

**SWAN AUTISM (SCOTLAND) SCIO
KNOWN AS SWAN**

SC046946

**ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 30 NOVEMBER 2024**

SWAN AUTISM (SCOTLAND) SCIO
TRUSTEES' ANNUAL REPORT
For the year ended 30 November 2024

The trustees have pleasure in presenting their report together with the accounts and the independent examiner's report for the year ended 30 November 2024.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name

SWAN Autism (Scotland)

Charity Number

SC046946

Registered Address

[REDACTED]

Trustees

[REDACTED]

SWAN AUTISM (SCOTLAND) SCIO
TRUSTEES' ANNUAL REPORT
For the year ended 30 November 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Charity is a Scottish Charitable Incorporated Organisation (a SCIO). It was registered on 1 November 2016. It has a single tier structure and as such the trustees are the members of the charity.

Trustees

Trustees are elected at the annual general meeting. There must be a minimum of three and a maximum of nine trustees. One third of the board must retire annually. This can be chosen randomly. These trustees may be re-elected.

Autistic People's Organisation

Meeting the criteria for the United Nations definition of a Disabled People's Organisation, in that it is community-led and requires a majority of autistic people on its governing body, the Board of Trustees. SWAN is one of a growing number of Autistic People's Organisations (APOs), and the only autistic-led charity in Scotland run by and focusing on autistic women, girls and non-binary people.

OBJECTIVES AND ACTIVITIES

The organisation's purposes are:

- To improve the lives of autistic women, girls and non-binary people by:
 - offering support, advice, direction to practical resources through the facilitation of peer support
 - building capacity within the population of autistic women, girls and non-binary people
 - building capacity and inclusion in the wider community
- To advance knowledge and understanding of autism as it impacts on women, girls and non-binary people, their families and carers through
 - an ongoing process of information gathering
 - dissemination, training and partnership work
- To promote social inclusion and full citizenship for autistic women, girls and non-binary people by:
 - illuminating issues of intersectionality for autistic women, girls and non-binary people
 - replacing misconceptions surrounding the existence, prevalence and presentation of autism in women, girls and non-binary people
 - developing a positive narrative of autism in females, working to dismantle unhelpful stereotypes and misunderstandings associated with autism
 - forming and developing working partnerships with professions, agencies and other organisations.

ABOUT SWAN

What We Do

SWAN is an autistic-led Charity run by and for autistic women, girls and non-binary people across Scotland. All SWAN staff and volunteers and the majority of our Trustees are autistic.

Founded in 2012 in response to a lack of visibility and support, we work to create opportunities, within SWAN and in our wider society in Scotland, for autistic women and non-binary people to live healthy, happy and fulfilling lives.

SWAN brings autistic women, girls and non-binary people together to meet others like them and access autistic-led services, information and support which respond to their whole life experiences.

Our main services include in-person and online meet-up groups, pre- and post-diagnosis support, counselling, online peer support and wellbeing webinars.

We represent autistic women, girls and non-binary people and their interests in policy, service-design and decision-making processes and work with our members to involve them in these opportunities.

We deliver autistic-led training to improve understanding and inclusion of autistic women, girls and non-binary people, and work with organisations employing and supporting autistic people to help them achieve autistic-informed service-design and delivery.

SWAN is a place for autistic women, girls and non-binary people to be who we are, understand ourselves better, connect with others, and learn from and support one another.

Everything we do at SWAN is informed by the professional and personal knowledge and experiences of real autistic women, girls and non-binary people.

SWAN is proud to be autistic led.

ACHIEVEMENTS AND PERFORMANCE

Strategy, Governance and Core Delivery

The past year has been an exciting and fulfilling time of growth and new achievements as SWAN has continued to develop significantly and our network has grown.

On the Board, we are pleased to have many of our existing Trustees continuing in their roles, as well as welcoming new Trustees to the Board including a new Secretary. This leaves our Board of Trustees with a strong majority of 5 out of 6 Trustees identifying as autistic, in line with our constitution, including all Office Bearers.

We communicated our new Strategy 2023 – 2033 to the public in early 2024 and the Board of Trustees and Staff Team are now able to plan, deliver and review both strategic and operational delivery against our clearly identified Outcomes and Priorities.

As SWAN continues to grow, we launched the recruitment for an Administration Coordinator in October 2024 – this will add capacity to the staff team and enable us to further develop our administration, communications, booking and monitoring processes across the organisation.

Operational Delivery

In the reporting period, SWAN ran a total of 268 groups and activities and delivered 149 hours of 1-2-1 support and counselling, with a total of 3577 attendances across all services. We trained 18 new volunteers in-year, growing the team to a total of 35 autistic volunteers delivering and supporting our services.

SWAN Places: in-person groups and activities

We ran 165 local peer-support groups with a total of 1442 attendances. SWAN Places groups are now running in 21 locations across Scotland, including 4 Health Walk groups. We have concentrated in starting new groups in places outside the central belt where there is less service provision, including more remote and rural areas.

We carried out an internal evaluation of our SWAN Places groups via an online survey and Zine-making feedback workshops.

When asked about changes they had noticed as a result of attending SWAN places groups:

- 100% of respondents said attending had improved their understanding of themselves as an autistic person a lot (80%) or a little (20%).
- 100% of respondents told us their mental health and wellbeing had improved a lot (75%) or a little (25%).
- 100% told us the groups had helped them feel a lot (80%) or a little (20%) more connected to others in the community.
- 100% told us it had been helpful to meet others with shared experiences – on a scale of 1-5, 75% rated at 5 and 25% rated at 4.

Feedback from participants:

“I felt validated & I was able to offer myself compassionate acceptance around many personal experiences. I was able to find my tribe and finally found my place in the world.”

“I feel I can be myself for the first time in my life.”

“I’ve really struggled with my diagnosis and felt so alone. Finding SWAN has been a lifeline. It’s a safe place for me to be myself.”

“I was so nervous coming to the group and I can’t believe how much I’m looking forward to the next one now. I haven’t left the house in a long long time.”

“SWAN meet ups support me like no other group/person/activity can. I get to be around other women like myself and be validated in how I think and feel. In this safe space I fit in, I am normal. This helps me reduce my loneliness, anxiety, depression and boosts my confidence immensely. I always come out of it feeling 10 feet tall! I would be lost without SWAN and in particular their meet ups.”

SWAN Spaces: online groups and activities

Over the 12-month period, we ran 11 wellbeing webinars with a total of 665 attendances, covering topics including monotropism, sexuality and asexuality, being PDA, employment

and the workplace, and the intersectional experiences of being a brown, Muslim, immigrant, autistic woman.

We ran 7 cohorts of our 6-week Post-Diagnosis course, reaching 130 newly diagnosed/self-identified autistic women and non-binary people and 9 Pre-Diagnosis drop-ins with total of 168 individual attendees.

We continued to offer free short-term counselling from an autistic counsellor, as well as offering additional 1-2-1 support to attendees on our Post Diagnosis courses. Service users report benefits of working with an autistic therapist, particularly those who have had a non-autistic therapist in the past.

We engaged an independent researcher to carry out an external evaluation of our Post-Diagnosis course. The evaluation reported significant benefits for participants and demonstrated the quality and value of SWAN's work and our autistic-led approach.

The evaluation comprised online surveys before and after attending the course, along with in-depth 1-2-1 interviews, to establish a baseline and measure the benefits of participating:

- I feel confident about the future - increased from 29% to 74%
- I feel isolated or disconnected - falling from 83% to 28%
- 56% feel able to advocate for themselves compared with 8% before
- I understand what being autistic means for me - increased from 23% to 84%
- I don't know much about autism – disagreement went 69% to 98%
- I feel comfortable talking to friends and family - increased from 30% to 68%

Most reported benefits:

- Feeling less alone/part of a community
- Understand/accept myself better
- Increased understanding from the quality/depth of content
- More confident
- Supported by the facilitators
- Inclusive autistic-led culture
- Able to look forward and make future plans
- More positive about being autistic
- Lifesaving/lifeline

Participant feedback:

"I'd underestimated just how wonderful and helpful this could be, to help process my diagnosis, accept myself & reach the most content & authentic version of me."

"The group was super impactful, comforting, and validating."

"I did not know what to expect coming into the group. Having been newly diagnosed as autistic and this diagnosis being a shock I felt I wouldn't belong. The information and support were a life raft in a tumultuous sea."

Volunteering at SWAN

Our volunteer team continues to grow, with a total of 35 volunteers in post, facilitating in-person and online groups, responding to emails enquiries and putting together resources for information and signposting.

We have formed a Volunteer Development Team where volunteers are taking more responsibility for feeding back and planning service development, as well as supporting new volunteers. Some of our volunteers have started organising outings with their groups and writing blogs for our news page. One volunteer has created a 'nature walk map' to use with the walking group they lead, and another has worked with our Volunteer Coordinator to produce an FAQs video to give information on what to expect when attending an in-person group at SWAN.

Volunteers and staff have also supported service-users to move into volunteer roles. One of our volunteers, who started as a nervous attendee at a local group, went on to train as an Assistant Facilitator, and has now proposed a new local group in another area and taken the lead on setting that up, identifying a venue, and taking on the Lead Facilitator role.

"SWAN has given me the opportunity to meet other autistic women and make friends on the same wavelength as me. I've also learned a huge amount and ended up doing things I never thought possible, all while being supported by a community of volunteers and the leadership team."

Training and Consultancy

We have continued to develop our in-house training, specialising in providing bespoke training for specific professional contexts and support.

In addition to our in-house training for organisations and teams, we launched a calendar of online training and workshops which can be booked by individuals to attend.

In the reporting period, we delivered 27 training sessions and workshops to 1891 people across 87 public, private and third sectors organisations.

Future Developments

As we go forward into the coming year, we will focus on sustainable growth, both of our services and organisations sustainability, and on the delivery of our Strategy.

We will be evaluating our current provision and identifying gaps to inform our plans and ensure we understand and respond to the specific priorities and experiences of our diverse autistic communities.

We will continue to shape our working practices as an autistic-led charity, in relation to how we design and deliver our services, recruit and support our autistic staff and volunteers, govern our organisation, and embody the change we want to see.

As SWAN develops in response to the growing demand for our services, we must ensure we achieve a balance of embedding professional systems and services, fostering a positive environment for autistic staff and volunteers, and maintaining the sense of community and accessibility that is at the centre of SWAN's identity.

We look forward to continuing to build and develop the SWAN community as a place for all autistic women, girls and non-binary people across Scotland to understand themselves better, connect with others, and learn from and support one another.

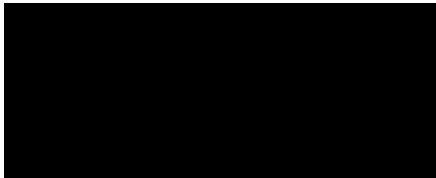
FINANCIAL REVIEW

The charity generated net income of £102,895 (2023 - restated: £2,147) in the year. The balance on restricted funds at 30 November 2024 was £173,907 (2023 - restated: £78,336) and on unrestricted funds at 30 November 2024 was £14,190 (2023 - restated: £6,866).

RESERVES POLICY

SWAN holds limited reserves. Much of the work carried out which bears a cost is funded through restricted funding. Volunteer assistance means general costs are held at a minimum. The reserve policy set by the Board is to hold an amount equivalent to anticipated general costs for 3 months.

Approved by the board of trustees on 19 August, 2025 and signed on its behalf by:



SWAN AUTISM (SCOTLAND) SCIO
Year ended 30 November 2024
INDEPENDENT EXAMINER'S REPORT

I report on the accounts of the charity for the year ended 30 November 2024 set out on pages 9 to 16.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity trustees consider that the audit requirement of Regulation 10 (1) (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 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 seeks 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 accounts

Independent examiner's statement

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

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44 (1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulationshave 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.



date 19th August 2025

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2024

STATEMENT OF FINANCIAL ACTIVITIES

		2024			2023 (Restated)
	Notes	Unrestricted	Restricted	Total	Total
		£	£	£	£
Income					
Training		6,107	-	6,107	14,528
Donations		5,971	-	5,971	1,980
Grant awards	3	8,000	222,056	230,056	112,254
Other Income		917		917	
Total income		<u>20,995</u>	<u>222,056</u>	<u>243,051</u>	<u>128,762</u>
Expenditure					
Payments relating directly to charitable activities	4, 10	13,671	126,485	140,156	126,615
Total expenditure		<u>13,671</u>	<u>126,485</u>	<u>140,156</u>	<u>126,615</u>
Net income/(expenditure)		<u>7,324</u>	<u>95,571</u>	<u>102,895</u>	<u>2,147</u>
Net movement in funds		7,324	95,571	102,895	2,147
Reconciliation of funds:					
Total funds brought forward		6,866	78,336	85,202	83,055
Total funds carried forward		<u>14,190</u>	<u>173,907</u>	<u>188,097</u>	<u>85,202</u>

BALANCE SHEET

		2024			2023 (Restated)
	Notes	Unrestricted	Restricted	Total	Total
		£	£	£	£
Fixed assets				-	
Tangible assets	5			-	652
Total fixed assets		-	-	-	652
Current Assets					
Cash at bank	6	14,412	221,788	236,200	101,255
Debtors	7	-	29,360	29,360	5,833
Total current assets		<u>14,412</u>	<u>251,148</u>	<u>265,560</u>	<u>107,088</u>
Creditors: amounts falling due within one year	8	222	77,241	77,463	22,538
Total current liabilities		<u>222</u>	<u>77,241</u>	<u>77,463</u>	<u>22,538</u>
Net current assets		<u>14,190</u>	<u>173,907</u>	<u>188,097</u>	<u>84,550</u>
Total assets less current liabilities		<u>14,190</u>	<u>173,907</u>	<u>188,097</u>	<u>85,202</u>
Funds of the charity					
Restricted funds	9		173,907	173,907	78,336
Unrestricted funds	9	14,190		14,190	6,866
Total funds		<u>14,190</u>	<u>173,907</u>	<u>188,097</u>	<u>85,202</u>

The notes on pages 10 to 16 form part of these accounts.

Signed on behalf of all the trustees

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2024

NOTES TO ACCOUNTS

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16th July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended)

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

(b) Reconciliation with previous Generally Accepted Accounting Practice

In preparing these accounts, the trustees have considered whether in applying the accounting policies required by FRSSE and the Charities SORP FRSSE the restatement of comparative items was required. At the date of transition in applying the requirement to recognise income and liabilities on an accruals basis, deferred income arising from grant awards received, accrued income from grant awards not settled at the end of the prior financial year and certain expenditure liabilities have been restated in comparative data.

In accordance with the requirements of FRSSE a reconciliation of opening balances is provided below.

Reconciliation of fund balances	2023 Previously reported	Deferred Income	Accrued Awards	Accrued Expenditure	2023 Restated
	£	£	£	£	£
Understanding Autism Phase 2	18,409	(5,460)			12,949
Understanding Autism Phase 3	2,478				2,478
Post Diagnostic Support	22,623				22,623
Autistic Adult Support Fund	10,543			(652)	9,891
The Alliance: Self Management Fund	2,469			(652)	1,817
The Alliance: Self Management Fund Round 3	4,397				4,397
Women's Fund for Scotland	3,460	(2,083)			1,377
Stirling CMH&W	1,584	(1,250)			334
Fife CMH&W	1,537	(1,331)			206
The National Lottery AFA	7,241	(3,902)			3,339
Falkirk CMH&W	2,085	(1,477)			608
Glasgow CMH&W	7,678	(5,078)			2,600
Scottish Autism	7,446		5,833	(490)	12,789
Core	7,029			(163)	6,866
Leyla Kennedy	2,928				2,928
Total fund balances	101,907	(20,581)	5,833	(1,957)	85,202

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2024

NOTES TO ACCOUNTS CONTD

(c) 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. The trustees maintain a single unrestricted fund for the day to day running of the charity.

Designated funds are those monies designated by the trustees for a specific purpose.

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

Further details of each fund are disclosed in note 9.

(d) Income recognition

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

(e) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities further analysed in note 4.

(f) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged from the year of acquisition on a straight-line basis over their estimated useful life of three years.

(g) Pensions

Employees of the charity are entitled to join a defined contribution ‘money purchase’ scheme. The charity’s contribution is restricted to the contributions disclosed in note 10.

Contributions to pension schemes in the year are allocated to specific funds in line with the intention of the original funding application that sets out the individual members of staff for which funding is sought.

The charity participates in the NEST pension scheme run as a Master Trust by NEST corporation, a public corporation accountable to the UK Parliament. The charity is not liable for any obligations of other employers participating in the scheme. No contributions were outstanding at the period end.

2. Trustees

No trustee received any money during the year. All expenses paid to trustees were reimbursement of payments made on behalf of SWAN.

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2024

NOTES TO ACCOUNTS CONTD

3. Grant awards received

	Unrestricted	2024 Restricted	Total	2023 (Restated) Total
	£	£	£	£
<u>Increasing Understanding of Autism</u>				
Understanding Autism Phase 2		18,564	18,564	-
Understanding Autism Phase 3			-	7,644
Post Diagnostic Support			-	6,938
<u>SWAN Spaces</u>				
Autistic Adult Support Fund		29,135	29,135	20,916
Autistic Adult Support Fund (2)		65,863	65,863	-
Women's Fund (Peer)		3,329	3,329	-
Climate Engagement Fund		16,860	16,860	-
<u>SWAN Places</u>				
The Alliance: Self Management Fund Alliance			-	-
The Alliance: Self Management Fund Round 3		28,166	28,166	9,050
Women's Fund for Scotland		2,083	2,083	2,917
Stirling CMH&W		4,552	4,552	1,750
Fife CMH&W		5,500	5,500	1,864
Dundee CMH&W		4,622	4,622	-
The National Lottery AFA		3,902	3,902	5,462
Falkirk CMH&W		4,579	4,579	2,068
Glasgow CMH&W		7,578	7,578	4,062
<u>Core</u>				
Agnes Hunter Trust		2,667	2,667	-
Corra Foundation: Henry Duncan Grant	8,000		8,000	-
Scottish Autism		24,656	24,656	49,583
Total grant awards	8,000	222,056	230,056	112,254

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2024

NOTES TO ACCOUNTS CONTD

4. Analysis of expenditure

	2024			2023 (Restated)
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Expenditure on raising funds:				
Incurring seeking grants	24	-	24	-
Total expenditure on raising funds	24	-	24	-
Expenditure on charitable activities:				
Counselling & Webinars		16,973	16,973	9,280
Staff costs (see note 10)	12,636	89,575	102,211	101,947
Overheads	359	3,528	3,887	2,709
Training		505	505	190
Community Engagement Costs		564	564	449
Direct delivery		4,141	4,141	973
Website, comms and computer		2,635	2,635	6,826
Professional memberships		65	65	13
Volunteer Costs		7,910	7,910	2,017
Travel		589	589	1,309
Depreciation	652		652	902
Total expenditure on charitable activities	13,647	126,485	140,132	126,615
Total Expenditure	13,671	126,485	140,156	126,615

Expenditure on charitable activities includes £nil (2023: nil) paid to Trustees for the reimbursement of overhead costs paid on behalf of the Charity.

5. Fixed Assets

	2024	2023
	£	£
Computer equipment		
Cost:		
As at 1 December 2023	2,705	2,705
Cost of equipment bought during the year	-	-
As at 30 November 2024	<u>2,705</u>	<u>2,705</u>
Depreciation:		
As at 1 December 2023	2,053	1,151
Charges during the year	652	902
As at 30 November 2024	<u>2,705</u>	<u>2,053</u>
Book value as at 30 November 2024	<u>-</u>	<u>652</u>
Book value as at 30 November 2023	<u>652</u>	<u>1,554</u>

SWAN AUTISM (SCOTLAND) SCIO**Year ended 30 November 2024****NOTES TO ACCOUNTS CONTD****6. Cash at bank**

	2024	2023
	£	£
Co-operative Bank Account	236,197	101,252
PayPal Account	3	3
Total	<u>236,200</u>	<u>101,255</u>

7. Debtors

	2024	2023
	£	£
Accrued grant awards	29,360	5,833
Total	<u>29,360</u>	<u>5,833</u>

8. Creditors: amounts falling due within one year

	2024	2023
	£	£
Deferred income: grant awards	75,333	20,581
Taxation and social security	2,130	1,957
Total	<u>77,463</u>	<u>22,538</u>

Deferred income relates to grant award funding received prior to the year-end that covers periods extending into the following financial year.

Movement in deferred income account:

	2024	2023
	£	£
Balance at 1 December	20,581	-
Amounts added in current period	75,333	20,581
Amounts released to income from previous period	(20,581)	-
Total	<u>75,333</u>	<u>20,581</u>

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2024

NOTES TO ACCOUNTS CONTD

9. Funds of the charity

	Type R or U *	Fund balances brought forward (Restated) £	Income £	Expenditure £	Fund balances carried forward £
<u>Increasing Understanding of Autism</u>					
Understanding Autism Phase 2	R	12,949	18,564	(6,711)	24,802
Understanding Autism Phase 3	R	2,478	0	(24)	2,454
Post Diagnostic Support	R	22,623	0	(3,815)	18,808
<u>SWAN Spaces</u>					
Autistic Adult Support Fund	R	9,891	29,135	(11,422)	27,604
Autistic Adult Support Fund (2)	R		65,863	(33,617)	32,246
Women's Fund (Peer)	R		3,329	(1,710)	1,619
Climate Engagement Fund	R		16,860	(5,770)	11,090
<u>SWAN Places</u>					
The Alliance: Self Management Fund	R	1,817	0	(1,705)	112
The Alliance: Self Management Fund Round 3	R	4,397	28,166	(25,162)	7,401
Women's Fund for Scotland	R	1,377	2,083	(1,236)	2,224
Stirling CMH&W	R	334	4,552	(1,295)	3,591
Fife CMH&W	R	206	5,500	(960)	4,746
Dundee CMH&W	R		4,622	(1,000)	3,622
The National Lottery AFA	R	3,339	3,902	(1,180)	6,061
Falkirk CMH&W	R	608	4,579	(1,000)	4,187
Glasgow CMH&W	R	2,600	7,578	(1,220)	8,958
<u>Core</u>					
Agnes Hunter Trust	R		2,667	(2,597)	70
Corra Foundation: Henry Duncan Grant	U		8,000	(5,132)	2,868
Scottish Autism	R	12,789	24,656	(26,061)	11,384
Core	U	6,866	12,995	(8,539)	11,322
<u>Other</u>					
Leyla Kennedy	R	2,928			2,928
Total		85,202	243,051	(140,156)	188,097
Restricted		78,336	222,056	(126,485)	173,907
Unrestricted		6,866	20,995	(13,671)	14,190
Total		85,202	243,051	(140,156)	188,097

* R- Restricted, U - unrestricted

SWAN AUTISM (SCOTLAND) SCIO

Year ended 30 November 2024

NOTES TO ACCOUNTS CONTD

9. Funds of the charity (contd)

During the year, Trustees received income from

- Inspiring Scotland for the Increasing Understanding of Autism project.
- The Scottish Government Climate Engagement Fund for activities under the NatureAware project
- Scottish Autism and Agnes Hunter Trust for the support of the continued employment of SWAN's CEO and core costs.
- The Communities Mental Health & Wellbeing Fund in the following areas, to support the running of our local meet-up groups: Dundee, Stirling & Clackmannanshire, Fife, Falkirk and Glasgow.
- The National Lottery Awards for All, to support the running of our local meet-up groups across Scotland.
- The Women's Fund for Scotland, to support the running of our local meet-up groups and peer support across Scotland.
- The Alliance Self-Management Fund (Round 3) to run our volunteer programme and support the running of our local meet-up groups across Scotland.
- Inspiring Scotland for the Autistic Adult Support Fund, to run our Post-Diagnostic Support services.
- Corra Foundation Henry Duncan Grant as unrestricted funding.

The Leyla Kennedy fund is a legacy to SWAN to use for work with autistic young women and girls (under 18s).

10. Staff Costs

	2024	2023 (Restated)
	£	£
Salaries and wages	75,418	72,935
Social security costs	19,638	23,111
Pension costs (defined contribution scheme)	5,353	5,557
Other employee benefits	1,802	344
Total staff costs	102,211	101,947

The average number of full-time equivalent employees during the year was 3 (2023: 3) with all employee time involved in providing support to services to charitable activities together with support to the governance of the charity.