

Hospitality Health
Annual Report and Receipts & Payments Account
for the year ended 31 August 2025

Scottish Charity Number: SC048596

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PATERSON BOYD & CO
CHARTERED CERTIFIED ACCOUNTANTS

Annual Report and Accounts for the Year Ended 31 August 2025

Scottish Charity Number: SCO458596

Trustees



Chairperson
Secretary
Treasurer

resigned in 2024
appointed May 2024
appointed August 2024

Contact Address

9 Lindsay Drive
Glasgow
G12 0HB

Structure, governance and management

The charity is a Scottish Charitable Incorporated Organisation (SCIO) registered on 1 August 2018.

Charitable Purposes

Hospitality Health is a Scottish charity, formed in August 2018 to support staff in the amazing world of hospitality. It is clear, that for several years, the industry has become more stressful for and extremely hardworking management and staff.

The trustees decided it was time to act and help those who needed support, by providing wellbeing advice, mental health first aid training and signposting organisations that can help. We hope we can make a difference, even to a few individuals.

In addition, we award a **Wellness charter** to the businesses that are putting their people first.

We are promoting an **Employee Assistance Programme**, from The Burnt Chef project, to make the business a better employer for staff. We are sure this will assist in reducing recruitment and increase retention within the organisation.

Purpose - Hospitality Health was formed to support the wellbeing of staff and students in the hospitality industry.

Mission -To provide support to individuals within the hospitality industry in areas of mental health, addiction and wellbeing.

Vision - Our vision is to join the areas of support through a one stop shop, 2 clicks, allowing individuals to improve and maintain better health.

Values - using our knowledge, skills and understanding, we will support members of the hospitality industry in becoming healthier.

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Activities and Achievements

This has been our seventh year operating as the charity, it has been another very successful and busy one, with several Mental Health First Aid (MHFA) certification courses delivered online as well as many other events during the year.

Here is what we have achieved in our seventh year

The successful relationship developed with The Good Mental Health Company for the delivery of MHFA training continued further in 24 - 25. The company, although based in England, delivers online training, which results in both MHFA certification for both Scotland and England. Courses were delivered in September, November, December, March, April and June with a total of 97 hospitality staff attending the training sessions.

Mental Health First Aid Certificate = **97 delegates**. (up from 85 last year!)

The charity raised its profile by participating in the following events

Training courses were on Zoom, proving very successful, with positive feedback.

Water for Wellbeing campaign has been created to encourage businesses to provide water free, but to encourage donations from customers.

Edinburgh Kiltwalk was in September 2024, [REDACTED]
[REDACTED] all completed the 16 mile route, The Glasgow walk was in April 2025.

Arden Marketing came on board and offered digital marketing support free of charge, [REDACTED]
[REDACTED] provides ongoing support, in particular the relaunch of the charter in November 2024
It got great coverage in the trade press.

[REDACTED] attended the **Thistle Awards** dinner at the Radisson Blu in September 2024

[REDACTED] attended the **Fairwork Convention Report** launch at Murrayfield in September 2024

HIT Scholar winner, [REDACTED], met with [REDACTED] to discuss how they could raise the profile of mental wellbeing within the business.

The Ben hosted a dinner in October 2024 at Unalome, [REDACTED] was able to attend and promote the charity.

Crerar Hotels held their staff awards at Dunkeld in October 2024, Gordon attended as several staff had gained their MHFA cert within the charity.

Welcome to Fife, [REDACTED] presented info about the charity to a group of hospitality & Tourism people from Fife in November 2024.

Bite Magazine, celebrated their 21st at the Bonham in Edinburgh, [REDACTED] was the guest speaker at the event.

Dining Tales book launch at Waterstones in Glasgow, Gordon wrote the introduction.

Scottish Hospitality Group adopted Hospitality Health as the charity of the year from November 2024. Fundraising takes place at their lunches.

Relaunch the Wellbeing Charter in November 2024, great coverage in the trade press and online. Huge thanks to gemma Wayne-Wills of Arden Marketing and to Ed and Pete of the brand agency Thisaway.

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Love Loch Lomond Annual Conference, at Cameron House, [REDACTED] spoke at the event about Wellbeing and the Wellness Charter.

Clayton Hotel, Glasgow **Hospitality Elf fun 5k** (in January 2025).

Sales Therapy Edinburgh event in Leith.

Presented to **The Signature Pub Group**.

Training provided to **Our Place in Annan** in January 2025.

Joint presentation at the **HIT Annual Conference, Glasgow** to over 450 delegates.

“Welcome to Fife” Webinar, [REDACTED] presented to the Tourism Group based on the east coast in February 2025.

[REDACTED] was invited to be on the panel at **VisitScotland Business Event Conference** in Edinburgh in February 2025.

SCOTHOT took place at the end of February 2025 and [REDACTED] was a panel member on the Spotlight stage.

STA Annual Conference in March 2025, Hospitality Health had an opportunity for fundraising.

Prestige Scottish Hotel Awards presented and charity partner on the night in May 2025.

The Flight Club, Edinburgh applied for the Wellbeing Charter and were presented with it in May 2025.

A wellbeing presentation was delivered by [REDACTED] at the HIT Annual Conference.

Fundraising during the year -

Clayton Hotel race night fundraiser raised £1,500.

We were selected as the fundraising partner for the **Scottish Food Scholl Awards**, held at Glasgow Academy School - £500

The Ben presented [REDACTED] and the Charity with a cheque for £10,000.

Hospitality Elf 5k in collaboration with the Clayton Hotel, Glasgow mover to January 2025 - £360

STA Annual Conference raffle of a British Lions rugby shirt raised £550

We were the fundraising partner at the **Scottish Excellence Awards** at the Glasgow Hilton - £1,225

We were the fundraising partner at the **Scottish Events Awards** at the Corn Exchange in Edinburgh - £1,260

We were selected as the fundraising partner for the **Scottish Hotel Awards** at the Glasgow Doubletree Hilton, again over £6,000 was raised.

Attended **Bite 21st** party, fundraising raised £704.

DRG staff parties raised £2,100 for the charity.

HRC became the sponsor for the Hospitality Elf 5K - £500.

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SEO development

Our SEO has benefitted from the inclusion of the “Blog” which has become a monthly feature and the “In profile” section is a monthly addition, where we interview hospitality leaders and ask them 10 quick-fire questions. This has proved a valuable addition, as the visits to the website increase dramatically when it is launched on the social channels.

Social media activity - we now have:

663 followers on X (formerly Twitter) – was 677 last year
1,073 on Facebook – was 997 last year, up by 70
946 on Instagram – was 863 last year, up by 83
412 on LinkedIn - was 243 last year, up by 169

Office Bearer Remuneration and Expenses

The office bearers did not receive any remuneration during the year.

Reserves

The charity had unrestricted reserves of £28,836 at the year end. The trustees consider this sufficient to cover future operating commitments.

Future Activities

Next year looks exciting for us, we have fundraising events planned as well as delivering further MHFA training courses. In addition, we hope to engage with the industry further, by issuing more Wellness Charters, following its relaunch and working with The Burnt Chef Project, in the hope of raising the number of Employment Assistance Programmes in Scotland.

Social Media is an area that we plan to develop further in 2025, by publishing further campaigns that will drive up the number of followers, as well as keeping Hospitality Health in focus.

Next year, 2025/2026 will see the charity in its eighth year and we have several fundraising activities planned.

We will be exploring other funding sources to support us during the coming year.

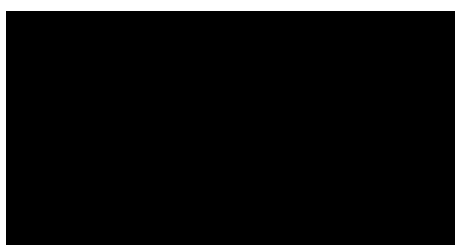
Donated facilities and services

No facilities or services were donated during the year.

Additional information

The trustees have worked as a great team in this past year, this will continue and will develop further in 2025/2026.

Approved by the office bearers and signed on their behalf.



Date: 06 January 2026

Annual Report and Accounts for the Year Ended 31 August 2025

I report on the accounts of Hospitality Health for the year ended 31 August 2025, which are set out on pages 6 to 7.

Respective responsibilities of trustees and examiner

The charity trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustees Investment (Scotland) 2005 Act 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 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. 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 explanation 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 of the statement of accounts for the year ended 31 August 2025, 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 have not been kept in accordance with Section 44 (1) (a) of the Charities and Trustee Investments (Scotland) Act 2005 and Regulation 4 of The Charities Accounts (Scotland) Regulations 2006, and
 - to prepare accounts which accord with those 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.

Date: 06 January 2026

Paterson Boyd & Co
Chartered Certified Accountants
18 North Street
GLENROTHES
Fife
KY7 5NA

Receipts and Payments Account

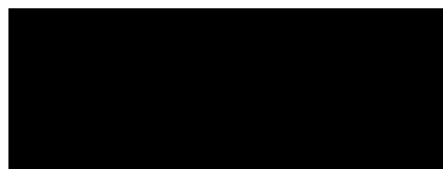
For the Year Ended 31 August 2025

	2025 £	2024 £
Receipts		
Donations	29,562	34,055
	<hr/>	<hr/>
Total Receipts	<u>29,562</u>	<u>34,055</u>
Payments		
Advertising	-	246
Donations	80	-
Printing, postages and stationery	181	287
Travel & subsistence	1,871	1,876
Professional fees	600	288
Computer costs	871	274
Admin support	-	4,000
Training	29,010	20,825
General expenses	1,868	652
	<hr/>	<hr/>
Total Payments	<u>34,481</u>	<u>28,448</u>
(Deficit)/Surplus for the Year	<u>(4,919)</u>	<u>5,607</u>

Statement of Balances as at 31 August 2025

	2025 £	2024 £
Statement of Balances		
Opening Balances 1 August 2024	33,754	28,184
(Deficit) for the Year	(4,919)	5,607
	<hr/>	<hr/>
Closing Balances 31 August 2025	<u>28,835</u>	<u>33,754</u>
Represented by: -		
Current Account: BOS 17971863	28,835	33,754
	<hr/>	<hr/>
Closing Balances	<u>28,835</u>	<u>33,754</u>

Approved by the office bearers and signed on their behalf.



Chairperson

Date: 06 January 2026