

Boots and Beards
Receipts and Payments Account
For The Year Ended
31-Mar-25

Charity No: SC047737

Prepared by
Argyle Accountants
Certified Public Accountants



Boots and Beards

Trustees' Annual Report and

Receipts and Payments Account

For The Year Ended

31-Mar-25

Scottish Charity Number SC047737

Current trustees

[REDACTED]

Contact address

[REDACTED]

Recruitment and appointment of Trustees

All of the trustees are appointed and reappointed in accordance to the rules laid down in the Boots and Beards constitution.

Governing document

Boots and Beards is a charitable incorporated association and the purposes and administration arrangements are set out in its constitution.

Charitable purposes

Purposes, as recorded in the constitution, are to improve their health, widening access to the natural environment & helping create a better life for present and future generations.

**Boots and Beards
Trustees Report
For the year ended 31 March 2025**

Who We Are

Our Mission

Boots and Beards believe in uniting and motivating individuals to lead an active healthy lifestyle.

Our Vision

To create a better world for present and future generations.

Our Purpose

Boots and Beards work with communities to improve the health and wellbeing of individuals.

Introduction

This report presents Boots & Beards' activity and impact for the financial year ending 31 March 2025. Our focus throughout the year has been to remove barriers to wellbeing for ethnic minority communities by creating culturally sensitive, accessible and inclusive opportunities to connect with nature, movement and each other.

The work we deliver is only possible because of the dedication of our trustees, staff, volunteers, partners and funders whose support allows us to provide activities that are genuinely needed and valued within our community.

Our approach is rooted in a clear understanding of the challenges faced by South Asian and other minority communities who experience multiple and intersecting barriers to physical, mental and social wellbeing. These include cultural stigma around mental health, social isolation particularly among women, carers and older adults, language barriers, lack of confidence and limited access to green spaces or mainstream services. Many of the people we support have never taken part in outdoor activities or structured sport before, often due to modesty concerns, prioritising family responsibilities or simply not feeling welcome or represented in traditional settings.

These realities drive our commitment to creating safe, supportive and culturally appropriate spaces where people can take their first steps toward physical activity, wellbeing and community connection. The past year has shown that with the right support, encouragement and environment, people who once felt excluded from the outdoors can thrive in it.

**1. Delivery Over the Last 12 Months (1 April 2024 – 31 March 2025)
Summary of Activity in Relation to the Work Plan**

Over the last year, the Equality for the Outdoors project has delivered a wide and diverse programme of activities that have increased participation in sport and the outdoors among ethnic minority communities across Glasgow. The last 12 months reflect strong delivery, steady growth and clear evidence of increasing confidence, wellbeing and community connection. We exceeded several targets, particularly around women's participation, badminton engagement and progression from taster sessions into longer-term involvement.

Our focus has remained on breaking down cultural, social and practical barriers so that people who have never accessed the outdoors or sport before can take part safely and confidently.

Walking Programmes

Walking continues to be the backbone of our outdoor delivery. Across the year we ran Bonnie Boots women-only walks, Walk and Chai gentle walks, mixed walks, family walks, local weekly walks and hillwalking sessions.

Between April and September alone, we delivered 10 Bonnie Boots hill walks with 91 women, eight Walk and Chai walks for 70 women, eight family walks with 55 participants, 15 local weekly walks with 100 participants and nine Munro hikes with 28 participants.

Across the October to March period, we continued regular weekly women's walks, mixed walks, evening walks and weekend hikes in local parks and green spaces. Many women began having never walked beyond their local shop and now walk weekly. Mindfulness, gentle stretching and reflective activities were added to increase wellbeing benefits.

Our Munro hikes remained a highlight throughout the year. Several participants completed their first-ever mountain, supported by transport, kit and experienced guides. The sense of achievement was consistently described as life changing.

These walking programmes played a vital role in reducing isolation, supporting mental wellbeing, improving physical activity and building confidence particularly for women, older participants and complete beginners.

Taster Sessions

Across the full year we delivered taster sessions in hillwalking, beginner walking, badminton, basketball, cycling and creative outdoor workshops. These sessions focused on people with no prior experience of sport or the outdoors, offering a safe introduction with no pressure or commitment.

Many participants progressed from tasters into block sessions, weekly walks or regular badminton. This clearly demonstrates that taster sessions continue to be one of our strongest engagement tools for breaking down fear, lack of confidence, modesty concerns and cultural barriers.

Badminton Programme

Badminton has grown into one of our most successful and high-demand programmes.

Between April and September, we delivered men's badminton with 28 sessions and 532 attendances, women's badminton with 21 sessions and 588 attendances and junior badminton with 20 sessions. The women's and junior sessions have seen exceptional growth. The Junior Club received official affiliation with Scottish Badminton in July 2024, marking a major milestone.

Throughout the October to March period, we continued delivering weekly sessions for men, women and young people. We expanded coaching opportunities for regular participants, with support from Badminton Scotland, enabling community members to gain introductory coaching qualifications. Trained participants are now helping lead warm-ups and supporting new players. This marks real progress in building a sustainable, community-led model.

Duke of Edinburgh Award

We continued our work as the first BME-led organisation in Scotland to hold a Duke of Edinburgh licence. Throughout the year we delivered outdoor sessions, indoor sessions and an online session for 28 young people completing their Bronze level.

Young people developed teamwork, resilience, navigation skills and outdoor cooking confidence. Many experienced camping and expeditions for the first time. The DofE programme continues to give young people a sense of purpose, structure and achievement.

Minibus Provision

During this financial year, Boots & Beards secured part funding for two nine-seater minibuses. We decided to invest in two smaller minibuses to ensure we had newer vehicles that could safely accommodate our participants. This approach has worked particularly well, allowing us to run more activities simultaneously and support smaller groups who may not require a larger vehicle. The minibuses have increased flexibility in our delivery, improved accessibility for participants, and contributed to the smooth running of outdoor activities, trips and community programmes.

Training and Skills Development

Training remained central to our work plan. Over the year we delivered first aid, outdoor leadership, mountain leader training, safeguarding, social media training and autism awareness. This supported staff, volunteers and community members to gain confidence and skills to take on more responsibility. It also strengthens our long-term goal of creating peer leaders from within the community.

Collaborations and Partnerships

We strengthened relationships across the sector. A major development this year was our partnership with Glasgow Clyde College to support unaccompanied minors. These young people participated in taster sessions, badminton, local hikes and even tried cycling at the velodrome through Glasgow Life.

Partnerships with Adidas Terrex, Tiso and Badminton Scotland continued to support kit access, coaching and wider outreach. These collaborations improve the quality and sustainability of our programmes.

Outdoors Against Racism

Our national Outdoors Against Racism campaign continued to run throughout the year. Anti-racism conversations were integrated into walks, training sessions and taster sessions. We

also contributed to sector-wide discussions around inclusion and representation, reinforcing our commitment to making the outdoors a safe and welcoming place for everyone.

Community Hub and Organisational Growth

Our community hub continued to grow as a multipurpose space for networking, volunteering, hotdesking and equipment borrowing. We also expanded our team, welcoming a Social Media Officer on a 26-week placement and a new Development and Outreach Officer, which improved our outreach capacity.

Boots and Beards have been recognised locally with multiple community award nominations, reflecting our strong reputation and impact.

Mehfooz Project

During this financial year, Boots & Beards also delivered the Mehfooz project, funded to support women from ethnic minority communities. Mehfooz has created a safe, culturally sensitive space for women to access wellbeing activities, build confidence and connect with peers. Through regular sessions including group walks, mindfulness, fitness activities, arts and crafts and social meetups, women who previously faced isolation due to family responsibilities or cultural expectations have been able to prioritise their own health and wellbeing. The arts and crafts sessions were particularly popular, giving women the opportunity to forget their stressful lives and feel as if they were kids again. Many participants reported feeling more confident to try new activities and take time for themselves. One participant shared, "I never thought I could go for a walk on my own, now I look forward to every session." Another said, "Mehfooz has given me friends and confidence I never imagined I could have." The project has been particularly effective in helping women overcome barriers to participation, creating a lasting sense of empowerment and wellbeing.

The Carers Project

Our Carers Project, has supported both carers and those they care for, providing opportunities to access outdoor activities, creative workshops, and holistic wellbeing sessions. The project has helped carers take a break from their caring role, reduce stress, and improve mental health, while the cared-for participants benefit from engaging and meaningful experiences. Participants have described a keen sense of community and mutual support. One carer said, "For the first time in months I felt I could just be me and not my caring role." Another shared, "The nature walks with the group have made such a difference to my mood and my confidence." By offering structured, culturally appropriate opportunities, the project has improved wellbeing, reduced isolation and strengthened relationships between carers and those they care for.

Great Scottish Run

During the Great Scottish Run, Boots & Beards supported sixty-one participants aged 3 to 54, many of whom had never considered taking part in a running event before. Glasgow Life asked us to encourage greater participation from ethnic minority communities, a group that is typically underrepresented in such events. To prepare participants, we organised two training sessions, offering guidance, support, and a chance to build confidence in a friendly environment.

This initiative removed financial barriers, as participants were able to take part free of charge, and provided a new, positive experience for many. The event had a lasting impact, inspiring participants to engage in regular physical activity and further Boots & Beards programmes. All participants received medals and T-shirts, creating a sense of achievement and strengthening community connections while introducing a wider audience to the benefits of active living.

Overall Impact

From April 2024 to March 2025, we delivered a full, ambitious programme that exceeded targets and responded to community demand. Participation, particularly among women, families and young people, has grown significantly. The project has improved physical activity, confidence, mental health, and community connection while continuing to challenge under-representation and make the outdoors more inclusive and welcoming for all.

Structure, Governance and Management

Boots & Beards is registered as a Scottish Charity and is regulated by our Memorandum of Articles, which were adopted in 2016 and most recently amended on 3 March 2025. The Charity is governed by five elected trustees who provide strategic oversight, ensure compliance with legal and regulatory requirements, and guide the organisation's mission and vision.

The operational leadership of Boots & Beards is managed by the Programme Manager, who is responsible for the day-to-day delivery of activities, staff management, project development, partnership working, and financial oversight. Our staff team includes Project and Funding Manager, Operational Lead, Project Coordinators, outreach workers, coaches, and administrative support, all of whom work closely with volunteers to deliver high-quality programmes across Glasgow. Volunteers are a vital part of our organisation, supporting delivery, assisting with events, providing peer mentoring, and helping to create an inclusive and welcoming environment for participants.

Decision-making is guided by clear structures and regular communication between trustees, staff, and volunteers. Trustees meet quarterly to review progress, assess risks, and agree organisational priorities, while staff hold weekly operational meetings to plan delivery, monitor participation, and review feedback from participants.

To ensure safe, effective, and compliant delivery, Boots & Beards operates under a comprehensive set of policies and procedures. These include:

- Safeguarding and Child Protection Policy
- Health and Safety Policy
- Equality and Diversity Policy
- Data Protection and GDPR Policy
- Volunteer Policy
- Risk Assessment Procedures
- Complaints and Feedback Policy

These policies are regularly reviewed and updated to reflect best practice and to ensure that our activities are safe, inclusive and well-governed. By combining strong governance, skilled

leadership, dedicated staff and volunteers, and robust policies, Boots & Beards maintains an effective organisational structure that supports sustainable growth, high-quality delivery and positive outcomes for the communities we serve.

Funders and Supporters

Boots & Beards is grateful to all the organisations and funders whose support makes our work possible. Their investment enables us to deliver inclusive, culturally sensitive activities that improve physical and mental wellbeing, build confidence, and strengthen community connections.

Over the financial year ending 31 March 2025, our key funders included:

- GCVS
- Inspiring Scotland
- Islamic Relief UK
- Ethnic Minority Development Fund
- Paths For All
- Shared Care Scotland
- Sported Foundation
- DofE
- Corra Foundation
- The Robertson Trust

We value each of our funders' commitment and continue to work closely with them to ensure our projects meet community needs and deliver meaningful impact.

Boots and Beards**Receipts and Payments Account****For The Year Ended****31-Mar-25**

Scottish Charity Number SC047737

	<u>Y/E Mar 2025</u>	<u>Y/E March 2024</u>
	£	£
Receipts		
Donation received	46,141	19,981
Funding	166991	185270
Less Tax Deducted	<u>0</u>	<u>0</u>
	166,991	185,270
 Total receipts	 <u>213,132</u>	 <u>205,251</u>
 Payments		
General Expenses	20,202	6,077
Rent	8,200	8,700
Venue Hire	13,212	16,461
Vehicle and Travelling Expenses	8,114	9,815
Wages	161,277	111,028
Equipment	7,854	6,065
Office equipment	992	67
Advertising	500	2,463
Food	2,557	1,593
PPS	579	1845
Subscriptions	2,219	291
Insurance	2542	853
Telephone	698	523
Duke of Edinburgh	2,356	949
Donations -Collaboration	0	528
Bank Charges	398	84
Legal & Professional Fees	31	3,132
 Total payments	 <u>231,731</u>	 <u>170474</u>
 Surplus / (deficit) for year	 <u>-18,599</u>	 <u>34,777</u>

Boots and Beards**Statement of Balance as at****31 March 2025**

Scottish Charity Number SC047737

	<u>Y/E Mar 2025</u>		<u>Y/E March 2024</u>	
	£	£	£	£
Fixture and fittings				
Mini Bus		22000		0
Bank and cash in hand				
Cash and bank balance at start of year	110,481		75,704	
Surplus - deficit shown on			-	
receipt and payment account	-18,599		34,777	
		91,882		110,481
Balance plus Fixture and fitting at end of year		<u>91,882</u>		<u>110,481</u>
Resticted funds received		£ 166,991		£ 141,429

FUNDING 2025

GCVS	£	7,281
INSPIRING SCOTLAND	£	75,661
IR UK 3	£	12,572
ETHNIC MINORITY DEVELOPMENT FUND	£	12,496
PATHS FOR ALL PART	£	16,043
SHARED CARE SCOTLAND	£	23,618
SPORTED FOUNDATION	£	1,000
THE AWARD SCHEME L, DOFE GRANT	£	320
THE CORRA FOUNDATION	£	8,000
THE ROBERTSON TRUST	£	10,000
	£	<u>166,991</u>

Funds are restricted.

Approved by the Trustees and signed on their behalf


Chair

30 December 2025

Boots and Beards

Accountants Report

For the year ended

31 March 2025

Scottish Charity Number SC047737

Set out on pages 1 to 3

Respective responsibility 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) 2005 Act and the Charities Accounts (Scotland) Regulations 2006. The charity trustees consider that the audit requirement of Regulation 10(1) (a) to © of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) © of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison on 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 come to my attention

1. Which gives me reasonable cause to believe that in my 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 Regulations.

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.

Signed

Name:



