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

# Independent auditor's report to the trustee board for the year ended 31 December 2024

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

## Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditors under the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act.

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 auditors' 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below.

Identifying and assessing risks related to irregularities:

We assessed the susceptibility of the charity's financial statements to material misstatement and how fraud might occur, including through discussions with the trustees, discussions within our audit team planning meeting, updating our record of internal controls and ensuring these controls operated as intended. We evaluated possible incentives and opportunities for fraudulent manipulation of the financial statements. We identified laws and regulations that are of significance in the context of the charity by discussions with trustees and updating our understanding of the sector in which the charity operates.

Laws and regulations of direct significance in the context of the charity include the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland)



# **Independent auditor's report to the trustee board for the year ended 31 December 2024**

Regulations 2006 (as amended) and guidance issued by the Office of the Scottish Charity Regulator.

## **Audit response to risks identified:**

We considered the extent of compliance with these laws and regulations as part of our audit procedures on the related financial statement items including a review of financial statement disclosures. We reviewed the charity's records of breaches of laws and regulations, minutes of meetings and correspondence with relevant authorities to identify potential material misstatements arising. We discussed the charity's policies and procedures for compliance with laws and regulations with members of management responsible for compliance.

During the planning meeting with the audit team, the engagement partner drew attention to the key areas which might involve non-compliance with laws and regulations or fraud. We enquired of management whether they were aware of any instances of non-compliance with laws and regulations or knowledge of any actual, suspected or alleged fraud. We addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and identifying any significant transactions that were unusual or outside the normal course of business. We assessed whether judgements made in making accounting estimates gave rise to a possible indication of management bias. At the completion stage of the audit, the engagement partner's review included ensuring that the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.



# Independent auditor's report to the trustee board for the year ended 31 December 2024

## Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Saffery LLP  
Level 4  
9 Haymarket  
Edinburgh  
EH3 8RY

Statutory Auditors

Date: 26.06.25

Saffery LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

## Statement of financial activities for the year ended 31 December 2024

Scotland

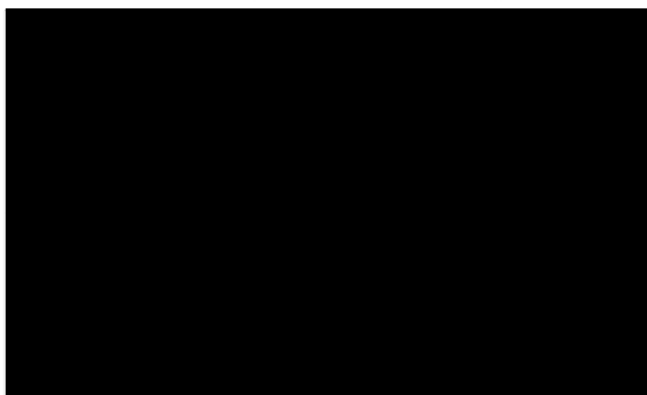
		Unrestricted Funds		Restricted	Endowment	2024 Total Funds	2023 Total Funds
	Notes	General	Designated				
		£	£	£	£	£	£
<b>Incoming and endowments from:</b>							
Donations & legacies	3	8,568	9,563	2,853	-	20,984	15,710
Charitable Activities							
Subscriptions		644,009	4,910	-	-	648,919	627,004
Trading income	4	684,576	-	-	-	684,576	739,318
Events & trips income	5	-	6,092	-	-	6,092	5,696
Grants & other income	6	86,779	68,798	186,552	-	342,129	321,794
Investments	7	27,081	42,309	-	-	69,390	65,902
<b>Total</b>		<b>1,451,013</b>	<b>131,672</b>	<b>189,405</b>	<b>-</b>	<b>1,772,090</b>	<b>1,775,424</b>
<b>Expenditure on:</b>							
Raising funds	8	3,573	9,848	-	-	13,421	12,623
Charitable activities	9	1,350,339	371,128	203,399	-	1,924,866	1,963,253
<b>Total</b>		<b>1,353,912</b>	<b>380,976</b>	<b>203,399</b>	<b>-</b>	<b>1,938,287</b>	<b>1,975,876</b>
Net gain on Investments	13	51,741	25,511	-	-	77,252	58,200
<b>Net income/(expenditure)</b>		<b>148,842</b>	<b>(223,793)</b>	<b>(13,994)</b>	<b>-</b>	<b>(88,945)</b>	<b>(142,252)</b>
Transfers between funds	20/21	(754,830)	884,434	(2,634)	(126,970)	-	-
<b>Net Movement in Funds</b>		<b>(605,988)</b>	<b>660,641</b>	<b>(16,628)</b>	<b>(126,970)</b>	<b>(88,945)</b>	<b>(142,252)</b>
Total funds at start of year		778,249	2,015,440	26,935	126,970	2,947,594	3,089,846
<b>Total funds at end of year 20/21</b>		<b>172,261</b>	<b>2,676,081</b>	<b>10,307</b>	<b>-</b>	<b>2,858,649</b>	<b>2,947,594</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure was derived from continuing operations. The notes on pages 33 to 50 form part of these financial statements.

**The Guide Association Scotland**  
**Balance sheet as at 31 December 2024**

	Notes	2024	2023
		£	£
<b>Fixed assets</b>			
Tangible assets	12	12,066	16,781
Investments	13	1,870,338	1,811,473
		<u>1,882,404</u>	<u>1,828,254</u>
<b>Current assets</b>			
Stocks	14	95,643	71,075
Debtors	15	179,211	72,307
Cash at bank and in hand	16	938,683	1,037,029
		<u>1,213,537</u>	<u>1,180,411</u>
<b>Liabilities</b>			
Creditors falling due within one year	17	237,292	61,071
<b>Net current assets</b>		<u>976,245</u>	<u>1,119,340</u>
<b>Net assets</b>		<u>2,858,649</u>	<u>2,947,594</u>
<b>The funds of the charity</b>			
Unrestricted income funds	20	172,261	778,249
Designated income funds	21	2,676,081	2,015,440
Restricted income funds	21	10,307	26,935
Endowment fund	21	-	126,970
<b>Total charity funds</b>		<u>2,858,649</u>	<u>2,947,594</u>

The financial statements were approved and authorised for issue by the Trustee board on 21 June 2025 and signed on its behalf by:



The notes on pages 33 to 50 form part of these financial statements.



	Notes	2024	2023
		£	£
<b>Cash flows from operating activities</b>	<b>24</b>	<b>(181,247)</b>	<b>(285,167)</b>
<b>Cash flows from investing activities</b>			
Dividends and interest		<b>69,390</b>	65,902
Purchase of property, plant & equipment		<b>(4,876)</b>	(3,870)
Disposal of investments		<b>413,398</b>	546,414
Purchase of investments		<b>(395,011)</b>	(533,467)
<b>Net cash from/(used in) investing activities</b>		<b>82,901</b>	<b>74,979</b>
<b>Change in cash and cash equivalents in the year</b>		<b>(98,346)</b>	<b>(210,188)</b>
Cash and cash equivalents at beginning of year		<b>1,037,029</b>	1,247,217
<b>Cash &amp; equivalents at end of year</b>	<b>16</b>	<b>938,683</b>	<b>1,037,029</b>

## **1. Accounting policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### **a) Basis of preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard 102 (FRS102), as issued by the Financial Reporting Council (effective 1 January 2019), the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The Guide Association Scotland meets the definition of a public benefit entity under FRS102. The statements are prepared on the historical cost basis, except for investments, which have been included at fair value. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

These financial statements are presented in pounds sterling (GBP) as that is the currency in which transactions are denominated.

### **b) Critical judgements and estimates**

In preparing the financial statements, the trustee board makes estimates and assumptions that affect reported results, financial position and disclosure of contingencies. Use of available information and application of judgement are inherent in the formation of the estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. Actual results in the future could differ from such estimates. At the year-end there are no areas where critical judgements or material estimates have been made.

### **c) Going concern**

Based on the security of membership subscription income, confirmation of grant income, ongoing promotion of retail, and the availability of adequate free reserves, the Trustee Board are of the view that the future of the charity is secure for at least the next 12 to 18 months and that on this basis the charity is a going concern.

### **d) Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of The Guide Association Scotland. Designated funds, which are unrestricted funds, are set aside by the trustee board for specific purposes. Restricted funds are income where the donor has imposed restrictions on the use of the funds. Details on the purpose and use of these funds are shown in note 21 to the financial statements. The Webster fund had been endowed where the capital remained intact and the income from this fund had been designated – following a review of the original paperwork during the year, the legacy had no restrictions placed on it and has now been transferred and included as part of unrestricted funds.

#### **e) Income**

Income is recognised when entitled, measurable and receipt is probable. Subscriptions run for a calendar year and are recognised when due. Income from government and other grant providers is recognised when the grant has been awarded and any performance conditions have been met. Retail income is recognised at point of sale. Ticket income is recognised once the delivery of the event has taken place. Investment income is recognised when due. Interest is recognised using the effective interest rate applicable to the asset and dividend income is recognised when declared. Legacies are recognised when The Guide Association Scotland becomes entitled to the income and it is probable that it will be received, and the amount is quantifiable. Entitlement to a legacy exists when there is sufficient evidence that gift has been left and the executor is satisfied that it is not required to settle claims on the estate. Other income is recognised when received.

#### **f) Expenditure and basis of allocation**

Expenditure is recognised on an accruals basis when The Guide Association Scotland has entered into a legal or constructive obligation and is related where practicable to the Association's charitable activities.

Cost of raising funds comprises investment management costs and direct costs associated with Friends of Girlguiding Scotland and Girlguiding Scotland fundraising activities.

Charitable expenditure includes direct and support costs associated with the four themes set out under Objectives and Activities on page 5.

#### **g) Investments**

Investment assets are valued within the financial statements at fair value in accordance with the SORP. Realised and unrealised gains or losses on assets are accounted for in full within the particular fund of which the asset forms a part.

The gain or loss arising on the disposal of an investment asset is the difference between the sales proceeds and the carrying value of the asset and is recognised in the SOFA.

#### **h) Tangible fixed assets**

Individual assets costing over £2,500 are capitalised at cost. Part of the cost of heritable property comprises land and it is not practicable to allocate the cost between land and buildings.

Depreciation is charged on tangible fixed assets on a straight-line basis to write off the cost, over their estimated useful lives. The principal rates of depreciation are:

Heritable properties	- 2% to 6.67%
Furniture & fittings	- 10%
Plant & IT equipment	- 20%



**i) Stock**

Stocks of goods for resale are valued at the lower of cost and net realisable value. Provision is made for obsolete or slow moving stock where appropriate.

**j) Debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed. Trade debtors are recognised at the undiscounted amount of cash receivable, which is normally invoice price, less any allowances for doubtful debts.

**k) Cash and cash equivalents**

Cash and cash equivalents consist of cash on hand and balances with banks and are measured at fair value.

**l) Creditors**

Trade creditors are obligations to pay for goods or services that have been acquired. They are recognised at the undiscounted amount owed to the supplier, which is normally the invoice price.

**m) Financial assets and financial liabilities**

Financial instruments are recognised in the statement of financial activities when The Guide Association Scotland becomes a party to the contractual provisions of the instrument. Financial instruments are initially measured at transaction price and subsequently accounted for as set out below.

Financial instruments are classified as basic in accordance with Chapter 11 of FRS102. At the end of each reporting period, financial instruments are measured at amortised cost using the effective interest rate method. Where the fair value cannot be reliably measured, they are recognised at cost less impairment.

Financial assets are derecognised when the contractual rights to the cash flows from the asset expire, or when The Guide Association Scotland has transferred substantially all the risks and rewards of ownership. Financial liabilities are derecognised only once the liability has been extinguished through discharge, cancellation or expiry.

**n) Pensions**

The Guide Association Scotland operates a defined contribution pension scheme for staff with NEST. A number of employees are members of the Girlguiding defined contribution pension scheme with Scottish Widows. The pension charge represents the amounts payable to these schemes in respect of the year.



## 2. Comparative statement of financial activities

	Unrestricted Funds		Restricted	Endowment	2023 Total Funds
	General	Designated			
	£	£	£	£	£
<b>Incoming and endowments from:</b>					
Donations & legacies	8,927	6,783	-	-	15,710
Charitable Activities					
Subscriptions	622,014	4,990	-	-	627,004
Trading income	739,318	-	-	-	739,318
Events & trips income	-	5,696	-	-	5,696
Grants & other income	114,581	59,397	147,816	-	321,794
Investments	26,105	39,797	-	-	65,902
<b>Total</b>	<b>1,510,945</b>	<b>116,663</b>	<b>147,816</b>	<b>-</b>	<b>1,775,424</b>
<b>Expenditure on:</b>					
Raising funds	3,313	9,310	-	-	12,623
Charitable activities	1,289,145	458,722	215,385	-	1,963,253
<b>Total</b>	<b>1,292,459</b>	<b>468,032</b>	<b>215,385</b>	<b>-</b>	<b>1,975,876</b>
Net (loss)/gain on investments	30,575	27,625	-	-	58,200
<b>Net income/(expenditure)</b>	<b>249,062</b>	<b>(323,744)</b>	<b>(67,571)</b>	<b>-</b>	<b>(142,252)</b>
Transfers between funds	(425,000)	425,000	-	-	-
<b>Net Movement in Funds</b>	<b>(175,939)</b>	<b>101,256</b>	<b>(67,571)</b>	<b>-</b>	<b>(142,252)</b>
Total funds at start of year	954,188	1,914,184	94,504	126,970	3,089,846
<b>Total funds at end of year</b>	<b>778,249</b>	<b>2,015,440</b>	<b>26,935</b>	<b>126,970</b>	<b>2,947,594</b>

## 3. Donations and legacies

	Unrestricted Funds			2024	2023
	General	Designated	Restricted	TOTAL	TOTAL
<u>Funds</u>	£	£	£	£	£
Donations	6,418	5,563	500	12,481	13,150
Legacies	-	4,000	-	4,000	500
Trust income	2,150	-	2,353	4,503	2,060
	<b>8,568</b>	<b>9,563</b>	<b>2,853</b>	<b>20,984</b>	<b>15,710</b>

Donations from trust income were gratefully received from the following organisations:

Buchanan Legacy, King George VI trust, Miss A A Clutterbuck Trust, Hugh & Mary Miller Trust. We are grateful for the continued support of Friends of Girlguiding Scotland and legacy income from the late Shiela MacDonald. We would also like to thank HBoS for their donation of £500.

#### 4. Trading income

	Unrestricted Funds				2024	2023
	General	Designated	Restricted	Endowment	TOTAL	TOTAL
	£	£	£	£	£	£
Retail	684,576	-	-	-	684,576	739,318
	<b>684,576</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>684,576</b>	<b>739,318</b>

#### 5. Events income

	Unrestricted Funds				2024	2023
	General	Designated	Restricted	Endowment	TOTAL	TOTAL
	£	£	£	£	£	£
Other events	-	6,092	-	-	6,092	5,696
	<b>-</b>	<b>6,092</b>	<b>-</b>	<b>-</b>	<b>6,092</b>	<b>5,696</b>

#### 6. Grants and other income

	Unrestricted Funds				2024	2023
	General	Designated	Restricted	Endowment	TOTAL	TOTAL
	£	£	£	£	£	£
Grants	68,000	68,798	186,552	-	323,350	301,597
Rent receivable	18,504	-	-	-	18,504	18,504
Other income	275	-	-	-	275	1,693
	<b>86,779</b>	<b>68,798</b>	<b>186,552</b>	<b>-</b>	<b>342,129</b>	<b>321,794</b>

The trustees acknowledge with thanks grants from the Scottish Government through the Children, Young People & Families Early Intervention Fund, Youthlink Scotland, the CashBack for Communities programme, Scottish Power, FoGGS and Girlguiding for delivering diversity training and legal support.

#### 7. Investments

	Unrestricted Funds			2024	2023
	General	Designated	Endowment	TOTAL	TOTAL
	£	£	£	£	£
Bank interest	15,361	-	-	15,361	14,371
Dividends & interest	11,720	42,309	-	54,029	51,531
	<b>27,081</b>	<b>42,309</b>	<b>-</b>	<b>69,390</b>	<b>65,902</b>

## 8. Raising funds

	Unrestricted Funds			2024	2023
	General	Designated	Restricted	TOTAL	TOTAL
	£	£	£	£	£
Investment management	3,573	6,760	-	10,333	9,900
Direct costs	-	3,088	-	3,088	2,723
	<b>3,573</b>	<b>9,848</b>	<b>-</b>	<b>13,421</b>	<b>12,623</b>

## 9. Charitable expenditure

	Unrestricted Funds			2024	2023
	General	Designated	Restricted	TOTAL	TOTAL
	£	£	£	£	£
Grants paid	-	113,891	106,496	220,387	349,273
Direct costs:					
Retail	510,993	-	-	510,993	557,751
	<b>510,993</b>	<b>-</b>	<b>-</b>	<b>510,993</b>	<b>557,751</b>
Support costs:					
Staff costs (note 11)	558,802	91,051	73,226	723,079	674,599
Headquarters overheads	154,892	1,172	3,018	159,082	125,254
Retail overheads	37,819	-	-	37,819	36,507
Learning and development support	5,157	-	-	5,157	5,699
Project costs	4,832	143,773	19,388	167,993	136,040
Professional fees	22,748	-	-	22,748	9,872
Governance (note 10)	22,182	-	-	22,182	10,974
Committees/working groups	13,722	-	957	14,679	17,230
Depreciation	413	9,179	-	9,592	8,785
Irrecoverable VAT	18,779	12,062	314	31,155	31,269
	<b>839,346</b>	<b>257,237</b>	<b>96,903</b>	<b>1,193,486</b>	<b>1,056,229</b>
	<b>1,350,339</b>	<b>371,128</b>	<b>203,399</b>	<b>1,924,866</b>	<b>1,963,253</b>

**10. Governance**

	Unrestricted Funds			2024	2023
	General	Designated	Restricted	TOTAL	TOTAL
	£	£	£	£	£
Audit fee	14,750	-	-	14,750	10,354
Audit fee – prior years	3,350	-	-	3,350	-
Trustee meetings	4,082	-	-	4,082	620
	<b>22,182</b>	<b>-</b>	<b>-</b>	<b>22,182</b>	<b>10,974</b>

**11. Analysis of staff costs, trustee expenses and cost of key management**

	Unrestricted Funds			2024	2023
	General	Designated	Restricted	TOTAL	TOTAL
	£	£	£	£	£
Salaries and wages	475,112	76,476	68,529	620,117	578,702
Social security costs	43,523	7,332	2,425	53,280	46,791
Pension costs	40,167	7,243	2,272	49,682	49,106
	<b>558,802</b>	<b>91,051</b>	<b>73,226</b>	<b>723,079</b>	<b>674,599</b>

The average number of staff employed during the year was:

	2024	2023
	number	Number
Full time	16	16
Part time	6	7
<b>Total Staff</b>	<b>22</b>	<b>23</b>

One employee received employee benefits, excluding employer pension costs, of more than £60,000. The highest paid employee was the chief executive, whose emoluments were a salary of £68,780 and pension contribution of £6,880 (2023: £66,796 salary, £6,679 pension). Emoluments for the key management personnel (as shown on page 1) totalled £171,518 (2023: £126,434), which included pension contributions of £17,141 (2023: £14,394).

Members of the Trustee board and other sub-committees are, for the most part, volunteers who are not remunerated for their services. The remunerated members of these committees are full time staff whose costs are reflected in the figures noted above. No trustees received remuneration of any kind throughout the current and prior years.

Payments are made to volunteers to reimburse them for travel and certain other related expenses necessarily incurred by them in fulfilling their duties as committee members, advisers and essential volunteer training which amounted to £18,333 (2023: £17,851) of which £4,954 was paid to 8 trustee board members (2023: £2,963 to 6 members).



## 12. Tangible fixed assets

	Heritable Property £	Furniture & Fittings £	IT Equipment £	TOTAL £
<b>Cost</b>				
At 1 January 2024	3,315	50,374	76,231	129,920
Additions	-	616	4,260	4,876
Disposals	-	-	-	-
At 31 December 2024	3,315	50,990	80,491	134,796
<b>Depreciation</b>				
At 1 January 2024	3,315	46,891	62,933	113,139
Charge for the year	-	412	9,179	9,591
Disposals	-	-	-	-
At 31 December 2024	3,315	47,303	72,112	122,730
<b>Net Book Value</b>				
At 31 December 2024	-	3,687	8,379	12,066
At 31 December 2023	-	3,483	13,298	16,781

All assets are used for direct charitable purposes. The trustees are aware that there is a material difference between the disclosed value of the land & buildings in these accounts and the market value, but do not believe that there is value, commensurate with the associated cost, in ascertaining the market value at this time.

## 13. Investments

	Unrestricted LONG fund General £	Endow- ment LONG fund Webster £	Restricted SHORT fund (formally Netherurd Capital) £	Total 2024 £	2023 £
Market value at 1 January 2024	456,191	158,496	1,196,786	1,811,473	1,766,219
Acquisitions	143,454	-	251,557	395,011	533,468
Disposals	(159,143)	-	(254,255)	(413,398)	(546,414)
Transfer between fund	158,496	(158,496)	-	-	-
Net (loss)/gain on revaluation	51,741	-	25,511	77,252	58,200
Market value at 31 December 2024	<b>650,739</b>	<b>-</b>	<b>1,219,599</b>	<b>1,870,338</b>	1,811,473
Historical cost at 31 December 2024	<b>594,443</b>	<b>-</b>	<b>1,267,002</b>	<b>1,861,445</b>	1,850,259

**The Guide Association Scotland**  
**Notes to the financial statements for the year ended**  
**31 December 2024 (continued)**

Most of the investments of the Association are held in pooled managed funds.

**14. Stocks**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Shop goods for resale	<b>95,643</b>	71,075

**15. Debtors**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade debtors	11,705	5,932
Accrued income	50,366	56,947
Other debtors	91	149
Prepayments	117,049	9,279
	<b>179,211</b>	72,307

**16. Cash at bank and in hand**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Cash held by investment manager	27,627	26,524
Cash at bank	911,056	1,010,505
	<b>938,683</b>	1,037,029

**17. Creditors: amounts falling due within 1 year**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	114,087	35,759
Accruals & deferred income	120,399	17,027
Taxation & social security	2,806	8,285
	<b>237,292</b>	61,071

**18. Deferred income**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
At 1 January 2024	-	-
Amount released to income	-	-
Amount deferred in year	77,982	-
At 31 December 2024	<b>77,982</b>	-

Deferred income represents tickets sales for events due to take place in 2025.

**19. Financial assets and liabilities**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Financial assets at amortised cost	<b>950,479</b>	1,043,110
Financial liabilities at amortised cost	<b>(234,486)</b>	(52,786)

Financial assets comprise trade debtors, other debtors, and cash at bank and in hand.  
Financial liabilities comprise trade creditors, accruals and other creditors.

**20. General funds**

	<b>Balance at 1 Jan 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>Gains and Losses</b>	<b>Balance at 31 Dec 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Fund	<b>778,249</b>	<b>1,451,013</b>	<b>(1,353,912)</b>	<b>(754,830)</b>	<b>51,741</b>	<b>172,261</b>
Net (decrease) in general funds						<b>(605,988)</b>
2023 MOVEMENT	<b>Balance at 1 Jan 2023</b>					<b>Balance at 31 Dec 2023</b>
General Fund	954,188	1,510,945	(1,292,459)	(425,000)	30,575	778,249
Net (decrease) in general funds						<b>(175,939)</b>



**21. Project funding held as designated, restricted and endowment funds**

Funds are raised to finance specific projects and these are held in both unrestricted and restricted funds.

UNRESTRICTED FUNDS	Balance at 1 Jan 2024 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance at 31 Dec 2024 £
<u>Designated Funds</u>						
Strategic Investment	1,224,882	-	(10,031)	-	25,511	1,240,362
Webster Income fund	69,183	4,122	-	(73,305)	-	-
SHORT fund (formally Netherurd Adventure Income Fund)	29,902	38,187	(8,095)	(59,994)	-	-
County Transformation Fund	74,376	-	(44,283)	-	-	30,093
Good Guiding Fund	80,118	36,571	(113,912)	278,202	-	280,979
Operational Rolling Plan - Transformational & Fresh	523,628	36,227	(186,144)	89,531	-	463,242
Operational Rolling Plan - Recurring	-	-	-	202,032	-	202,032
IT Fund	-	-	-	50,000	-	50,000
FABRIC fund	-	-	-	50,000	-	50,000
Contingency Fund	-	-	-	350,000	-	350,000
Friends	13,351	16,565	(18,511)	(2,032)	-	9,373
	<b>2,015,440</b>	<b>131,672</b>	<b>(380,976)</b>	<b>884,434</b>	<b>25,511</b>	<b>2,676,081</b>

Net increase in designated funds

**660,641**

**21. Project funding held as designated, restricted and endowment funds (continued)**

	Balance at 1 Jan 2023 £	Income £	Expenditure £	Transfers £	Gains and Losses £	Balance at 31 Dec 2023 £
<b>Designated Funds</b>						
Strategic Investment	1,206,655	-	(8,398)	-	27,625	1,224,882
Webster Income fund	65,106	4,077	-	-	-	69,183
SHORT fund (formally Netherurd Adventure Income Fund)	2,092	35,720	(7,910)	-	-	29,902
County Transformation Fund	130,598	-	(56,222)	-	-	74,376
Good Guiding Fund	174,029	35,997	(204,908)	75,000	-	80,118
Operational Rolling Plan – Transformational & Fresh	250,000	23,400	(99,772)	350,000	-	523,628
Operational Rolling Plan (Recurring)	-	-	-	-	-	-
IT Fund	-	-	-	-	-	-
FABRIC fund	-	-	-	-	-	-
Contingency fund	-	-	-	-	-	-
Friends	86,704	17,469	(90,822)	-	-	13,351
	<u>1,916,184</u>	<u>116,663</u>	<u>(468,032)</u>	<u>425,000</u>	<u>27,625</u>	<u>2,015,440</u>
Net increase in designated funds						<u>101,256</u>

Designated funds are expendable at the discretion of the Trustee board in accordance with the pre-determined guidelines set by that committee. Transfers to and from designated funds represent transfers to and from general reserves, approved by the Trustee board.

In the year, there were transfers from the general fund of (£884,423) to the designated fund. The transfer in the general reserve to the designated fund comprised of £200,000 for the Operational Rolling Plan – Recurring, £100,000 for the IT fund and FABRIC fund, £350,000 for the Wind down fund and £291,116 to the Good Guiding Fund. £56,693 was transferred from the Webster Income fund to unrestricted.

Funds are designated for particular projects as follows:

**Strategic investment funds:**

**SHORT FUND (formally Netherurd adventure capital fund)**

To support the development of adventure for all members following the sale of Netherurd Activity Centre. £1,236,651 was remaining in the fund.

**IT & communications fund**

To implement ongoing investment in IT and communication platforms. Charged with depreciation costs over the life of the assets purchased. £3,711 was remaining in the fund.

**21. Project funding held as designated, restricted and endowment funds (continued)**

**Webster income fund**

Flexible income fund established from the legacy of Miss Elizabeth Webster. The income is to be used in the best interests of Scottish Guiding, which moving forward will be allocated direct to and used to support projects in the operational rolling plan – transformational & fresh fund. The remaining balance of £16,623 was transferred to the operational fund – transformational & fresh to close this fund.

**Netherurd adventure income fund**

The proceeds from the sale of Netherurd in 2021 are invested by Brewin Dolphin. The investment income is credited to this designated fund Brewin Dolphin fees are offset against the income. Moving forward the investment income will be used to support projects in the operational rolling plan – transformational & fresh fund. The remaining balance of £59,994 was transferred to the operational fund (transformational & fresh) to close this fund.

**County transformation fund (halliday legacy) (formerly Governance and digital transformation fund).**

To support counties to recover from the impact of COVID-19 via dedicated development officers focused on three strands: restructure of county governance, growth of membership, inclusion and diversity.

**The Good Guiding Fund:**

The Good Guiding Fund was created following a review of underutilised designated funds. By replacing multiple designated funds with a single fund, we hoped to:

- Make it easier for members to find funding that matches their needs;
- Make it easier for members to apply for that funding and;
- Award more funding to members at a time when costs were rising for all

The fund was launched on 26 September 2022.

Trustees have set aside funding to enable the fund to continue to support members for the next 3 years. To manage the volume of applications and give members adequate time to prepare applications, it was also determined that the fund should move from annual to bi-annual rounds.

**The operational rolling plan fund (transformational & fresh):**

The operational rolling plan was implemented to take forward projects supporting the Girlguiding Scotland strategic aims. This fund is specifically for new, transformational and fresh projects.



## **21. Project funding held as designated, restricted and endowment funds (continued)**

### **The operational rolling plan fund (recurring):**

The operational rolling plan (transformational & fresh) fund has been running for a couple of years and this fund (recurring) was created to allow the smaller and now more routine projects that had initially been pitched to the operational rolling plan (transformational & fresh) fund to continue before they are either considered core and run as operational in the business or cease. Projects run through the operational rolling plan (recurring) have been allocated the funds and spend is to begin from Jan 2025. £200,000 was transferred during the year, with another £2,032 in respect of the archivists projects from the Friends of Netherurd fund. £202,032 was remaining in the fund at the year end.

### **IT Fund:**

This fund was created to allow for the organisation to meet and plan for future software needs that would allow the organisation to meet its strategic plan.

### **FABRIC fund:**

This fund was created to meet any expenditure that may be required for expenditure and upkeep of the property that is not of a routine nature.

### **Contingency fund:**

This fund is to ensure the reserves policy set by the trustees is met. Based on working capital needs and an assessment of income security, stock market volatility, property asset and trading risks, the Trustee board considers that the minimum target for the general funds 'free reserves' should be £350,000 which represents six months' average operational expenditure. Trustees are planning to utilise some of the reserves for guiding activities in the next financial year, while maintaining the reserves target.

### **Friends funds:**

#### **Friends of Girlguiding Scotland**

To support Girlguiding Scotland at the discretion of the Trustee board.

#### **Friends of Netherurd**

Originally to support the development of Netherurd to bring fun and adventure to members. The remaining balance of £2,032 which is to be used for an archivist project has been transferred to operational rolling plan (recurring).

**The Guide Association Scotland**  
**Notes to the financial statements for the year ended**  
**31 December 2024 (continued)**

RESTRICTED FUNDS	Balance at 1 Jan 2024	Income	Expenditure	Transfers	Balance at 31 Dec 2024
	£	£	£	£	£
Adventure Fund	-	54,000	(54,000)	-	-
Chief Commissioner's Fund	7,444	2,353	(2,025)	-	7,772
Garfield Weston	193	-	(207)	14	-
Special Events Fund	4,913	11,754	(13,519)	(2,648)	500
Generation CashBack Fund	8,958	113,798	(122,756)	-	-
Developing Guiding Fund	5,427	-	(5,427)	-	-
HBoS	-	500	(500)	-	-
New Unit Grants	-	7,000	(4,965)	-	2,035
	<b>26,935</b>	<b>189,405</b>	<b>(203,399)</b>	<b>(2,634)</b>	<b>10,307</b>

Net decrease in restricted funds **(16,628)**

RESTRICTED FUNDS 2023 MOVEMENT	Balance at 1 Jan 2023	Income	Expenditure	Transfers	Balance at 31 Dec 2023
	£	£	£	£	£
Adventure Fund	-	-	-	-	-
Chief Commissioner's Fund	5,496	3,075	(1,127)	-	7,444
Garfield Weston	6,981	24,605	(31,393)	-	193
Special Events Fund	27,946	-	(23,033)	-	4,913
Generation CashBack Fund	-	119,716	(110,758)	-	8,958
Developing Guiding Fund	54,081	421	(49,075)	-	5,427
HBoS	-	-	-	-	-
New Unit Grants	-	-	-	-	-
	<b>94,504</b>	<b>147,816</b>	<b>(215,387)</b>	<b>-</b>	<b>26,935</b>

Net decrease in restricted funds **(67,569)**

Restricted Funds are expendable in accordance with each donor's specifications. The purposes of the individual funds are as follows:

**Adventure fund**

To be used to support counties enhance either existing programs or to organise events in their county.

**Chief commissioner's fund**

To be used by the Chief Commissioner at her discretion. Income, generated from the Buchanan legacy held by The Guide Association, is received annually.

## 21. Project funding held as designated, restricted and endowment funds (continued)

### Special events fund

To record external funding for specific Guiding events taking place beyond the accounting year in which the funds are received from Girlguiding and the National Voluntary Youth Support Fund.

### Generation CashBack

To provide proactive support to disadvantaged young people between 10 and 24 years via a local development worker. The aims are to build confidence, develop physical and personal skills, effect positive change in behaviours and aspirations and improve the wellbeing. Grants are available to new and existing groups.

### Developing guiding (Gannochy Trust)

To support local initiatives to increase guiding provision, effective regional collaboration on projects that have positive outcomes for girls, development of flexible guiding models and training provision to support growth.

### HBoS

To support training sessions.

### New unit grants

This fund has been created to support new and re-opening units with initial set up costs.

ENDOWMENT FUND	Balance at	Income	Expenditure	Transfers	Balance at
	1 Jan 2024				31 Dec 2024
	£	£	£	£	£
Webster Legacy	126,970	-	-	(126,970)	-

ENDOWMENT FUND 2023 MOVEMENT	Balance at	Income	Expenditure	Transfers	Balance at
	1 Jan 2023				31 Dec 2023
	£	£	£	£	£
Webster Legacy	126,970	-	-	-	126,970

The Webster Legacy Endowment Fund represents a legacy received in 1997. Invested as part of the LONG investment, income generated from this legacy was originally used to run training weekends at Netherurd. Since the original legacy had no conditions placed on it and Netherurd had been sold, the endowment should be transferred back to unrestricted funds and the income generated from this will be allocated to the operational rolling plan (transformational & fresh).

## 22. Funds

Fund balances at 31 December 2024 are represented by:

	<b>Unrestricted Funds</b>		<b>Restricted</b>	<b>Endowment</b>	<b>Total</b>
	<b>General</b>	<b>Designated</b>			
AT 31 December 2024	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible Fixed Assets	3,687	8,379	-	-	12,066
Investments	-	1,870,338	-	-	1,870,338
Current Assets	231,289	971,941	10,307	-	1,213,537
Creditors falling due within 1 year	(62,715)	(174,577)	-	-	(237,292)
	<b>172,261</b>	<b>2,676,081</b>	<b>10,307</b>	<b>-</b>	<b>2,858,649</b>
2023 COMPARATIVE					
Tangible Fixed Assets	3,483	13,297	-	-	16,780
Investments	487,717	1,196,786	-	126,970	1,811,473
Current Assets	348,120	805,357	26,935	-	1,180,412
Creditors falling due within 1 year	(61,071)	-	-	-	(61,071)
	<b>778,249</b>	<b>2,015,440</b>	<b>26,935</b>	<b>126,970</b>	<b>2,947,594</b>

## 23. Related party transactions

The Guide Association is an umbrella organisation. Girlguiding Scotland is one of nine separately constituted Country/Region Associations established under the powers of the Royal Charter to administer guiding in each area.

During the year, purchases of £435,214 (excluding VAT) were made from The Guide Association Trading Service (2023: £472,601). These purchases were made at arm's length. £23,693 was included in trade creditors at the year-end (2023: £14,484). The Guide Association Trading Service is a wholly owned subsidiary of the Guide Association.



**24. Reconciliation of net income to net cash flow from operating activities**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Net income / (expenditure) for the reporting period:	(88,945)	(142,252)
Adjustments for:		
Depreciation charges	9,591	8,786
Unrealised loss/ (gain) on investments	(77,252)	(58,200)
Dividends and interest	(69,390)	(65,902)
(Profit) on sale of fixed assets	-	-
Decrease/ (increase) in stock	(24,568)	(6,568)
Decrease/ (increase) in debtors	(106,904)	(26,059)
(Decrease)/increase in creditors	176,221	5,028
<b>Net cash (used in)/provided by operating activities</b>	<b><u>(181,247)</u></b>	<b><u>(285,167)</u></b>

**25. Analysis of changes in new debt**

The charity has no indebtedness under any term debt facility (2023: Nil).

