

SEMPERScotland

Scotland · Charity number SC045722

Details

Status	Active
Legal form	SCIO (Scottish Charitable Incorporated Organisation)
Registered	2015-06-18
Register	View on the OSCR register

Contact

Address	Police Scotland 2 Clyde Gateway French St Glasgow G40 4EH
Website	www.semperscotland.org.uk

Activities

Activities: 'It carries out activities or services itself'

Purposes: 'the advancement of education', 'the promotion of equality and diversity'

What the charity does: Support all black minority ethnic police officers and staff within the Police Service of Scotland, the British Transport Police and the Scottish Police Authority to achieve equality in race. Primarily consult with and advise the Police Service of Scotland on policy, guidance and procedures that may adversely impact BME officers and staff. Assist the Police Service of Scotland to drive forward its agenda to become an anti racist organisation. Assist to establish / improve relations between BME communities and the Police Service of Scotland. Encourage interest in policing from BME communities. Provide practical support and guidance to BME officers and staff. Engagement with HMICS on relevant reviews of operational policing practices and policies. Regular liaison with Scottish Government Police Division. Deliver inputs to Police Officers and Staff, giving them a greater understanding of the essential work that we do.

Beneficiaries: 'People with a particular ethnic or racial origin'

Objectives: 4.1 to promote equality of opportunity and fairness throughout the police services of Scotland.
4.2 To work with minority ethnic communities to foster, improve and strengthen relations between them and the police services of Scotland.

Geography

- **Main operating location:** East Dunbartonshire
- **Geographical spread:** Operations cover all or most of Scotland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£13,695	£12,011	-	1
2024-06-30	£12,909	£14,501	-	1
2023-06-30	£51,636	£46,323	-	1
2022-06-30	£103,272	£53,239	-	1
2021-06-30	£51,636	£42,210	-	1
2020-06-30	£0	£44,917	-	1

Accounts

APPENDIX 1

OSCR

Scottish Charity Regulator

Office of the Scottish Charity Regulator

Trustees' Annual Report for the period							
Period start date				Period end date			
	Day	Month	Year		Day	Month	Year
From	1	July	2024	To	30	June	2025

Reference and administration details

Charity name
Other names charity is known by
Registered charity number
Charity's principal address

SEMPER Scotland
SC045722
2 Clyde Gateway
French St
Glasgow
Postcode G40 4EH

Names of the charity trustees on date of approval of Trustees' Annual Report

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1 The trustees have been granted exemption from disclosure of their names.			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
18			
20			

Reference and administration details

Names of all other charity trustees during the period, if any, (for example, those who resigned part way through the financial period)

Name	Dates acted if not for whole year

Structure, governance and management

Type of governing document

Constitution dated 18 June 2015

Trustee recruitment and appointment

Trustees may be appointed by the board or by the members at AGM. Trustees retire at each AGM and are eligible for re-election by the members.

Objectives and activities

Charitable purposes

To promote equality of opportunity and fairness throughout the police services of Scotland. To work with minority ethnic communities to foster, improve and strengthen relations between them and the police services of Scotland.

Summary of the main activities in relation to these objects

Support all minority ethnic police officers and staff within the Police Service of Scotland, the British Transport Police and the Scottish Police Authority to achieve equality in race. Primarily consult with and advise the Police Service of Scotland on policy, guidance and procedures that may adversely impact BME officers and staff. Assist the Police Service of Scotland to drive forward its agenda to become an anti-racist organisation. Assist to establish / improve relations between BME communities and the Police Service of Scotland. Encourage interest in policing from BME communities. Provide practical support and guidance to BME officers and staff.

APPENDIX 1

Achievements and performance

Summary of the main achievements of the charity during the financial period

SEMPER Supported officers and staff, advocating through grievance and misconduct issues and provided advice to members, non-members and Police Scotland Executive. Met with Police Scotland's Positive Action Recruitment Team, agreement reached to joint collaborative work to identify areas for improvement. Collaboration with NBPA, hosting them in Scotland August 2025, feedback and evaluation very positive. Attended NBPA National Conference in London, October 2025. Collaborated with Police Scotland to celebrate Black History Month, October 2025. Engaged with 'Over the Horizon' Mentorship Programme, for Executive Committee Members. Participated in training courses including:- Hate Crime Champions Course', 'Anti-racism Course' and given inputs to diversity trainers (not BME), who were looking for first hand or lived experiences. Giving advice and guidance in regard to courses attended.

Financial review

Brief statement of the charity's policy on reserves

The trustees aim to retain sufficient reserves to enable the charity to maintain operations for the foreseeable future.

Details of any deficit

Donated facilities and services (if any)

APPENDIX 1

Other optional information

Declaration

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

Signature(s) <i>OSCR will accept digital or typed signatures</i>	Approved by the trustees	
Full name(s)	Approved by the trustees	
Position (e.g. Chair)	Approved by the trustees	
Date	25 May 2026	

Charity registration number SC045722 (Scotland)

SEMPERSCOTLAND

RECEIPTS AND PAYMENTS ACCOUNTS

FOR THE YEAR ENDED 30 JUNE 2025

Receipts and payments accounts							
For the period from	Period start date			to	Period end date		
	Day	Month	Year		Day	Month	Year
	1	July	2024		30	June	2025

Section A Statement of receipts and payments

	Unrestricted funds	Restricted funds	Expendable endowment funds	Permanent endowment funds	Total funds current period	Total funds last period
	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £
A1 Receipts						
Donations						
Legacies					-	
Grants	12,909				12,909	51,636
Receipts from fundraising activities					-	
Gross trading receipts					-	
Income from investments other than land and buildings	786				786	654
Rents from land & buildings					-	
Gross receipts from other charitable activities					-	
					-	
A1 Sub total	13,695	-	-	-	13,695	52,290
A2 Receipts from asset & investment sales						
Proceeds from sale of fixed assets					-	
Proceeds from sale of investments					-	
A2 Sub total	-	-	-	-	-	-
Total receipts	13,695	-	-	-	13,695	52,290
A3 Payments						
Expenses for fundraising activities					-	
Gross trading payments					-	
Investment management costs					-	
Payments relating directly to charitable activities	9,973				9,973	44,773
Grants and donations					-	
Governance costs:					-	
Audit / independent examination					-	
Preparation of annual accounts					-	
Legal costs					-	
Other					-	
					-	
A3 Sub total	9,973	-	-	-	9,973	44,773
A4 Payments relating to asset and investment movements						
Purchases of fixed assets	2,038				2,038	
Purchase of investments					-	
A4 Sub total	2,038	-	-	-	2,038	-
Total payments	12,011	-	-	-	12,011	44,773
Net receipts / (payments)	1,684	-	-	-	1,684	7,517
A5 Transfers to / (from) funds						
					-	
Surplus / (deficit) for year	1,684	-	-	-	1,684	7,517

Section B Statement of balances

Categories	Details	Unrestricted funds	Restricted funds	Expendable endowment funds	Permanent endowment funds	Total current period	Total last period
		to nearest £	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £
B1 Cash funds	Cash and bank balances at start of year	49,759				49,759	42,242
	Surplus / (deficit) shown on receipts and payments account	1,684				1,684	7,517
						-	
						-	
	Cash and bank balances at end of year	51,443	-	-	-	51,443	49,759

B2 Investments	Details	Fund to which asset belongs	Market valuation	Last year
			to nearest £	to nearest £
		Total	-	-

B3 Other assets	Details	Fund to which asset belongs	Cost (if available)	Current value (if available)	Last year
			to nearest £	to nearest £	to nearest £
	Laptop	Unrestricted	1,321	1,248	-
	Mobile Phone	Unrestricted	717	678	-
		Total	2,038	1,926	-

B4 Liabilities	Details	Fund to which liability relates	Amount due	Last year
			to nearest £	to nearest £
	Independent Examination Fee	Unrestricted	1,200	
		Total	1,200	-

B5 Contingent liabilities	Details	Fund to which liability relates	Amount due (estimate)	Last year
			to nearest £	to nearest £
		Total	-	-

Signed by one or two trustees
on behalf of all the trustees

Signature*

Print Name

Date of
approval

Approved by the trustees	Approved by the trustees	25 May 2026

Section C Notes to the Accounts

C1 Nature and purpose of funds (may be stated on analysis of funds worksheets)

The unrestricted fund exists to support and represent all minority ethnic employees of Police Scotland on issues of equality in race and to ensure that the Scottish Police Authority and the Police Service of Scotland uphold the principles and practices of racial equality.

	Type of activity or project supported	Individual / institution	Number of grants made	£
C2 Grants				
			Total	-

C3a Trustee remuneration	If no remuneration was paid during the period to any charity trustee or person connected to a trustee cross this box (otherwise complete section 3b)	X
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	Authority under which paid	£
C3b Trustee remuneration - details		

C4a Trustee expenses	If no expenses were paid to any charity trustee during the period then cross this box (otherwise complete section 4b)	
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		Number of trustees	£
C4b Trustee expenses - details	Mileage	1	218
	IT costs	1	238

	Nature of relationship	Nature of transaction	Transaction amount (£)	Balance outstanding at period end (£)
C5 Transactions with trustees and connected persons	Trustee	Mileage	218	0
	Trustee	It Costs	238	0

C6 Other information	
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Additional analysis (1)

Analysis of receipts and payments

1 Donations

	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
					-	
					-	
					-	
					-	
Total	-	-	-	-	-	-

2 Grants

	Unrestricted funds to nearest £	Restricted funds to nearest £		Total current period to nearest £	Total last period to nearest £
Scottish Government	12,909			12,909	51,636
				-	
				-	
				-	
Total	12,909	-		12,909	51,636

3 Gross receipts from other charitable activities

	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
					-	
					-	
					-	
					-	
					-	
					-	
					-	
Total	-	-	-	-	-	-

4 Payments relating directly to charitable activities

	Unrestricted funds to nearest £	Restricted funds to nearest £	Expendable endowment funds to nearest £	Permanent endowment funds to nearest £	Total current period to nearest £	Total last period to nearest £
Salaries, Social Security & Pensions	7,253				7,253	42,213
Telephone	623				623	726
Accountancy and payroll	330				330	1,290
Event costs	700				700	
IT costs	339				339	
Postage	11				11	
Mileage	369				369	509
Sundry	348				348	35
					-	
					-	
Total	9,973	-	-	-	9,973	44,773

Additional analysis (2)

5 Breakdown of unrestricted funds

	Unrestricted Fund				Total unrestricted funds	Total unrestricted funds last period
Receipts						
Donations					-	
Legacies					-	
Grants	12,909				12,909	51,636
Receipts from fundraising activities						
Gross trading receipts					-	
Income from investments other than land and buildings					-	
Rents from land & buildings					-	
Gross receipts from other charitable activities	786				786	654
Sub total	13,695	-	-	-	13,695	52,290
Receipts from asset & investment sales						
Proceeds from sale of fixed assets					-	
Proceeds from sale of investments					-	
Sub total	-	-	-	-	-	-
Total receipts	13,695	-	-	-	13,695	52,290
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Sub total	2,038	-	-	-	2,038	-
Total payments	12,011	-	-	-	12,011	44,773
Net receipts / (payments)	1,684	-	-	-	1,684	7,517
Transfers to / (from) funds					-	
Surplus / (deficit) for year	1,684	-	-	-	1,684	7,517

Nature and purpose of funds

The unrestricted fund exists to support and represent all minority ethnic employees of Police Scotland on issues of equality in race and to ensure that the Scottish Police Authority and the Police Service of Scotland uphold the principles and practices of racial equality.

SEMPERScotland

Independent Examiner's Report

SC045722

I report on the financial statements of the charity for the year ended 30 June 2025, which are set out on pages 1 to 10

Respective responsibilities of trustees and examiner

The charity trustees are responsible for the preparation of the financial statements 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)(d) of the Charities Accounts (Scotland) Regulations 2006 does not apply. It is my responsibility to examine the financial statements as required under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 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 accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, 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 accounts.

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 accounts which accord with the accounting records and comply with Regulation 9 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 accounts to be reached.



M A P Taddei MA FCA CA

Relevant Professional Body: The Institute of Chartered Accountants in England and Wales

Johnston Smillie Ltd
5 South Gyle Crescent Lane
Edinburgh
EH12 9EG

Dated: 25 May 2026

Accounts



Please see the below update regarding SEMPER Scotland's strategy, which outlines completed achievements carried over from 2023/24, those met for 2024/25, and tasks ongoing for Year 1: 2025/26.

Activities achieved/continuing

- Establishing language bank on Intranet (achieved).
- Non-native English Speakers Workshop (achieved).
- Familiarisation sessions for specialist areas (continuing)..
- Representing members in formal and informal disputes (continuing).
- Police Scotland recruitment events (continuing).
- Normalising Spaces Secondment to the college (achieved).
- Black History Month activities (achieved).

Further Details

- One Employment tribunal and three live grievances (Race-related discrimination). One was resolved due to SEMPER Scotland's early and direct intervention. Through the handling of these cases, SEMPER Scotland has been able to inform organisational learning and continues to work alongside Police Scotland and the Scottish Police Federation to improve handling of race-related discrimination cases.
- SEMPER Scotland has been approached by various BME officers and First Line Managers, such as those from Divisional Training, Grievance Management and Local Policing, seeking advice regarding the unique challenges faced in supporting BME officers and staff. They also expressed a desire to broaden their knowledge to better equip themselves in serving our diverse communities.
- Engagement with external stakeholders, specifically on partnership working to reduce the perceptions of migrant communities and improve understanding and communications. SEMPER Scotland aims to support Police Scotland to

engage with these communities and enable positive first contact and outcomes to these service users. These stakeholders include:

- RAC.ED
 - CRER
 - Kelvingrove Museum
 - Edinburgh University
 - Glasgow University
 - Vodafone
 - Radiant and Brighter
 - SIPR
-
- Through constructive dialogue, SEMPER Scotland successfully supported Police Scotland to not only acknowledge SEMPER Scotland's perspective but to incorporate relevant materials into Police Scotland training programmes. This has enabled Police Scotland to address these issues both holistically and practically, bridging this educational gap.
 - Another success was the organisation's recognition of a key issue highlighted by SEMPER Scotland regarding changing demographics. This was conveyed through a presentation that explained why the 2024 riots in England did not affect Scotland. While this was a positive outcome, data gathered from various sources suggested that Scotland could face similar challenges in the future if it does not evolve alongside its communities. The significance of this presentation was that SEMPER Scotland was invited to a closed session with the wider senior management team (SMT).
 - SEMPER Scotland authored and presented a paper to Police Scotland highlighting how the National Decision-Making model cannot be competently applied without unconscious bias training. Contrary to what was reported to the Scottish Police Authority (SPA), the training was not a one-off occurrence. The paper highlighted the critical importance of ongoing unconscious bias training in enhancing police officers' decision-making processes.
 - SEMPER Scotland authored and presented a paper to the SPA regarding Police Scotland's 'MyCareer' process which directly impacted the promotion prospects of BME officers. The paper had broader implications, and despite numerous discussions, the necessary changes were not forthcoming. By escalating this issue to the SPA and holding Police Scotland accountable, SEMPER Scotland was invited to participate in discussions. As a result, the 'MyCareer' programme was reviewed, partially decommissioned, and is being replaced with an iteration of the former promotion process.
 - SEMPER Scotland participated in the BHM external video produced by Police Scotland to promote the month's activities. The video has been published on all external Police Scotland Socials.

- SEMPER Scotland took the initiative and drafted Terms of Reference (TOR), which established a framework for staff association autonomy and operational independence. This was SEMPER Scotland's response to the command-and-control approach that Police Scotland had been adopting. Given this unique operational autonomy, SEMPER Scotland is confident it can hold the Force accountable, ensuring all officers, staff and the public receive the best possible service from Police Scotland.
- SEMPER Scotland has a video blog as part of the Tutor Constable Training package. The video highlights the unique challenges BME officers and staff face when English is not their first language. Additionally, it emphasises that cultural differences necessitate a tailored approach rather than a 'one-size-fits-all' solution. (Working in Partnership with Learning Training and Development (LTD))
- SEMPER Scotland delivered inputs to four probationer cohorts and four Policing Together local engagements during the third quarter of 2024/25. Both events generated significant new applications from BME officers and Allies alike. To quote one of SEMPER's latest members, "I did not know there were more like me who were going through the same issues. They kept making me feel as if I was stupid". Of note, the probationer inputs have recently been discontinued, much to SEMPER Scotland's dismay.
- SEMPER Scotland organised a familiarisation session for the role of a Protest Liaison Officer. This initiative was undertaken to support equality of opportunity for Black and Minority Ethnic (BME) officers as it relates to increasing knowledge of entry requirements for and nature of specialist roles and to enhance equal opportunity. Such initiatives also seek to help the Force recognise the valuable contributions of BME officers when engaging with BME communities in Scotland.
- SEMPER Scotland's article published on 09/12/2024, titled "Is Police Scotland's Workforce Survey Glossing Over Critical Issues?" is a reflection of Police Scotland's attempt to undermine significant concerns expressed in the Staff Survey. SEMPER Scotland's members felt that their feedback was undermined when the organisation failed to adequately address their critical comments. Notably, only BME officers reported experiencing racism.
- SEMPER Scotland's article, published on 18/10/2024, titled "Importance of Acknowledging Differences - Menopause Awareness", responded to the menopause material being circulated in Police Scotland. The article predominantly highlighted managers' understanding of menopause as it relates to non-BME women in policing. SEMPER Scotland's contribution was aimed at promoting awareness among first and second line managers regarding the different impact of menopause on BME women.
- SEMPER Scotland gave evidence at the Sheku Bayoh Inquiry. [REDACTED] statement to the Sheku Bayoh Inquiry was insightful in relation to the experiences of BME officers and staff within Police Scotland. As

the then General Secretary of SEMPER Scotland, she provided a unique perspective on the challenges faced by BME employees in policing, including issues of recruitment, retention, and career development. Her testimony shed light on the impact of institutional racism and the need for cultural change within the Force. This evidence was particularly beneficial in highlighting the importance of staff associations like SEMPER Scotland in supporting BME officers and staff, as well as advocating for policy and practice changes to promote equality and inclusivity in policing.

- SEMPER Scotland identified and halted work on VIPER Forms being distributed to communities in Scotland, as the language used was not fully reflective of the needs of diverse communities. This was swiftly resolved through direct intervention by SEMPER Scotland. The department in question was asked to improve working practices to ensure that outward-facing documents receive appropriate equality and diversity scrutiny and to consider providing translated advisory information.
- Several consultations have been completed, such as:
 - Posting and Transfer 30/12/2024
 - DESC Feedback 16/12/2024
 - Mental Health Place of Safety 15/11/2024
 - Corporate Parenting Plan 04/11/2024
 - NDM and Bias Training Nov. 2024
 - IVPD Data Input Standards 14/10/2024
 - Crime investigation 02/10/2024
 - DSDAS October 2024

Some of the feedback SEMPER Scotland provided had broader implications which across Scotland, leading to these issues being escalated for wider consideration. While conducting these assessments, SEMPER Scotland identified critical shortcomings in the EQHRIA process, which are currently being addressed by Police Scotland.

- In October 2024, SEMPER Scotland reconnected with Stirling University through their cultural team to share how students were celebrating Diwali away from home. This initiative began in 2023 and will now be an annual feature.
- SEMPER Scotland is working closely with the team responsible for delivering anti-racism training to all officers in Police Scotland. SEMPER Scotland has expressed concern over the dilution of the training material to make it more acceptable to internal stakeholders. This adjustment does not reflect the true essence of being anti-racist. It is crucial to get this right, as it will establish a solid foundation for all future initiatives. Getting it wrong will not only impact the present but will also jeopardise any meaningful progress in this area.

- SEMPER Scotland collaborated closely with the G Division Senior Management Team (SMT) to host our first West BME Forum. The feedback from attendees has been overwhelmingly positive, with officers requesting that these forums be held frequently rather than just annually. The BME Forum is designed to serve as a direct conduit between BME officers and staff and the Senior Management Team. The discussions held during this forum have already led to lasting changes within the West Area Command. SEMPER Scotland has been asked to work with E Division to replicate this as they have acknowledged this positive impact.

Items carried over and prioritised include:

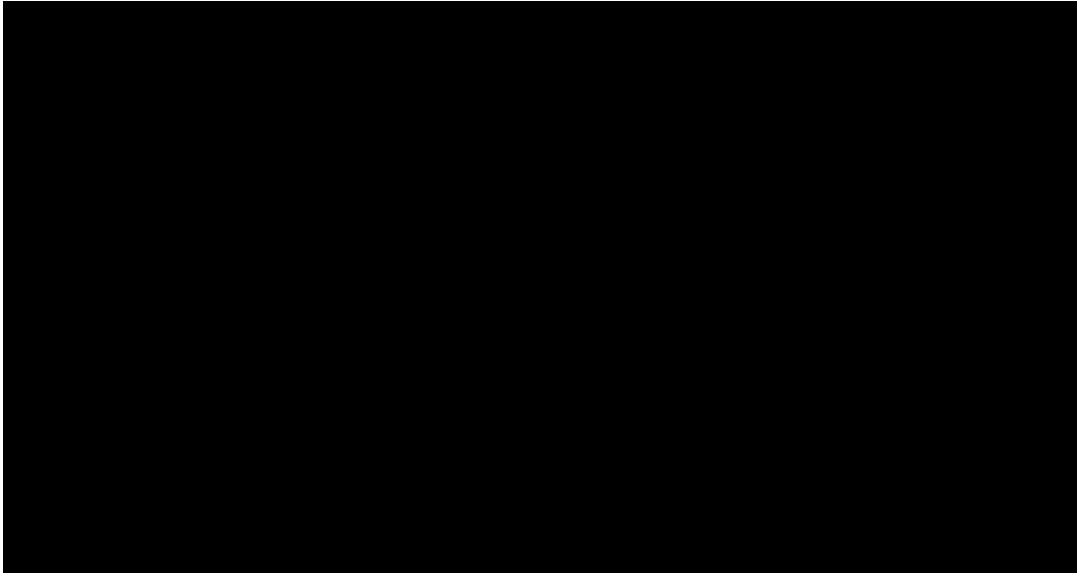
- Organise Familiarisation Sessions for specialist areas.
- Improve SEMPER Scotland's communication tools including bulletins, social media, member updates and literature.
- Participate in Police Scotland Recruitment events.
- Respond appropriately to requests for consultations on policies and operational procedures.
- Work closely with Her Majesty's Inspectorate of Constabulary in Scotland (HMICS) Thematic Inspection Teams to highlight areas for improvement and good practices.
- Update SEMPER Scotland's Skills Database for use in operational policing, special operations and divisional equality and diversity units. Continue to request the recording, recognition and utilisation of the specific skills and qualifications of BME officers and staff.
- Provide support, advice and recommendations to the Service's Equality, Diversity and Inclusion (EDI) Secretariat and Divisional Boards. Represent members in formal and informal disputes of inappropriate behaviour, unfair treatment and incivility in the workplace.

Ongoing engagement with stakeholders will continue, including but not limited to:

- The Association of Police Superintendents in Scotland.
- The Scottish Police Federation.
- Scottish Police Authority.
- Members of the Force Executive, Divisional Commanders and other senior officers and police staff.
- HMICS Thematic Inspection Teams.
- Scottish Parliament Cross Party Groups.
- Police Scotland committees, Short Life Working/Divisional Groups.
- External race equality agencies, including Coalition for Racial Equality and Rights (CRER), Council of Ethnic Minority Voluntary Sector Organisations (CEMVO), European Network Against Racism (ENAR), Scottish Institute for Policing Research (SIPR) and the Black Leaders Network.

After such a great start to SEMPER's Foundation Building, we look forward to continuing the momentum that will take us into Year 2 2026/27 which will be the Implementation and Engagement phase of our Strategic Plan.

Committee Members



Chair

[illegible]

[illegible]

Opening Balance @ 1st April 2024	£60,891.41
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Closing Balance	<u>£60,118.26</u>
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