



Annual Financial Statements

Year ending 31 March 2025

Charity number: SC049883



## Reference and administrative details

Charity number: SC049883

Registered Office: Room 29, Haypark Business Centre, Marchmont Avenue,  
Polmont, Falkirk, FK2 0NZ

## Our Advisers

Independent Examiners: CBS Accountants & Advisors, 13 Hopetoun Street, Bathgate,  
EH48 4PA

Bankers: Bank of Scotland, PO BOX 1000, BX2 1LB

## Board and Managers

The trustees of the charitable entity (the charity) are its board members for the purpose of charity law. The board members and officers serving during the year and since the year-end were as follows:

### Key management personnel: Board Members

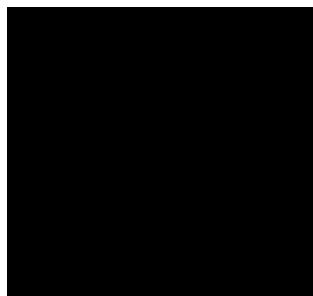
#### Exec Elected Board:

Nominated Chair

Nominated Treasurer

Nominated Secretary

Non-Exec Board



### Key management personnel:

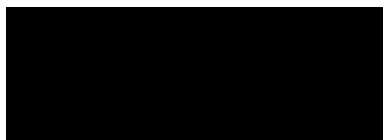
Senior managers:

CEO



### Departures from Board Members

Non-Exec Board



**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Report of the board members**

The board members are pleased to present their annual trustees' report together with the financial statements of the charity for the year ending 31 March 2025.

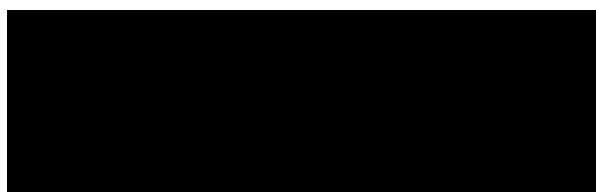
The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

**Chair's report**

It has been an honour to continue as chairperson for RISE Forth Valley. Juggling this volunteer role with other professional and personal responsibilities is not easy. But when I see the impact of the activities and support, as well as collaborating with other organisations to empower the racialised communities of Forth Valley, it really makes me feel like I have played a small part in making some big changes.

There has been much progress from the previous year, thanks to the dedication and hard work of our CEO. Her vision and passion have driven us forward to overcome the challenges we face. The support of our Board Members is equally important, who take a keen interest in the outcomes of our projects, promote the influence of RISE Forth Valley and always make themselves available when needed. Most importantly, I would like to thank all of our service users, for supporting our organisation, but for sharing your experiences so we can improve and empower more families.

We still have a long way to go. We need to focus on the diversity of our service users and continue to build our brand by being more vocal on local issues. We need volunteers that can contribute to promoting RISE Forth Valley and use this opportunity to gain skills, experience and joy in giving back to the community.



**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Structure, Governance and Management**

## **Governing Document**

Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO is registered as a charity with the Scottish Charity Regulator. It has a committee composed of 5 board members.

## **Appointment of board members**

As set out in the governing document, the Constitution was updated in 2020.

## **Organisation**

The Board, which can have up to thirteen members, administers the charity. The Board meets typically quarterly, and there are sub-committees covering development, membership, finance and audit, which normally meet monthly. The Board Members appoint a Chief Executive Officer (CEO) to manage the charity's day-to-day operations. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Board Members, for operational matters, including finance, employment, and related activity.

## **Board Member Appointment and Induction**

Board member recruitment is initiated when a skills and experience gap or resignation exists. The Charity will review the current skills and the gaps to be filled. Then, advertisements will be placed in community groups and social media, inviting interested candidates to apply. After the written application is accepted, two existing board members and/or senior staff will hold an interview. Once approved, the candidate is formally accepted and invited to a board meeting. Induction is delivered online or in person, and it introduces the charity's aims, strategy, policies, and online project management systems. They join charity's Board and WhatsApp group to keep updated with information and activities as well as external training opportunities. Induction videos are available on YouTube as private links for members to revisit. Opportunities for training through third sector interface and partners are shared with board members. Those interested in volunteering with service users are subjected to disclosure checks.

## **Objectives and activities**

The purposes of the charity are:

- 4.1 To advance active citizenship and the contribution of the diverse communities across the Forth Valley through promoting equality & diversity, dynamic citizenship and assisting in removing barriers (e.g. language, isolation and exclusion) of diverse ethnic and cultural minorities communities. This will be done through empowering an active role locally and nationally building direct links with local disadvantaged communities and policy makers, addressing areas of support

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Structure, Governance and Management (continued)**

in relation to training,

- 4.2 To promote racial harmony among the diverse communities through celebrating diverse cultural heritage and facilitating inclusion in multicultural Scotland while empowering these communities through capacity building support as a means of tackling isolation and promoting integration and active citizenship. This will build positive relationships, promote mutual understanding and respect and dignity for all while enhancing community cohesion through offering relevant activities and training opportunities and stimulating democratic participation in all aspects of community work and society.
- 4.3 To advance education through offering educational activities and training opportunities as well as empowering youth engagement and participation in education and well as equal opportunities in progressing participative democracy for all.
- 4.4 To advance public participation in sport by facilitating weekly football sessions and forming partnerships with other local organisations to provide a range of sporting opportunities.
- 4.5 To provide recreational activities with the object of improving conditions for the persons for whom the activities are primarily intended through our projects; we provide a safe space for women and children to advance their skills in a social environment.

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Achievements and performance**

**CEO Report:**

This year was a challenging year, with our previous CEO resigning and the board having to support the staff until a new CEO was appointed in October 2024.

We continued to provide our annual summer activities in 2024. Under The Trees as Al Masaar and organised summer activities specifically for racialised children and young people, to provide them with opportunities for outdoor learning and community engagement. These activities prevented children from feeling isolated during the summer by providing a safe and inclusive environment where the children enjoyed activities, made new friends, and integrated with other families. Activities like these are important as racialised children and young people who may have faced discrimination, make parents hesitant to send them to other community activities.

Our staff also organised weekly get-togethers for ethnic minority carers of autistic children and young people in response to their specific requests during a recent consultation. These gatherings were designed exclusively for those caring for autistic children because the carers expressed that they felt that only others in similar situations can truly understand their experiences and the unique behaviors of their children. The picnics provided a safe space where the children could freely run around, while the carers shared experiences, and offered mutual support.

In the last part of the summer activities, the staff organised a trip to the Loch Ard Adventure Centre for their members. This trip provided families with a unique opportunity to enjoy outdoor activities that they had never experienced before.

Many of these families face financial constraints that limit their ability to travel and participate in recreational activities. Additionally, some may lack the confidence to venture into new environments or face transportation challenges that make such trips difficult.

This provided a refreshing break from their daily routines and gave them the chance to explore and appreciate the natural beauty of Loch Ard. It was a valuable opportunity for them to engage in new experiences, build confidence, and create lasting memories in a supportive and inclusive environment.

We celebrated our **10 years** at our AGM in December 2024 and the renaming of Al Masaar SCIO to **RISE forth valley SCIO**.

Our projects have continued to deliver on limited funding to work and ensure that racialised communities have opportunities to be supported, empowered and have a voice to be included in mainstream service provisions across Forth Valley. We have built substantial partnerships with other third sector charities and public sector organisations.

**Parent Club**

Designed to support and provide activities, information and opportunities to racialised parents across Forth Valley. Due to end of funding for the projects we had to rely on

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Achievements and performance (continued)**

volunteers running a support group and had limited resources in Falkirk and Stirling. Concentrated on meet ups, in parks for the parents to socialise and to keep them in touch with each other for support and advocacy.

We looked at supporting individual families that needed support in Schools and health related issues, like appointments with GP's and hospitals. We focused on referrals to other organisations and then emphasised on working with the parents for opportunities, to empower them, like further education and mental health awareness.

At the start of 2025 we worked with Falkirk Employment and Training Unit to deliver the following certified sessions:

- Communication
- First Aid
- Exercise classes

We also then introduced walking groups to be set up in two areas in Falkirk (Larbert and Maddiston)

We also did workshop sessions on benefits entitlement delivered by Falkirk Council Welfare rights and looked at holding sewing and embroidery sessions

#### **Carers Support Project**

It aims to:

- Uncover hidden carers in the community
- Provide a point of contact for local South Asian communities that require help or assistance.
- Help carers to understand what help is available and how to get assistance with completing relevant forms.
- Work with relevant organisations to establish effective communication between services and potential service users from South Asian communities.
- Educate the ethnic minority community through charity member network, webinars and on a one-to-one basis where a need is identified.
- Through education and trying to personally work closely with the Carers Centre and other care organisations, charity hope to empower people to be able to get the help and assistance required to live in their own homes and communities.

We have documented shortcomings in current systems and processes at partner agencies, particularly affecting the support for minority ethnic service users. The Carers Support team have maintained engagement with partner agencies to facilitate the streamlining of processes, with the aim is to enhance efficiency and collaboration for improved outcomes. Further to this, a set of recommendations were provided to the Falkirk HSCP in early 2024 based on data evidence and case studies. A copy of the year 1 report of this project can be provided upon request.

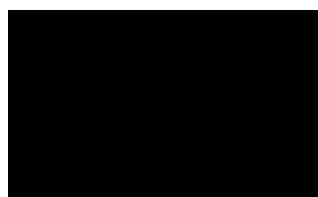
**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Achievements and performance (continued)**

We worked on setting up a Coffee morning in February 2025 at the carers centre alongside For the Carers we held specific workshops:

- Finance and wellbeing - delivered by a consultant who was bilingual on benefit entitlement and carers funds
- National Care Service Consultations - consultation on **Access Support**

The Scottish Government are on the second stage on designing the National Care Service Bill gathering evidence from the co design, policy work and input from the stakeholders. Through the consultations they are looking to gather ideas, suggestions and lived experience from the people to help shape the design of the National Care Service. Our carers received information on an introduction to National Care Service and then took part in group conversations on set questions from the Scottish Government.

- MECOPP - report consultation -the lead organisation for 25 years for supporting carers from Scotland's Black and Minority Ethnic Communities. We participated in the research report that they developed, by taking part in consultation workshops. This report looks at the health, finances and service provision for unpaid carers from Scotland's minority ethnic communities and offers recommendations on how to improve outcomes.
- <https://static1.squarespace.com/static/62f4f5fa696d570e19a69429/t/684029f1e6c5c5e53a56a37/1749035506035/Briefing+Paper.pdf>



.....  
*Chief Executive Officer*

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Treasurer Report**

**Reserve policy and ongoing concern**

Reserves are needed to bridge the gap between spending and income and to cover unplanned emergency repairs and other expenditures. The board consider that the ideal level of unrestricted reserves as of 31 March 2025 would be £10,000. This level of reserves would enable the charity to continue in the event of a significant drop in income.

The Charity had reserves of £26,719 with £23,019 restricted funds, giving a surplus in unrestricted funds of £3,700. The board has reviewed the charity's present circumstances and considers that adequate resources will continue to be available to fund the organisation's activities for the foreseeable future. The unrestricted fund needs to be monitored so the restricted funds are available for the intended fund and ensure the charity is not in breach of its terms of funding.

**Related parties and cooperation with other organisations**

None of our board members receive remuneration or other benefit from their work with the charity. Any connection between a trustee and a related party must be disclosed to the full board of members like any other contractual relationship with a related party. In the current year, no such related party transactions were reported.

**Pay policy for senior staff.**

The board members and the senior management team comprise the key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day-to-day basis. All board members gave of their time freely, and no trustee received remuneration in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with inflation. In view of the nature of the charity, the board members benchmark against pays levels in other charities of a similar size run on a voluntary basis.

**Risk management**

The board members have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity faces.
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Treasurer Report (continued)**

This work has identified that financial sustainability is the major financial risk for the charity. A key element of financial risk management is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditors balances to ensure sufficient working capital.

Attention has also been focused on non-financial risks arising from events and measuring impact of work to justify funding and attract donors. These risks are managed by having robust policies and procedures in place and regular awareness training for staff working in these operational areas.

**Board members' responsibilities in relation to the financial statements**

The board members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the Chair of Board Members



*Interim Treasurer*

27th November 2025

Date

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Independent examiner's report to the trustees on the unaudited financial statements**

I report on the accounts for the year ended 31 March 2025 set out on pages 2 to 17.

**Respective responsibilities of trustees and independent 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 (the Act) and the Charities Accounts (Scotland) Regulations 2006. The charity's trustees consider that the audit requirement of Regulation 10(1) (d) of the Accounts Regulations does not apply. It is my responsibility to state, on the basis of my examination as required under section 44(1) (c) of the Act, 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 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 whether the accounts present a 'true and fair view'.

**Independent examiner's statement**

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

1. which give me reasonable cause to believe that in any material respect the requirements:
  - proper accounting records are kept 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.

2nd December 2025

Accountant (ACCA)

13 Hopetoun Street  
Bathgate  
EH48 4PA

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Statement of Financial Activities**  
**(Including Income and Expenditure Account)**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
<b>Income</b>	1				
Donations and legacies	2	2,759	-	2,759	390
Income from charitable activities:					
Charitable Funds	3	-	95,988	95,988	74,307
Total income		2,759	95,988	98,747	74,697
<b>Expenditure</b>					
Expenditure on charitable activities:					
Operating expenditure	4	-	(80,073)	(80,073)	(83,857)
Total expenditure		-	(80,073)	(80,073)	(83,857)
<b>Net Income/(Expenditure) and net movement in funds for the year</b>		2,759	15,915	18,674	(9,160)
Transfer between funds		-	-	-	-
<b>Reconciliation of funds</b>					
Brought forward		941	7,104	8,045	17,205
<b>Carried forward</b>		<b>3,700</b>	<b>23,019</b>	<b>26,719</b>	<b>8,045</b>

The statement of financial activities includes all gains and losses, recognised in the year. All income and expenditure derive from continuing activities.

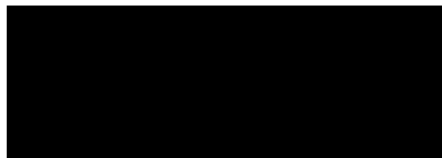
Notes can be found on following pages.

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Statement of Balance Sheet**

	Note	2025	2024
		£	£
<b>Current Assets</b>			
Cash at bank and in hand		26,719	8,045
<b>Net assets</b>		<u>26,719</u>	<u>8,045</u>
The funds of the charity:			
Unrestricted income funds	8	3,700	941
Restricted income funds	8	23,019	7,104
<b>Total charity funds</b>		<u>26,719</u>	<u>8,045</u>

The board members have prepared accounts in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act 2005. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and are for circulation to members of the charity.

The notes at pages 12 to 17 form part of these accounts.



*Chair of Board*  
On behalf of board members.

27th November 2025

.....  
Date

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Notes on the accounts**

**1. Accounting Policies**

**a) Basis of preparation**

The 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 applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP (FRS 102)).

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

**b) Reconciliation with previous Generally Accepted Accounting Practice**

In preparing the accounts, the board members have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was not required.

**c) Preparation of the accounts on a going concern basis**

The charity reported a net cash inflow for the year. The board members are of the view that the potential future income and measures taken subsequent to the year-end to reduce operating costs have secured the immediate future of the charity for the next 12 to 18 months and that on this basis the charity accounts are prepared on going concern basis.

**d) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

**e) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Notes on the accounts (continued)**

**3. Income from donations and legacies**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Donations		
Gifts	-	60
Donated services	2,759	151
	<u>2,759</u>	<u>211</u>

**4. Income from charitable activities**

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
<b>Income from funders:</b>				
Income and grants	-	95,988	95,988	74,486
<b>Total income from charitable activities</b>	<u>-</u>	<u>95,988</u>	<u>95,988</u>	<u>74,486</u>

**5. Analysis of expenditure on charitable activities**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Cost of events	4,445	7,092
Salaries and benefits	68,244	69,930
Pension	1,151	272
Insurance	413	395
Telephone	241	332
IT Software and website	1,408	1,400
Volunteer expenses	474	-
Printing and Stationery	-	94
Rent	432	1,319
Sundry	-	38
Equipment expensed	-	550
Subscriptions	90	150
Training	-	860
Professional fees	575	1,326
Marketing	2,600	99
<b>Total</b>	<u><b>80,073</b></u>	<u><b>83,857</b></u>

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Notes on the accounts (continued)**

**6. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel.**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Salaries and wages	63,827	65,703
Social security	4,417	4,227
Pension	1,151	272
	<u>69,395</u>	<u>70,202</u>

No employees had employee benefits more than £60,000 (2024: £nil).

The board members did not receive any additional employment benefits from the charity during the year (2024: £nil). No trustee received payment for professional or other services supplied to the charity (2024: £nil) apart from reimbursement of expenses incurred on behalf of the charity.

**7. Staff Numbers**

The average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	<b>2025</b>	<b>2024</b>
Full time	1	2
Part time	<u>4</u>	<u>4</u>
	<u>5</u>	<u>6</u>

**8. Analysis of charitable funds**

Analysis of movements in unrestricted funds

	<b>1 April 2024</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>31 March 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Fund	941	2,759	-	-	3,700
<b>Total</b>	<b>941</b>	<b>2,759</b>	<b>-</b>	<b>-</b>	<b>3,700</b>

**Racial Inclusion and Supporting Empowerment (RISE) Forth Valley SCIO**  
**For the year ending 31 March 2025**  
**Notes on the accounts (continued)**

Analysis of movements in restricted fund

	<b>1 April 2024 £</b>	<b>Incoming resources £</b>	<b>Resources Expended £</b>	<b>Transfers £</b>	<b>31 March 2025 £</b>
Corra Boost Corra Foundation	3,000	8,000	-	-	11,000
ETU Falkirk Council	-	875	-	-	875
Robertson Trust	-	15,000	(6,860)	-	8,140
Suicide Prevention Falkirk HSCP	1,800	-	-	-	1,800
Carer's Project Falkirk HSCP	2,304	72,113	(73,213)	-	1,204
<b>Total</b>	<b>7,104</b>	<b>95,988</b>	<b>(80,073)</b>	<b>-</b>	<b>23,019</b>