



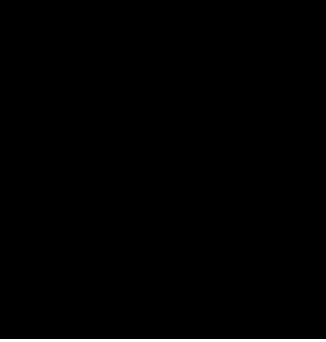
Promoting diversity, tolerance and dignity for humanity

Scottish Charity No – SC046488

Pachedu Annual Report and Financial Statements for the year ended 31 March 2025

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Statement from the Chair of the Trustees



The trustees have pleasure in presenting their report together with the financial statements for the year ended 31 March 2025

Achievements and Performance:

Overview & Reach

During 2024–2025, Pachedu delivered a comprehensive programme of culturally appropriate health, wellbeing, youth and community development activities across Renfrewshire and surrounding areas.

Our work reached **2,646 people**, addressing loneliness, mental health inequalities, cultural exclusion, skills gaps, and barriers faced by ethnic minority children, young people, adults, and families.

Total Reach by Programme Area

- Health & Wellbeing (WICE, Men's & Gardening Groups): **1,071**
- School of African Cultures (SoAC): **1,210**
- Opuriche / Karungi Project supporting families with neurodivergent children: **199**
- Kodzero Mentorship & Visionaries Youth engagement Programme: **56**
- Tobacco, Vaping & Second-Hand Smoke Awareness Campaign: **110**

Why This Work Matters

Many diverse ethnic communities continue to experience:

- Social isolation and loneliness
- Mental health stigma and limited access to support
- Cultural exclusion among children and young people
- Barriers to skills development and employment
- Health inequalities, including higher risks linked to smoking and vaping

Pachedu responds by providing trusted, culturally sensitive and safe spaces where people can build confidence, skills, wellbeing and a sense of belonging.

Key Areas of Impact

A. Health, Wellbeing & Reducing Isolation

What we delivered

- Mental health awareness workshops (online & in-person)
- Social sports activities, family fun days, and men's football
- Gardening and green therapy programmes
- Sewing, bulk-buying, and creative wellbeing activities

Who benefited

- Over **1,000 adults, young people and children**

What changed

- Improved mental wellbeing and reduced isolation
- Increased confidence discussing mental health
- Stronger social connections and peer support
- Healthier lifestyles through physical activity and gardening

. Children & Young People – Confidence, Culture & Skills

School of African Cultures (SoAC)

- Homework help, cultural learning, play clubs, holiday camps
- Over **1,200 children and young people reached**

Kodzero Mentorship & Visionaries Programme

- One-to-one mentoring, leadership development, creative and skills-based activities

What changed

- Young people became more confident, expressive and culturally proud
- Improved self-esteem and sense of identity
- Better engagement with learning and schoolwork
- New IT, presentation and communication skills

Young people said:

“It made me more confident defending my culture.”

“It made me feel proud of where I come from.”

“It helped my self-esteem – I feel better about myself.”

. Families & Community Support

Opuriche / Karungi Project

- CAMHS and Neuro-Developmental Agency awareness sessions
- Sewing, talking therapy, and social activities for families

What changed

- Families better understood support systems
- Reduced isolation for parents and carers
- Increased confidence accessing statutory services

Skills, Employability & Progression

Participants accessed:

- Food & Hygiene training
- Business start-up support
- Mental Health First Aid
- Sewing, woodworking, media and broadcasting experiences

What changed

- Increased employability and transferable skills
- Recognition through awards and certifications
- Growing interest in further training and progression routes

Cultural Pride & Community Belonging

Africa Day & Rediscover Africa Events

- Over **500 people attended**

What changed

- Reduced loneliness and increased belonging
- Strengthened cultural pride and identity
- Expanded community networks and access to information

Preventing Harm & Improving Health Awareness

Tobacco, Vaping & Second-Hand Smoke Campaign

- Culturally appropriate resources (podcast and presentations)
- **110 people engaged**

What changed

- Increased awareness of health risks
- Better understanding within ethnic minority communities
- Alignment with national public health priorities

4. Overall Outcomes

Across all programmes, Pachedu achieved:

For Individuals

- Improved mental wellbeing
- Increased confidence and self-esteem
- New skills, aspirations and resilience

For Communities

- Reduced isolation and loneliness
- Stronger peer networks and mutual support
- Increased cultural pride and belonging

For Systems

- Better engagement with education, health and support services
- Improved access to culturally appropriate information

What we learned

- Demand for culturally responsive services is increasing
- Long-term engagement delivers deeper and more sustainable impact
- Participants want progression, not just one-off activities

Why continued funding is needed

Investment will allow Pachedu to:

- Scale high-impact programmes
- Strengthen pathways into training, education and employment
- Expand youth leadership and mentoring
- Reach more families experiencing inequality and exclusion

2024/25 Projects & Events

Our Current Projects

Pachedu delivers a portfolio of community-led projects designed to reduce inequalities, improve health and wellbeing, support integration, and build capacity within diverse minority communities. All programmes are co-designed with service users and respond directly to identified community need.

Our current projects all fall under one of the areas of focus below. However, there is some overlap between different areas as necessary and to ensure that we are meeting the needs of the communities we support as fully as possible.

Advocacy & Support

Reduced inequalities

Improved access to services

Empowered and informed communities

Pachedu provides advocacy, advice, and signposting to enable New Scots, including refugees and people seeking asylum, to access essential services and understand their rights. The project supports engagement with housing, welfare, education, employment, health services, and hate crime reporting, while challenging negative narratives and systemic barriers at local and national levels.

Connected & Empowered

Funder Priority Outcomes:

Improved physical and mental health

Prevention and early intervention

Improved service accessibility

This programme improves access to culturally sensitive health information and support through regular online and in-person sessions addressing key health issues. The development of the Pachedu Mental Health Toolkit strengthens practitioner capacity, while the Community Garden promotes therapeutic activity, healthy eating, and social connection.

Pachedu Men's Group

Funder Priority Outcomes:

Improved mental wellbeing

Reduced social isolation

Increased community engagement

The Men's Group provides safe spaces for peer support, wellbeing discussions, and social activities. It plays a key role in engaging male asylum seekers in temporary accommodation, offering signposting to education, employment, and business development opportunities.

Rediscover Africa

Funder Priority Outcomes:

- Community cohesion
- Reduced loneliness and isolation
- Improved cultural understanding

Rediscover Africa is Pachedu's flagship annual community event, promoting integration between African diaspora communities and the wider population. The event challenges stereotypes, celebrates culture, and builds social connections through performance, dialogue, and shared experiences.

School of African Cultures (SoAC)

- Improved outcomes for children and young people
- Increased confidence and identity development
- Early intervention

SoAC supports children and young people of African heritage to develop pride in their cultural identity, counter stigma, and build confidence. Weekly learning sessions and homework support contribute to improved educational engagement and emotional wellbeing.

Women Included Connected & Empowered (WICE)

- Reduced inequalities for women
- Improved wellbeing and confidence
- Increased employability and financial resilience

WICE supports women from diverse minority communities through culturally appropriate skills development, health and wellbeing activities, business support, and poverty alleviation initiatives. The project reduces barriers to engagement and supports economic and social inclusion.

Pachedu Youth Visionaries

- Positive destinations for young people
- Leadership and skills development
- Long-term integration

This programme empowers young people to overcome barriers linked to racism and identity, building confidence, leadership, and resilience. Activities include accredited awards, apprenticeships, mentoring, and social action, supporting young people to become active contributors within their communities.

OPURUICHE KARUNGI – Neurodiversity Project

- Early intervention and family support
- Improved health and wellbeing
- Reduced inequalities for disabled children and families

OPURUICHE KARUNGI provides culturally and linguistically appropriate support to families with neurodivergent children. Through workshops, counselling, peer support, and awareness-raising, the project improves family wellbeing, strengthens coping strategies, and reduces stigma within diverse ethnic communities.

Overall Impact Contribution

- Reduce health and social inequalities
- Improve access to services and support
- Strengthen community cohesion and integration
- Build skills, confidence, and long-term resilience
- Ensure underserved communities are heard, valued, and supported

FINANCIAL REVIEW

The income and expenditure statement shows income for the year ended 31st March 2025 as £111,918.00, an increase of 52% from £73,753 in 2024. Total payments also went up by 23%, £136,755 (2025) compared 2024 of £111,126.89 leaving a surplus for the year of £17,162.00

Risk Management

The trustees regularly review the risks to which the charity is exposed and do not consider there are any substantial monetary risks in the financial statements. However, the Board continues to monitor closely any potential risks that may rise, through rigorous risk assessment during the next financial period.

The trustees consider the charity faces reputational risk and continues to review processes and procedures to provide reasonable protection to mitigate this risk.

Reserves Policy

The Board aims to hold a minimum of three months of running costs in reserve to meet commitments and to cover any unexpected expenditure, which prudently equates to £10,000.00. The Charity did not have any unrestricted funds held on 31st March 2025. The trustees believe that this is still an acceptable range but will continue to monitor the position.

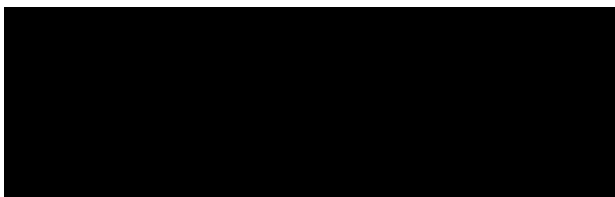
REFERENCE AND ADMINISTRATIVE INFORMATION

There are currently no new board appointments.

Trustees: All those who served during the period 2024-2025	
Employees and Volunteers	
Charity Numbers	SCO46488
Registered Address	The Tannahill Centre, 76 Blackstoun Road, Paisley, PA3 1NT
Website	http://pachedu.org/
Bank	Bank of Scotland
Independent Examiner	

APPROVAL

This report was prepared in accordance with the Charities & Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) and was approved by the Trustees and signed on their behalf by:



Date: 27/12/2025

ANNUAL REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

INDEPENDENT EXAMINER'S REPORT

**Independent Examiner's Report to the Trustees of Association of Charity
Independent Examiners**

I report on the accounts of the charity for the year ended 31 March 2025, which are set out on pages 8 to 11.

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 Trustees Investments (Scotland) Act 2005 and the Charities.

Accounts (Scotland) Regulations 2006 (as amended). The charity's trustees consider that the audit requirement of Regulation (10) (1) (d) of the 2006 Accounts Regulations does not apply.

It is my responsibility to examine the accounts as required under section 44(1) © of the charities Act and to state whether matters have come to my attention.

Basis of Independent examiner's Statement

- My examination was carried out in accordance with the general directions given by the Charity Commission and Regulation 11 of the 2006 Regulations. 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 no opinion given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's Statement

In the course with my examination, no matter has come to my attention (other than disclosed below)

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.
 - To prepare accounts which accord with the accounting records and comply with Regulations 9 of the 2006 Accounts Regulations.
2. To which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.



FINANCIAL STATEMENTS					
FOR THE YEAR ENDED 31 MARCH 2025					
Statement of Receipts and Payments for the year ended 31 March 2025					
		Unrestricted	Restricted	Year ended	Year ended
		Funds	Funds	31-Mar-25	31-Mar-24
Receipts	<i>Notes</i>	£	£	£	£
Donations	3		457	457	70
Grants	4		111,461	111,461	73,753
Fundraising				-	
Receipts from charitable activities					-
Total Receipts		-	111,918	111,918	73,823
Payments					
Fundraising Costs					
Cost of Charitable Activities	5		134,521	134,521	106,059
Governance Costs	6	-	-	-	138
Administration Costs	6	-	2,234	2,234	2,843
Purchase of Equipment	5		-	-	2,087
Total Payments		-	136,755	136,755	111,127
Surplus/ Deficit for the year		-	24,837	24,837	37,304
Transfers between Funds		-	-		
Surplus/ Deficit for the year		-	24,837	24,837	37,304

FINANCIAL STATEMENTS				
FOR THE YEAR ENDED 31 MARCH 2025				
Statements of Balances -As at 31 March 2025				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-25	31-Mar-24
	£	£	£	£
Opening cash at Bank and in Hand		41,999	41,999	79,303
Surplus/ (Deficit) for the year		- 24,837	- 24,837	- 37,304
Closing cash at Bank and in Hand	-	17,162	17,162	41,999
Bank and Cash Balances				
Bank Deposit Account		17,162	17,162	41,999
Total Funds as at 31 March 2022	-	17,162	17,162	41,999
Other assets -unrestricted fund				
Equipment (Estimated Value)	2,566		2,566	4,598
	2,566	-	2,566	4,598

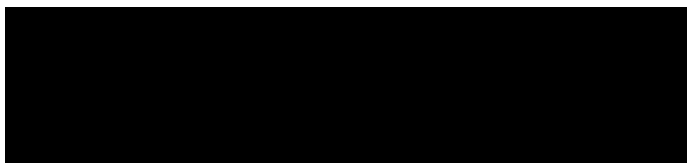
The trustees confirm that for the year ended 31 March 2025:

- The charity was entitled to exemption from audit under section 44(1) of the Charities Act 2011 (the 2011 Act) or under Regulation (10) (1) (a)-(c) of the Charities Accounts (Scotland) Regulations 2006 (as amended) (the 2006 Regulations)
- However, in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act 2005 the accounts have been examined by an independent examiner whose report appears on page 7 and 8.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of accounts.

The Notes of pages 10to 11 form an integral part of these accounts.

These financial statements were approved by the Board of Trustees and signed on their behalf by:



Date: 27/12/2025

ANNUAL REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
NOTES TO THE FINANCIAL STATEMENT

1. Basis of Preparation

These accounts have been prepared on the Receipts and Payments basis in accordance with the Charities & Trustee (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended)

2. Nature and purpose of funds

Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objects of the charity.

Restricted funds may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for specific purposes.

The purpose of the funds is shown on Note 5 and 6
Governance costs include the costs of preparation and examination of the statutory accounts and the cost of trustee meetings.

During the year the charity received donations of £457

3. Donations				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-25	31-Mar-24
	£	£	£	£
	-	-	-	70.00
	-	14.99	14.99	
		15.00	15.00	
		15.00	15.00	
		15.00	15.00	
The NewTannahill NTC		250.00	250.00	
Tialt		132.00	132.00	
Umunna Exhibition		15.00	15.00	
				-
	-	456.99	456.99	70.00

4. Grants received				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-25	31-Mar-24
	£	£	£	£
Family Wellbeing -Neurodiversity Project-Refrewshire Council		50,423.30	50,423.30	2,000.00
Mental Health & Wellbeing -Engage Refrewshire		18,974.08	18,974.08	
Youth Activities-Refrewshire Council		14,727.57	14,727.57	14,353.00
The Robertson Trust- Salries for Line Management		13,000.00	13,000.00	
Tobacco and Smoking Project-NHS		10,944.00	10,944.00	
Climate Action workshop		1,388.00	1,388.00	
Outreach Activities-Arnold Clark		1,150.00	1,150.00	
Race , Racism and Anti Racist Conversation		345.00	345.00	
Diwali-WSREC		200.00	200.00	
School of African Flyer Afro -Ttire -Marketing		174.16	174.16	
Sewing Workshop		134.79	134.79	
People's Postcode -Lottery			-	20,540.00
Black History Month-Education			-	625.00
Cultural Fund-Refrewshire Council			-	2,000.00
Meeting Travel Expenes -Scottish Refugee			-	100.00
New Scot Intergration Strategy-Scottish Regugee			-	785.00
Scottish Government Consultation -Scottish Government			-	499.00
Office Rental-West Scotland Racial Equality			-	1,200.00
Refugee Ferstival Scotland 2023-Scottish Refugee			-	500.00
See Me Partnership-SAMH			-	1,000.00
Gardening			-	150.00
Connected and Empowered-Engage Renfrewshire			-	30,000.00
	-	111,460.90	111,460.90	73,752.00

5. Cost of charitable activities				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-25	31-Mar-24
	£	£	£	£
Wages and National Insurance		87,158.33	87,158.33	72,372.77
Volunteer Expenses		1,162.65	1,162.65	1,560.00
Events Venue Hire		6,565.00	6,565.00	5,225.97
Events and Activities		36,457.01	36,457.01	23,633.06
Marketing Materials and Project Capital		1,561.64	1,561.64	1,285.65
Travel Expenses		1,616.85	1,616.85	1,981.92
	-	134,521.48	134,521.48	106,059.37

6. Governance costs				
	Unrestricted	Restricted	Total	Total
	Funds	Funds	31-Mar-25	31-Mar-24
	£	£	£	£
Board meetings refreshments	-	-	-	137.99
Administration Expenses	-	2,233.77	2,233.77	2,842.90
	-	2,233.77	2,233.77	2,980.89

FIXED ASSET REGISTER									
FOR THE YEAR ENDED 31 MARCH 2025									
	COST / REVALUATION			DEPRECIATION			NETBOOK		
Description	Balance as at	Addition:	Disposal	Balance as at	Balance as at	Disposal	Charge	Balance as at	Balance as at
	01.04.2024			31.03.2025	01.04.2024			31.03.2025	31.03.2025
Gardening Equipmer	6,043.40			6,043.40	3,010.03		1,510.85	4,520.88	1,522.52
Project Equipments	2,086.63			2,086.63	521.66		521.66	1,043.32	1,043.31
TOTAL	8,130.03	-	-	8,130.03	3,531.69	-	2,032.51	5,564.20	2,565.83
Depreciation policy is based on 25% straight line basis.									

FUNDERS AND PARTNERS

