

Scottish Charity No. SC046201

LEAD

Trustees' Report and Financial Statements
For the year ended 30 June 2025

	Page
Report of the Trustees	1
Report of the Independent Examiner	4
Receipts and Payments Account	5
Statement of Balances	6
Notes to the Financial Statements	7

LEAD

Report of the Trustees for the year ended 30 June 2025

The Trustees present the annual report and accounts for LEAD for the year ended 30 June 2025.

Reference and administrative information

Charity name	LEAD
Charity registration number	SC046201
Principal address	Central Hall 2 West Tollcross Edinburgh EH3 9BP
Bankers	CAF Bank 25 Kings Hill Avenue West Malling ME19 4JQ

Constitution and governance

LEAD ('the Charity') was established and is administered in accordance with the terms of its Constitution, approved by OSCR on 11 December 2015.

The Charity is led by a team of Trustees (minimum 3, maximum 7) who are responsible for providing vision and direction, discerning which opportunities should be taken to further the aims of the Charity. The Trustees who served during the year were as follows:

Andrew Harding	Acting Chair; Treasurer
Samantha Meng	Secretary
Matthew Cordiner	
Kristen Huffty	
Tracey Lowden-Stoole	(appointed 9 April 2025)
Pamela Lyall	(Joint Treasurer; resigned 13 August 2024)
Jonathan Dean	(resigned 13 August 2024)

They met regularly in the year to discuss programme development, finances and charity direction.

Applications to become a Trustee are submitted to the existing Trustees for consideration and any decision to appoint is made by them. At each AGM, all the Trustees must retire from office, but can then offer themselves for re-election. Practically, a Trustee is deemed to be re-elected unless they advise the Trustees that they do not wish to be reappointed.

Charitable purposes and activities

The purpose of the Charity is to advance education and to advance citizenship or community development. The **vision** is to raise up and release leadership in all young people across UK schools to transform their world. The **mission** is to give young people the confidence and skills to better lead in every area of their lives. Our **values** are:

1. Our leaders are self-aware as they understand their identity, individual talents, gifts and personality.
2. Our leaders are transformational and believe everyone can positively change themselves, help others to develop for the better and significantly impact their world.
3. Our leaders have integrity and understand that well rounded growth is essential to effective leadership. The LEAD programme engages every area of the participant's life including their mind, emotions, spirituality and physical activity.
4. Our leaders are courageous and believe impacting society and communities is brave, open to experimentation and, at times, failure.

Achievements and performance

Since 2016, LEAD has delivered leadership courses in eight Edinburgh schools, one in Surrey, and three in Northern Ireland. LEAD has engaged over 10,000 young people through 60 tailored courses and more than 20 conference days. Feedback from staff and students has consistently been overwhelmingly positive. Survey data (June 2024) indicated that 99% of young people maintained or increased their confidence through the programme.

From July 2024 - June 2025, we delivered several courses in Edinburgh at Boroughmuir High School. A team of coaches provided mentoring from August until December 2024, working with the entire S5 year group. This was followed by a conference day for senior pupils in June 2025. We did this while training 12 local volunteers.

We also ran our first 'Leadership Lab' course - a 10-week programme. Collaborating with a variety of local leaders, from a range of sectors, including education, adoption, business, government, and the arts. In this programme, we worked with seven young people from four different Edinburgh schools, and we saw remarkable growth. We founded a partnership with so many talented leaders, and used tools including 720 Feedback, and 16 Personalities. We also worked with our delegates to organise several projects, including fundraisers and social media work.

We are finding increased demand for our work with young people. Our work continues to bring transformational confidence growth for young people who would otherwise not have access to leadership development. However, delivery capacity is constrained by our finite staff time and finances. We require ongoing financial investment in order to produce materials, train volunteers and subsidise our courses to schools. We remain committed to exploring how we might increase our income streams through fundraising, regular giving and school partnerships.

From May 2025, we launched several fundraising events for one-off and regular donors. As a result, our regular giving significantly increased as we continue to seek sustainable solutions to our long-term financial sustainability.

This year we were delighted to offer an internship opportunity to Jed Calvert, a recent school leaver. This partnership was mutually beneficial, as he gained work experience while also developing the new LEAD website.

We were also pleased to appoint Traci Lowden-Stoole to join our board of Trustees. Traci has brought brilliant perspectives on business engagement, fundraising, and marketing.

Future plans

Our goals for the year ahead are to expand our volunteer networks, increase our income, and develop our online presence. This will require many different strategic foci for 2025/26, some of which are:

- Running one volunteer training day, connecting us with our current volunteers, allowing for healthy reflection in our teams, and further development for our volunteer base.
- Using our existing and expanded networks, we aim to have 20 regular donors giving to LEAD.
- Hosting one fundraising event.
- Pursuing and initiating a corporate partnership.
- Becoming part of the Edinburgh Council Framework for external providers.
- Working actively in 4 different schools.
- Completing the development of our new website.
- Increasing our social media following through regular activity on LinkedIn, Facebook, Instagram, TikTok, and YouTube.
- Recruiting a new trustee.
- Enrolling our 2 staff members in professional leadership development opportunities to ensure that we continue to offer the very best coaching to young people.
- Setting up a bi-monthly line management structure for our 2 staff members.

Financial review

Results for the year

The Accounts for the year are set out on pages 5 to 7. The Receipts and Payments Account on page 5 shows a deficit of 7,043 (2024: surplus of £9,224). The funds held at 30 June 2025 were £4,045 (2024: £11,088), of which £4,045 was unrestricted (2024: £6,088) and £nil was restricted (2024: £5,000).

Reserves

The Charity has a reserves policy which states that the Trustees aim to hold reserves equal to 3 month's expenditure at any time. At the year end, this amount was calculated as £3,500. The unrestricted reserves of £4,045 meet this policy.

Approved by the Trustees and signed on their behalf on 12 March 2026.

Andrew Harding

Andrew Harding
Acting Chair

LEAD

Report of the Independent Examiner to the Trustees for the year ended 30 June 2025

I report on the accounts of the charity for the year ended 30 June 2025 which are set out on pages 5 to 7.

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 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1)(d) 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) Regulations 2006 (as amended). 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 view given by 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 (as amended), and
- to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations (as amended)

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.

Alison Franks

Alison Franks CA
Director
Cornerstone Accounting

11 Erngath Road
Bo'ness
EH51 9DP

Date: 12 March 2026

LEAD

Receipts and Payments Account

For the year ended 30 June 2025

	Unrestricted fund £	Restricted fund £	2025 £	Unrestricted fund £	Restricted fund £	2024 £
Receipts						
Donations	7,239	-	7,239	2,280	-	2,280
Grant income:						
Souter Charitable Trust	3,000	-	3,000	-	-	-
New Park Education Grant	2,000	-	2,000	-	-	-
Benefact Trust	-	-	-	11,100	-	11,100
Haldane Trust	-	-	-	-	5,000	5,000
Dr Guthrie Association	-	-	-	-	840	840
Course delivery income	4,075	-	4,075	3,990	-	3,990
Bank interest	12	-	12	19	-	19
Total receipts	16,326	-	16,326	17,389	5,840	23,229
Payments						
Gross salaries	14,931	1,941	16,872	9,836	840	10,676
Pensions	297	-	297	156	-	156
Staff expenses and training	34	-	34	119	-	119
Staff entertaining	32	-	32	86	-	86
Insurance	990	-	990	1,046	-	1,046
Room rent	650	-	650	519	-	519
LEAD materials (including video production)	-	2,788	2,788	-	-	-
Student resources	-	271	271	456	-	456
Travel and subsistence	58	-	58	12	-	12
Stationery and postage	8	-	8	26	-	26
Paid to Cornerstone Accounting:						
Payroll fees	550	-	550	429	-	429
Independent examination fee	350	-	350	420	-	420
Corporation tax fee	120	-	120	-	-	-
Trustee expenses	289	-	289	-	-	-
Bank charges	60	-	60	60	-	60
Total payments	18,369	5,000	23,369	13,165	840	14,005
Surplus/(deficit) for year before transfers	(2,043)	(5,000)	(7,043)	4,224	5,000	9,224
Transfers between funds	-	-	-	-	-	-
Surplus/(deficit) for year after transfers	(2,043)	(5,000)	(7,043)	4,224	5,000	9,224
Total funds brought forward	6,088	5,000	11,088	1,864	-	1,864
Total funds carried forward	4,045	-	4,045	6,088	5,000	11,088

The notes on page 7 form part of these financial statements.

LEAD

Statement of Balances

As at 30 June 2025

	2025			2024		
	Opening balance	Deficit for year	Closing balance	Opening balance	Surplus for year	Closing balance
	£	£	£	£	£	£
Bank and cash	11,088	(7,043)	4,045	1,864	9,224	11,088
Total bank and cash	11,088	(7,043)	4,045	1,864	9,224	11,088

Represented by:

Unrestricted fund	4,045	6,088
Restricted funds	-	5,000
	4,045	11,088

	2025	2024
Statement of liabilities	£	£
Independent Examiner fee	360	360
Payroll fees due	108	108
Pension amounts due	26	24
Wages/expenses due	-	1,026
HMRC due	-	260
	494	1,778

The financial statements on pages 5 to 7 were approved by the Trustees on 12 March 2026 and signed on their behalf by the undernoted:

Andrew Harding

Andrew Harding
Acting Chair

Notes to the financial statements

For the year ended 30 June 2025

1. Accounting policies

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis of financial statements

The financial statements have been prepared on a receipts and payments basis.

Receipts and payments account

For the purpose of the Receipts and Payments account, funds are defined as follows:

Unrestricted funds comprise income received for the objects of the charity without further specified purpose and are available as general funds.

Restricted funds comprise income received which is subject to specific restrictions of use, as defined by the donor.

2. Trustees remuneration and expenses

During the year, no remuneration was paid to any of the trustees (2024: nil). Expenses of £289 were charged by the Trustees for 2 leaving gifts totalling £121 and for a shared meal totalling £169.

Individual donations totalling £5,208 (2024: £360) were made to the Charity by the Trustees and parties related to the Trustees.

3. Donated facilities, goods and services

The Charity benefits from the help of volunteers with around 4 - 10 supporting each course

4. Unrestricted funds

	Balance at 01.07.24	Receipts	Payments	Transfers	Balance at 30.6.25
	£	£	£	£	£
General funds	6,088	16,326	(18,369)	-	4,045
Total unrestricted funds	6,088	16,326	(18,369)	-	4,045

Explanation of funds

The General Fund represents all income and expenditure relating to the primary focus activities of the charity, other than those for which funding is restricted.

5. Restricted funds

	Balance at 01.07.24	Receipts	Payments	Transfers	Balance at 30.6.25
	£	£	£	£	£
Haldane Trust fund	5,000	-	(5,000)	-	-
Total restricted funds	5,000	-	(5,000)	-	-

Explanation of funds

The Haldane Trust fund represents a grant received to produce a promotional video, update the website and create a one day LEAD course taster session.