

**COMPANY NUMBER: SC 213148**  
**CHARITY NUMBER: SC 029440**

**LINKNET MENTORING LIMITED**

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**REPORT AND ACCOUNTS**  
**YEAR ENDED 31 OCTOBER 2025**

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**LINKNET MENTORING LIMITED  
ANNUAL REPORT AND ACCOUNTS  
YEAR ENDED 31 OCTOBER 2025**

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**LINKNET MENTORING LIMITED  
REFERENCE AND ADMINISTRATIVE INFORMATION  
YEAR ENDED 31 OCTOBER 2025**

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**Registered Charity Number:** SC029440

**Company Number:** SC 213148

**Directors & Trustees:** Mageed Abdalla (Chair)  
Denboba Kiya Natie  
Nancy Ralph removed Resigned from 05/12/2025 onwards.  
Russell Dadzie  
Nicholas Flavin  
Dr Blessings Kachale (appointed 14 June 2025)  
Prof. Michael Keating  
Ewen Logan  
Masih Wilson  
Fatou Sanneh (appointed 10 December 2024)  
Ganna Sanzharovska (appointed 24 January 2025)

**Secretary:** Ranbandara Dissanayaka (resigned 12 May 2025)  
Denboba Natie (appointed 12 May 2025)

**Principal address:** 31 Guthrie Street  
Edinburgh  
EH1 1JG

**Bankers:** Bank of Scotland  
Leith (800238) branch  
PO Box1000  
BX2 1LB

**Independent Examiner:** Ian B Wilson C.A.,  
4A High Street,  
Bonnyrigg  
EH19 2AA

**LINKNET MENTORING LIMITED  
REPORT OF THE TRUSTEES  
YEAR ENDED 31 OCTOBER 2025**

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The trustees, who are also the directors of the charity for the purposes of the Companies Act, present their annual report and the financial statements for the year ended 31 October 2025, which comply with the Companies Act 2006, the 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) (Charities SORP (FRS 102)) and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

**Management structure**

The director (Denboba Natie) is responsible for day to day activities.

The charity is governed by a memorandum and articles of association. Those documents clearly state how the Management Board Directors are elected at annual general meetings. In brief those nominations are called from the members for the vacant Board positions and Directors are elected as appropriate. All new directors are given a detailed induction to the charity. In addition, the charity is managed by a set of policies and procedures under the supervision of a project director who in turn is responsible to the Management Board.

**Purpose and Activities**

Legal status

LINKnet was established in March 1998 as an unincorporated association and was registered with the Inland Revenue as a Scottish Charity (No. SC029440). In November 2000, it was incorporated as a Company Limited by Guarantee (No. SC213148).

Mission statement

As a Black-mentoring project, LINKnet will harness the services of mentors to work with, enthuse, inspire and guide black/minority ethnic mentees. LINKnet will be culturally and ethnically sensitive in serving the black/minority ethnic individuals living in Edinburgh and the Lothians, Borders and Fife. As an equal opportunities organisation, LINKnet is committed to proactively challenging discrimination and maximising opportunities in all its services.

The Original Objectives of the Project

- LINKnet was established to deliver a mentoring programme for black/minority ethnic individuals living in Edinburgh and Lothians, Borders and Fife.
- The programme has been developed with three strands:
  - Educational and academic development mentoring
  - Career development mentoring
  - Personal development mentoring

**LINKNET MENTORING LIMITED**  
**REPORT OF THE TRUSTEES (continued)**  
**YEAR ENDED 31 OCTOBER 2025**

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**Progress report**

The year from 1 November 2024 to 31 October 2025 was another successful year for LINKnet. We have received some funding to continue with organisational activities from the Scottish Government's Adult Learning and Empowering Communities (ALEC) Funding that came to an end in March 2026, we secured Volunteer Support Fund (VSF) funding from October 2025 to March 2027, ESP project funded by the City of Edinburgh Council that will end in March 2027, ongoing 3 years main grant for mentoring project by The City of Edinburgh Council, National Lottery Community Fund for 'NINT. (ending in March 2027) and the recent additional successful fund for upgrading our Digital system and renovating our office to ensure our compliance with health and safety. Spoken English club 1year small grant (September 2025) helped with language improvement and social engagement for isolated and lonely BME community members. This coupled with capacity building small grant from Regenerative Futures Fund (RFF) with the possibility of securing 10-year funding worth half a million enabled us to positively look forward to continuing with LINKnet's excellent services.

**Projects**

**Mentoring and Training in Edinburgh Project,**

Funded by the City of Edinburgh Council and managed by Capital City Partnership (CCP) drew appreciation from the fund managers as the project over achieved all set targets. During the recent review meeting with our funding manager of CCP, they have indicated our partnership endures for years to come in the face of changing demography where our services for BME community members become increasingly vital.

**Outputs and Outcomes**

Mentoring pairs made 90

Jobs secured- 44

Education places secured - 24

**No More Isolation and No more tears project**

Funded by the National Lottery Community fund the project exceeded all its set targets. Its English language section attracted more than 10 times of its target but LINKnet could not afford to help them all.

**Outputs and Outcomes**

Befriending was provided to- 37+

Number of events held including English Language Club -12 with the participation of 245 people

English classes (GE+ESP) –146 people completed the course

**Spoken English Club**

Funded by The city of Edinburgh Council this small grant has attracted several BME community members who have enormously benefited by regularly attending small group of participants.

**Outcome and Output**

12 small events were organised that were attended by a total of 80 participants.

**LINKNET MENTORING LIMITED**  
**REPORT OF THE TRUSTEES (continued)**  
**YEAR ENDED 31 OCTOBER 2025**

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The following are the outputs and outcome of the overall organisation during the year from 1 Nov 2024 to 31 Oct 2025.

**Outputs**

Mentoring/befriending was provided to 127  
Volunteering opportunities were provided to 27  
English language (GE+ESP) support was provided to 146  
Spoken English Language Club – Support provided to 80

On to employment 25

On to education 24

**Review of financial position**

The Statement of Financial Activities shows that there was a deficit on restricted funds amounting to £28,078 (2024: surplus of £11,723). This brings total restricted funds to £72,178 at the end of the year.

There was a surplus on unrestricted funds of £3,838 (2024: £5,778). This fund now has a balance of £34,470.

The total funds under management at the end of the year were £106,648 (2023: £130,888).

**Independent examiner**

A proposal to re-elect Ian B Wilson C.A. as independent examiner of the charity will be put to the Annual General Meeting.

**Reserves policy**

The activities of the charity are principally funded on an annual basis by grants from funding agencies, based on annual budgets established by the Management Board. There is no policy for building up restricted reserves in the charity, and where this happens in any year the surplus is normally utilised in the following year. The charity has adopted a policy of building up unrestricted reserves equivalent to three months operating costs to cope with future uncertainties.

**Risk management**

The Management Board has considered the major risks to which the charity is exposed and has established systems to mitigate those risks.

**Directors and trustees**

All directors of the company are also trustees of the charity, and there are no other trustees. All of the trustees who served during the year are named on page 1. The Board has power to appoint additional trustees as it considers fit.

**LINKNET MENTORING LIMITED**  
**REPORT OF THE TRUSTEES (continued)**  
**YEAR ENDED 31 OCTOBER 2025**

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**Trustees' responsibilities in relation to the accounts**

The trustees are required by company law to prepare accounts for each financial year which give a true and fair view of the financial activities of the charity and of its financial position at the end of that year. In preparing those accounts, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

The trustees confirm that:

- i. as far as they are aware, there is no relevant information of which the company's independent examiner is unaware, and
- ii. each trustee has taken all the steps they ought to have taken as a trustee in order to make himself or herself aware of any relevant information and to establish that the company's independent examiner is aware of that information.

In preparing this report advantage has been taken of the small companies exemptions.

This report is prepared in accordance with the provisions applicable to companies subject to the small companies' regime, Section 419(2) of the Companies Act 2006.

**Approval**

This report was approved by the board of directors and trustees on 13 May 2026 and signed on its behalf by Mageed Abdalla. 

Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS  
OF  
LINKNET MENTORING LIMITED  
Registered charity number SC029440**

**On the accounts of the charity for the period 1 November 2024 to 31 October 2025 set out  
on pages 7 to 13.**

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

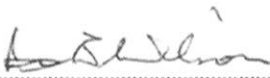
My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulation 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the accounts.

**Independent examiner's statement**

In the course of my examination, no matter has come to my attention,

1. which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
  - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 13 May 2026

IAN B WILSON C.A.  
4A High Street,  
Bonnyrigg  
EH19 2AA



**LINKNET MENTORING LIMITED**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(incorporating INCOME AND EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 OCTOBER 2025**

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	Notes	Unrestricted fund 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Voluntary income		20,000	161,570	181,570	231,577
Activities for generating funds		6,893	-	6,893	5,778
<b>Total</b>	4	26,893	161,570	188,463	237,355
<b>Expenditure on:</b>					
Charitable activities		23,055	189,648	212,703	219,854
<b>Total</b>	5	23,055	189,648	212,703	219,854
<b>Net income</b>		3,838	(28,078)	(24,240)	17,501
Transfers between funds	10	-	-	-	-
<b>Net movement in funds</b>		3,838	(28,078)	(24,240)	17,501
<b><u>Reconciliation of Funds</u></b>					
Total funds brought forward		30,632	100,256	130,888	113,387
<b>Total funds carried forward</b>	10	34,470	72,178	106,648	130,888

The Statement of Financial Activities includes all gains and losses in the year and therefore a Statement of Total Recognised Gains and Losses has not been prepared.

All of the above amounts relate to continuing activities.

**LINKNET MENTORING LIMITED**  
**BALANCE SHEET**  
**31 OCTOBER 2025**

**Company number SC 213148**

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	Notes	2025 £	2024 £
<u>Fixed assets :</u>			
Tangible assets	7	-	-
<i>Total fixed assets</i>		-	-
<u>Current assets :</u>			
Debtors	8	1,457	920
Cash at bank & in hand		117,537	141,540
<i>Total current assets</i>		118,994	142,460
<u>Liabilities :</u>			
Creditors : Amounts falling due within one year	9	12,346	11,572
<i>Net current assets</i>		106,648	130,888
<i>Net assets</i>	11	106,648	130,888
<u>The funds of the charity :</u>			
Unrestricted income fund	10	34,470	30,632
Restricted funds	10	72,178	100,256
<i>Total charity funds</i>		106,648	130,888

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The directors acknowledge their responsibility for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of its financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

The directors acknowledge their responsibility for ensuring the company keeps accounting records which comply with section 386 of the Companies Act 2006.

For the year ended 31 October 2025 the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The accounts were approved by the Board on 13 May 2026 and signed on its behalf by

  
 Mageed Abdalla

Director

**LINKNET MENTORING LIMITED**  
**NOTES TO THE ACCOUNTS**  
**YEAR ENDED 31 OCTOBER 2025**

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**1. GENERAL INFORMATION**

The charity is a registered charity in Scotland and is incorporated as a limited company. The address of the principal office is 31 Guthrie Street, Edinburgh EH1 1JG.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in compliance with FRS 102, "The Financial Reporting Standard applicable in the UK and the Republic of Ireland", the 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) (Charities SORP (FRS 102)) and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

**3 ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements have been prepared on the historical basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

**Going concern**

There are no material uncertainties concerning the charity's ability to continue.

**Disclosure exemptions**

The entity satisfies the criteria of being a qualifying entity as defined by FRS 102. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

(a) No cash flow statement has been presented by the charity.

(b) Disclosures in respect of financial instruments have not been presented.

**Judgments and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported. These estimates and judgments are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable in the circumstances.

**Fund accounting**

The charity has both restricted and unrestricted funds. Further details of each fund are disclosed in Notes 10 and 11.

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the trustees

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

**Income**

Grants and donations are accounted for when their receipt is probable. Grants received for capital expenditure are credited to a restricted fund against which the depreciation of the relevant assets is charged.

**Resources expended**

Resources expended are included in the Statement of Financial Activities on an accruals basis, when the liability has been legally incurred and the amount can be reliably calculated.

**LINKNET MENTORING LIMITED**  
**NOTES TO THE ACCOUNTS**  
**YEAR ENDED 31 OCTOBER 2025**

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4 INCOME

	Unrestricted fund 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Voluntary income</b>				
Volunteer Support Fund grant	-	750	750	10,500
Mentoring & training project fund	-	100,570	100,570	62,979
Oral Health Challenge Fund	-	-	-	77,451
NINT fund	-	44,000	44,000	65,263
Adult Learning & Empowering Communities Fund grant	-	10,500	10,500	10,500
Edinburgh Voluntary Organisations Council	-	-	-	500
Youthlink Scotland	-	-	-	4,384
Scottish Refugee	-	-	-	-
Peoples Postcode Trust	20,000	-	20,000	-
Edinburgh Community Foundation	-	4,000	4,000	-
Edinburgh Council	-	1,750	1,750	-
	<u>20,000</u>	<u>161,570</u>	<u>181,570</u>	<u>231,577</u>
<b>Activities for generating funds</b>				
Sundry income	263	-	263	778
Employment allowance	6,630	-	6,630	5,000
	<u>6,893</u>	<u>-</u>	<u>6,893</u>	<u>5,778</u>
<b>Total incoming resources</b>	<u>26,893</u>	<u>161,570</u>	<u>188,463</u>	<u>237,355</u>

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted fund 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Gross salaries, employer's NI & pension	16,057	129,629	145,686	174,381
Sessional staff	575	26,893	27,468	5,255
Staff training	24	191	215	165
Publicity	-	-	-	-
Rent, rates & insurance	1,178	9,517	10,695	14,398
Maintenance	237	1,916	2,153	1,800
Telephones, IT, heat & light	774	6,257	7,031	6,549
Stationery, printing & postage	291	2,353	2,644	3,256
Staff, volunteers' & beneficiaries travel	361	2,915	3,276	5,420
Events	-	5,469	5,469	4,970
Miscellaneous	315	2,542	2,857	1,170
Payroll, accounting & evaluation services	111	898	1,009	1,340
Independent examination fee	132	1,068	1,200	1,150
Honorarium	3,000	-	3,000	-
<b>Total expenditure</b>	<u>23,055</u>	<u>189,648</u>	<u>212,703</u>	<u>219,854</u>

**LINKNET MENTORING LIMITED**  
**NOTES TO THE ACCOUNTS**  
**YEAR ENDED 31 OCTOBER 2025**

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**6 STAFF COSTS**

	2025	2024
	£	£
Salaries	148,914	152,332
Social security costs	13,424	15,365
Pension contributions	10,816	11,939
	<u>173,154</u>	<u>179,636</u>

The average weekly number of employees during the year was 4 (2024: 4).

There were no employees with remuneration in excess of £60,000 (2024 - 1)

No trustee received any remuneration in the year, nor had any personal expenses reimbursed.

The total paid to key management personnel was £40,815, representing 5 months for previous director (2024 £76,800), and £25,887 for current director covering a period of 7 months.

An honorarium of £3,000 was paid to the previous director for voluntary services in transitioning the charity over to the new director, following the cessation of his employment.

**7 TANGIBLE FIXED ASSETS**

	Equipment	Furnishings	Total
	£	£	£
Cost			
At 1 November 2024	13,225	3,357	16,582
Additions / (Disposals)	-	-	-
At 31 October 2025	<u>13,225</u>	<u>3,357</u>	<u>16,582</u>
Depreciation			
At 1 November 2024	13,225	3,357	16,582
Additions / (Disposals)	-	-	-
At 31 October 2025	<u>13,225</u>	<u>3,357</u>	<u>16,582</u>
Net book value			
At 31 October 2025	<u>-</u>	<u>-</u>	<u>-</u>
At 31 October 2024	<u>-</u>	<u>-</u>	<u>-</u>

**8 DEBTORS**

	2025	2024
	£	£
Grants receivable	-	-
Prepayments	1,457	920
	<u>1,457</u>	<u>920</u>

**9 CREDITORS**

	2025	2024
	£	£
Social security taxes	2,477	3,370
Accruals	9,869	8,202
	<u>12,346</u>	<u>11,572</u>

**LINKNET MENTORING LIMITED**  
**NOTES TO THE ACCOUNTS**  
**YEAR ENDED 31 OCTOBER 2025**

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**10 MOVEMENT IN FUNDS**  
**CURRENT YEAR**

	Opening balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
<u>Restricted funds:</u>					
NINT fund	17,951	44,000	49,518	-	12,433
Scottish Refugee	622	-	622	-	-
Volunteer Support Fund	13,867	750	842	-	13,775
Oral Health Challenge Fund	11,922	-	5,469	-	6,453
Adult learning & empowering communities Fund	17,433	10,500	11,813	-	16,120
Mentoring & training project Fund	33,514	100,570	110,687	-	23,397
University of Edinburgh	993	-	993	-	-
Mental Health Project (EVOC)	2,871	-	2,871	-	-
Youthlink Scotland	1,083	-	1,083	-	-
Edinburgh Community Foundation	-	4,000	4,000	-	-
Edinburgh Council	-	1,750	1,750	-	-
	100,256	161,570	189,648	-	72,178
Unrestricted fund	30,632	26,893	23,055	-	34,470
	130,888	188,463	212,703	-	106,648

**PREVIOUS YEAR**

	Opening balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
<u>Restricted funds:</u>					
NINT fund	13,467	65,263	60,779	-	17,951
Scottish Refugee	622	-	-	-	622
Volunteer Support Fund	13,143	10,500	9,776	-	13,867
Oral Health Challenge Fund	11,571	77,451	77,100	-	11,922
Adult learning & empowering communities Fund	16,711	10,500	9,778	-	17,433
Mentoring & training project Fund	29,189	62,979	58,654	-	33,514
University of Edinburgh	993	-	-	-	993
Mental Health Project (EVOC)	2,837	500	466	-	2,871
Youthlink Scotland	-	4,384	3,301	-	1,083
	88,533	231,577	219,854	-	100,256
Unrestricted fund	24,854	5,778	-	-	30,632
	113,387	237,355	219,854	-	130,888

**LINKNET MENTORING LIMITED**  
**NOTES TO THE ACCOUNTS**  
**YEAR ENDED 31 OCTOBER 2025**

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10 Description of funds

**NINT fund**

"No more isolation, no more tears" funded by National Lottery Community Fund

**Open Arms - Big Lottery Community Fund**

This fund is for the charity's befriending programme as part of Open Arms project - a partnership between Linknet, Saheliya, ELREC and Sikh Sanjog.

**Volunteering Support fund**

This fund is to develop 16 volunteers per year by giving them volunteer work placements. It is managed by the Voluntary Action Fund.

**Oral Health Project**

This project is sponsored by the Scottish Government's Oral Health Challenge fund. This project is set to look into minority ethnic, infant and adult oral health in partnership with Minority Ethnic Health Inclusion Service.

**Adult Learning & Empowering Communities Fund**

This fund is for the main mentoring project supporting minority ethnic people into education, employment and personal development. It was managed by Foundation Scotland and now Corra Foundation.

**Mentoring & training project Fund**

Similar to the PECF project, this is funded by the City of Edinburgh Council to improve employment among the minority ethnic people.

**University of Edinburgh**

Complementary funding provided due to the success of the organisation.

**Scottish Refugee fund**

Funding to provide English classes

**Youthlink Scotland workforce fund** - to support youth work and adult learning organisations to develop their staff and volunteers in order to meet the needs of young people and adult learners across Scotland.

**Edinburgh Community Foundation** - Capacity building for share of Regenerative Futures Fund which will help improve the lives of those living in poverty and experiencing racism.

**Edinburgh Council** - Spoken English Club for language improvement and isolation.

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets	Net current assets	Total	Total
	2025	2025	2025	2024
	£	£	£	£
<u>Restricted funds:</u>				
NINT fund	-	12,433	12,433	17,951
Scottish Refugee	-	-	-	622
Volunteer Support Fund	-	13,775	13,775	13,867
Oral Health Challenge Fund	-	6,453	6,453	11,922
Adult learning & empowering communities Fund	-	16,120	16,120	17,433
Mentoring & training project Fund	-	23,397	23,397	33,514
University of Edinburgh	-	-	-	993
Mental Health Project (EVOC)	-	-	-	2,871
Youthlink Scotland	-	-	-	1,083
Edinburgh Community Foundation	-	-	-	-
Edinburgh Council	-	-	-	-
	-	72,178	72,178	100,256
<u>Unrestricted fund</u>	-	34,470	34,470	30,632
<u>Total funds</u>	-	106,648	106,648	130,888

12 RELATED PARTY TRANSACTIONS

There are no related party transactions in the year which require disclosure.