

White Ribbon Campaign Scotland

Scotland · Charity number SC041385

Details

Known as	White Ribbon Scotland
Status	Active
Legal form	Trust (founding document is a deed of trust) (other than educational endowment)
Registered	2010-04-09
Register	View on the OSCR register

Contact

Address	22 Montrose Street Glasgow G1 1RE
Website	www.whiteribbonscotland.org.uk

Activities

Activities: 'It carries out activities or services itself'

Purposes: 'the advancement of education', 'the advancement of human rights, conflict resolution or reconciliation', 'the promotion of equality and diversity'

What the charity does: White Ribbon Scotland (WRS) is set up to engage volunteers to assist WRS staff to reach out and educate men and boys in particular, to address the attitudes within society which tend to enable violence against women and girls. The main activity is to launch and support local community based projects across Scotland. This includes training volunteers who participate in these projects. WRS staff also engage in other events to highlight the issue and what men can do to help eliminate it.

Beneficiaries: 'Other defined groups'

Objectives: 1. The Trustees shall hold and apply the sum of £1 paid by us to them, and such other funds and assets as may from time to time be comprised in the Trust Property, in trust for the following purposes:- a) The advancement of education. b) The advancement of human rights, conflict resolution or reconciliation. and c) The promotion of equality and diversity 2. The expenses of creating and administering the Trust, and any tax payable in relation to the Trust, shall be met in priority to all other payments and transfers of assets out of the Trust Property

Geography

- **Main operating location:** City of Edinburgh
- **Geographical spread:** Operations cover all or most of Scotland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£135,000	£135,000	-	4
2024-03-31	£94,933	£91,059	-	3
2023-03-31	£94,933	£91,059	-	3
2022-03-31	£84,764	£83,456	-	3
2021-03-31	£75,000	£68,000	-	3

Accounts

Charity registration number SC041385 (Scotland)

WHITE RIBBON SCOTLAND
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

WHITE RIBBON SCOTLAND

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WHITE RIBBON SCOTLAND

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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)" (effective 1 January 2019).

Objectives and activities

White Ribbon Scotland operates in line with the following charitable purposes:

- 1) The advancement of education
- 2) The advancement of human rights, conflict resolution or reconciliation
- 3) The promotion of equality and diversity.

Our activities are: To work towards preventing VAWG (violence against women and girls) by engaging men and boys to take positive action on the issue. We do this by raising awareness, promoting discussion and providing both information and resources to support individual and collective action amongst Scottish men.

Achievements and performance

In pursuing its objectives during 2024/25 White Ribbon Scotland achieved the following:

With regard to staffing we were able to continue to receive funding to retain our Project Coordinator and Campaign Administrator on a full-time basis in addition to our Campaign Director. This consistency has allowed us to expand our network of community-based volunteer projects (White Ribbon Status Projects) across Scotland.

We continued to review and develop our 'White Ribbon Scotland Status Projects' to involve communities of all types; seeking to include communities based in education establishments, sporting organisations, religious groups, companies, neighbourhoods and more. We have built on practices established in the previous year to link our volunteer Speakers to Status Projects, which gives them a more structured approach within a project led by a Steering Group. In addition to the volunteer roles of Steering Group Member and Speaker we also further developed the Role of White Ribbon Scotland Ambassador; being people who support our charity and are in a position to influence a body of others to become involved in our campaign. In the main this has involved elected officials but now includes more College Principals and more local Councillors who influence further involvement in local community-based campaigns. We also concentrated on making new connections with potential Status Project communities, encouraging and developing them into launching their projects. This included the development of our links with Scotland's Railway, and it's contributing agencies of Network Rail, The British Transport Police and ScotRail. We recognised the combined effort in support of our campaign over several years and that this had evolved into a bespoke Status Campaign, by awarding White Ribbon Status to each agency in a November 2024 ceremony at Waverley Station during the UN led 'Sixteen Days of Activism to Address Violence Against Women', during which the awards were presented by a Scottish Government Minister. This was followed up with a Status Project Steering Group being formed with plans to expand WR activities reaching through engaging agency staff and rail users across Scotland.

WHITE RIBBON SCOTLAND

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The main aim of the growing number of Status Projects is to reach out to involve men in addressing violence against women in their community by changing attitudes and behaviours amongst the male population. All staff and volunteer roles within White Ribbon Scotland are open to men and women however the aim of our campaign remains the same. The progress of our Status Projects continues to include the following in the aspects assessed in determining when the award of White Ribbon Status should be conferred.

- Sustainability led by the Steering Group (SG) and extending to the SG membership itself and the number of volunteer Speakers in order to extend the life of the project.
- Speaker events should be extended to include events reaching out-with their own community, thereby extending the reach of the overall campaign.
- The requirement for a written report and presentation outlining the progress of the project.
- The requirement for a plan outlining how the Project will be developed beyond receiving the award of white ribbon status thus ensuring longevity.
- At the point of receiving the award emphasis is placed on it being given in recognition of good work done in this field and that it should be seen as encouragement to continue the project in the future, rather than it being something which marks the end.

In this way we sustain local campaigns across Scotland regularly increasing the number of these and thus the number of Speaker events impacting on male attitudes and behaviours which tend to condone violence against women. We are working to re-start previous campaigns which were not developed with the same emphasis on sustainability. This has seen progress in the reinvigoration of campaigns in Stirling, Fife and Dumfries and Galloway during the period of report.

We continued our collaboration with the company called Volunteero and their now CivTech funded solution to develop their existing Volunteero App to suit the needs of small, under-funded groups such as White Ribbon Scotland and our partners in the project, Citizens Advice Scotland. Additional support continued to be received from the Scottish Government Justice Directorate.

The App makes it possible for volunteers to register with an online system, which gives them access to WRS materials such as presentations and workshops and notifies them of WRS related events which they can elect to participate in. The App has been developed this year to include the facility for volunteers to complete feedback reports on the events they participate in. This year also saw the development of a survey feature. Project volunteers also have the opportunity to link in with other volunteers in their area through chat rooms and link in with supporters from other communities where the possibility of joint working may be available. This continues to strengthen the national campaign and reinforce the unity of men working to end violence against women.

Financial review

A surplus of £8,644 arose during the year (2024 : deficit of £20,268). At the year-end £33,688 of unrestricted funds are carried forward (2024: £25,044).

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three month's expenditure. Current running costs are calculated to be £14,000 per quarter. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Risk management and going concern

The Trustees are continually in the process of assessing major risks to which the charity is exposed, particularly those related to the operations and financing of the Trust and are satisfied that systems are in place to mitigate its exposure to major risks.

Our Chair and Treasurer, however, are working hard to secure all the grants and funding available to us and are reporting to the trustees frequently. The trustees are also keeping up to date with developing guidance from our charity regulator OSCR.

WHITE RIBBON SCOTLAND

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Plans for future periods

White Ribbon Scotland will continue to develop the delivery of community led/community-based projects with the aim of increasing the number of men and women working together to reach out to men and boys in their local communities, educating them as to why and how they should be involved in helping to end violence against women and girls. In our post pandemic society, we will gently transition to embrace the use of online systems, whilst also returning to offering in-person training and other events in an appropriate manner. Our staff operate a mix of working in office, at home and, as necessary, within the communities in which our Status Projects and opportunities for collaborations arise.

We will build on the existing local presence and profile of our White Ribbon trained volunteer Speakers through our Status Projects and provide the support and mentoring required for them to be able to increase the number of locally based and motivated projects. We will drive to achieve more sustained community activity, incrementally increasing our reach and local participation and developing the opportunity for links between participating communities. Our target is to ensure that projects are geographically spread across Scotland as opposed to being concentrated in the Central Belt. To this end development work on status projects this year has included areas such as Aberdeenshire and The Western Isles. We hope to see these and others launched as full projects in 2025/26. We also anticipate developing more bespoke projects working within less distinct 'communities' and incorporating more workforce communities.

We will extend the use of social, local and national media outlets to raise awareness of our campaign and extend the reach of our messages; raising our profile and developing White Ribbon Scotland as the 'go to' organisation for inputs and comments on how to involve men in addressing violence against women. In doing so we will extend our presence on Facebook, Instagram and LinkedIn which we have continued during this year. We will increase our volunteer Ambassador Programme assisting us to begin further projects across Scotland. In a difficult atmosphere, there will be further exploration of funding opportunities aimed at increasing our core staff team with a view to having specialist support in the fields of Communications and further Project Workers appointed. With the on-going challenge of obtaining funding, we will endeavour to identify opportunities to recruit volunteers to undertake some of these roles. In this respect, as previously mentioned, we were in the welcome position of being able to continue our employment of our Campaign Administrator for a further year.

With the continuation of the Campaign Administrator, who has developed an expertise in the use of 'Volunteero', we will further develop our use of the Volunteero App, encouraging all active volunteers to engage with it. During this year, we have identified local project steering group volunteers to act as Volunteero Administrators in their communities. This has empowered them to recruit volunteers onto the system, create Speaker events and collate feedback. This will be built upon over the coming year. New volunteers joining us in the coming year will receive training in the use of Volunteero as part of their standard training following recruitment.

WHITE RIBBON SCOTLAND

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

The White Ribbon Scotland Charitable Trust was established by trust deed and was registered as a Scottish Charity on 9 April 2010.

The charity provides direct public benefit by:

Undertaking primary prevention work which contributes towards ending violence against women and girls in Scotland.

The number of Trustees shall not be less than five nor more than twelve.

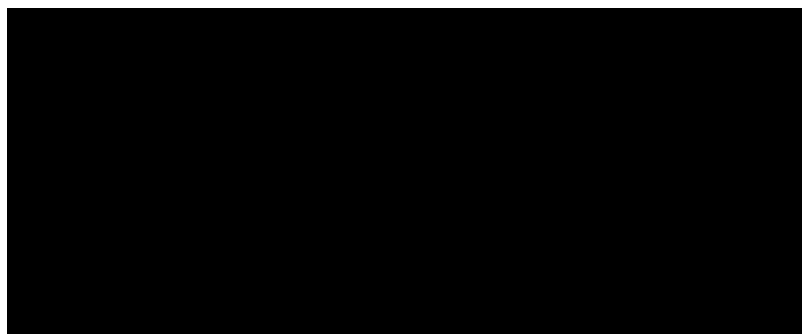
The serving Trustees are entitled, by way of a resolution passed by majority vote at a meeting of the Trustees, to appoint any individual as a Trustee.

The management of the trust is the responsibility of the Trustees who are appointed under the terms of the trust deed.

New Trustees are approached by existing Trustees and their duties explained to them. It is intended that this will be expanded with an arrangement for new Trustees to attend specific training on their roles and responsibilities.

Reference and administrative information

The Trustees who served during the year are as follows: -



Independent Examiner

Thomson Cooper
22 Stafford Street
Edinburgh
EH3 7BD

Bankers

The Co-Operative Bank
PO Box 250
Skelmersdale
WN8 6WT

Charity Registration Number

SC041385

WHITE RIBBON SCOTLAND

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

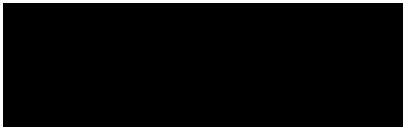
In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 and the provisions of the trust deed. 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 are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' report was approved by the Board of Trustees.



Trustee

Dated: 19 December 2025

WHITE RIBBON SCOTLAND

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF WHITE RIBBON SCOTLAND

I report on the financial statements of the charity for the year ended 31 March 2025, which are set out on pages 7 to 16.

Respective responsibilities of trustees and examiner

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

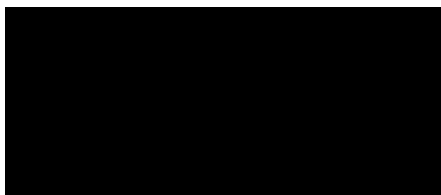
Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from the trustees concerning any 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 view given by the financial statements.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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



Chartered Accountant
On behalf of Thomson Cooper
22 Stafford Street
Edinburgh
EH3 7BD

Dated: 19 December 2025

WHITE RIBBON SCOTLAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

Current financial year

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
Income from:					
Donations and legacies	2	7,058	135,000	142,058	75,059
Charitable activities	3	2,094	-	2,094	4,334
Total income		9,152	135,000	144,152	79,393
Expenditure on:					
Charitable activities	4	508	135,000	135,508	99,661
Net income/(expenditure) for the year/ Net movement in funds		8,644	-	8,644	(20,268)
Fund balances at 1 April 2024		25,044	-	25,044	45,312
Fund balances at 31 March 2025		33,688	-	33,688	25,044

Prior financial year

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes			
Income from:				
Donations and legacies	2	59	75,000	75,059
Charitable activities	3	4,334	-	4,334
Total income		4,393	75,000	79,393
Expenditure on:				
Charitable activities	4	580	99,081	99,661
Net income/(expenditure) for the year/ Net movement in funds		3,813	(24,081)	(20,268)
Fund balances at 1 April 2023		21,231	24,081	45,312
Fund balances at 31 March 2024		25,044	-	25,044

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

WHITE RIBBON SCOTLAND

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	9	15,581		2,007	
Cash at bank and in hand		35,709		40,240	
		<u>51,290</u>		<u>42,247</u>	
Creditors: amounts falling due within one year	10	(17,602)		(17,203)	
Net current assets			33,688		25,044
			<u>33,688</u>		<u>25,044</u>
Income funds					
Unrestricted funds	14		33,688		25,044
			<u>33,688</u>		<u>25,044</u>

The financial statements were approved by the Trustees on 19 December 2025



Trustee

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

White Ribbon Scotland is a Scottish charity established by trust deed and registered with OSCR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's constitution, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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

1.2 Going concern

The charity intends to wind up and pass its assets and liabilities to White Ribbon Scotland SC051163 which is a Scottish Charitable Incorporated Organisation. Therefore, the accounts are not prepared on a going concern basis.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, and governance costs which support the charity. The bases on which support costs have been allocated are that of a project or activity percentage basis.

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	7,058	-	7,058	59	-	59
Grants	-	135,000	135,000	-	75,000	75,000
	<u>7,058</u>	<u>135,000</u>	<u>142,058</u>	<u>59</u>	<u>75,000</u>	<u>75,059</u>
Grants						
Inspiring Scotland (Scottish Government)	-	75,000	75,000	-	75,000	75,000
Scottish Justice Fund (Scottish Government)	-	60,000	60,000	-	-	-
	<u>-</u>	<u>135,000</u>	<u>135,000</u>	<u>-</u>	<u>75,000</u>	<u>75,000</u>

3 Charitable activities

	Advancement of Education 2025 £	Advancement of Education 2024 £
Other income	<u>2,094</u>	<u>4,334</u>

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

	Advancement of Education 2025 £	Advancement of Education 2024 £
Staff costs	107,215	82,042
Other staff costs	5,816	3,258
Telephone, IT & website	2,832	2,344
Marketing & PR	10,255	3,623
	<u>126,118</u>	<u>91,267</u>
Share of support costs (see note 6)	7,740	6,739
Share of governance costs (see note 6)	1,650	1,655
	<u>135,508</u>	<u>99,661</u>
Analysis by fund		
Unrestricted funds - general	508	580
Restricted funds	135,000	99,081
	<u>135,508</u>	<u>99,661</u>

5 Trustees

During the year, no trustees were reimbursed for expenses (2024 : £nil).

6 Support costs

	Support costs £	Governance costs £	2025 Support costs £	Governance costs £	2024 £
Rent & rates	5,592	-	5,592	5,275	5,275
Repairs & renewals	655	-	655	208	208
Professional fees	1,493	1,650	3,143	1,256	2,911
	<u>7,740</u>	<u>1,650</u>	<u>9,390</u>	<u>6,739</u>	<u>8,394</u>
Analysed between Charitable activities	<u>7,740</u>	<u>1,650</u>	<u>9,390</u>	<u>6,739</u>	<u>8,394</u>

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Refer to the accounting policy for the basis of apportionment and the analysis of support and governance costs.

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Employees

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable projects	2	2
Administration and support	2	1
	<u>4</u>	<u>3</u>

Employment costs

	2025 £	2024 £
Wages and salaries	96,001	74,249
Social security costs	3,839	2,213
Other pension costs	7,375	5,580
	<u>107,215</u>	<u>82,042</u>

The key management personnel is comprised of the campaign director. The total employee benefits of the key management personnel of the charity were £43,161 (2024: £44,785).

There were no employees whose annual remuneration was £60,000 or more.

8 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

9 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	15,437	437
Prepayments and accrued income	144	1,570
	<u>15,581</u>	<u>2,007</u>

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		2,316	2,517
Government grants	11	1,125	1,125
Trade creditors		615	615
Other creditors		1,679	7,412
Accruals and deferred income		11,867	5,534
		<u>17,602</u>	<u>17,203</u>

11 Government grants

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	1,125	1,125
	<u>1,125</u>	<u>1,125</u>

There were no movements in the year.

Amounts deferred relate to income from Glasgow City Council for the Drumchapel Project which has now been postponed after it was due to take place in the 2022/23 year.

12 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	7,375	5,580
	<u>7,375</u>	<u>5,580</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			
	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£
Inspiring Scotland	-	75,000	(75,000)	-
Scottish Justice Fund	-	60,000	(60,000)	-
	-	135,000	(135,000)	-

	Movement in funds			
	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
Prior Year				
VAWG	4,204	-	(4,204)	-
The Corra Foundation	13,946	-	(13,946)	-
Inspiring Scotland	5,931	75,000	(80,931)	-
	24,081	75,000	(99,081)	-

Inspiring Scotland

Funding from Inspiring Scotland has been received to deliver the Equally Safe Project.

Scottish Justice Fund

Funding from Scottish Justice Fund has been received to facilitate staff costs relating to the campaign administrator and lead project coordinator posts.

VAWG

Funding is received to cover staff costs.

The Corra Foundation

This funding has been received to cover staff costs related to a full time Project Worker.

WHITE RIBBON SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14 Unrestricted funds

These are unrestricted funds which are material to the charity's activities made up as follows:

	Movement in funds				Balance at 31 March 2025 £
	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	
General Fund	25,044	9,152	(508)	-	33,688
	<u>25,044</u>	<u>9,152</u>	<u>(508)</u>	<u>-</u>	<u>33,688</u>

	Movement in funds				Balance at 31 March 2024 £
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	
Prior Year					
General Fund	21,231	4,393	(580)	-	25,044
	<u>21,231</u>	<u>4,393</u>	<u>580</u>	<u>-</u>	<u>25,044</u>

15 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).