

SISCO

Trustees' Annual Report

For the year ended 31 March 2025



Building a bridge between prison and the community

SISCO

Trustees' Annual Report

For the year ended 31 March 2025

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1. Chair's Report

This year has reminded me, once again, why SISCO exists and why our work matters so deeply. Every week, I see people who have survived trauma, addiction, loss, and years inside the justice system show up with courage and a willingness to try again. That spirit — the belief that change is possible even when life has been at its hardest — is what drives everything we do.

As Chair, I have the privilege of watching our staff and volunteers bring that belief to life. Their compassion, their honesty, and their lived experience create a kind of support you simply can't manufacture. It's real, it's human, and it changes lives. This year, that has meant more hours in prisons, more support in the community, and more people finding stability, connection, and hope.

We've strengthened our presence in HMP Barlinnie, expanded our work in the Springburn Community Hub, and continued to build partnerships that open doors for the people we support. The School of Recovery has gone from strength to strength, and the development of the Fever Roadshow shows how creativity and collaboration can shine a light on issues that are too often hidden.

None of this happens without trust — trust from the men and women who let us walk alongside them, trust from our funders and partners, and trust within our own team. I'm proud of the resilience shown across the organisation this year, especially in a landscape where demand continues to grow and the challenges facing people in custody and in the community remain complex.

On behalf of the Board, I want to thank every member of the SISCO family — staff, volunteers, funders, partners, and the people who allow us to be part of their recovery journey. Your belief in what we do keeps this work alive.

SISCO was built on lived experience, compassion, and the simple idea that everyone deserves a chance. This year has shown that those values are not just words — they are the foundation of real, lasting change.



Chair of the Board SISCO

2. Reference and Administrative Information

Charity Name:

SISCO

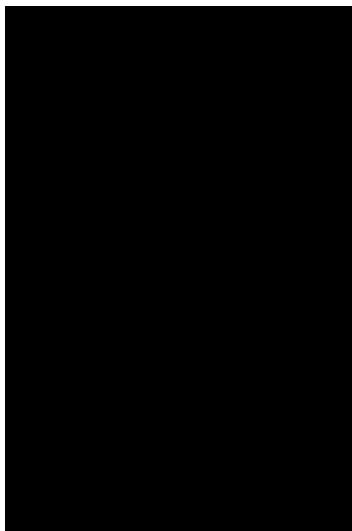
Scottish Charity Number:

SC050084

Registered Office:

222 Springburn Way, Springburn, Glasgow, G21 1TS

Trustees:



(Chair)

(Treasurer)

g (Secretary)

(Vice Chair)

Independent Examiner:



NGL Accounting Ltd

Accountants:

GN Accounting Services Ltd

3. Structure, Governance and Management

SISCO is a Scottish Charitable Incorporated Organisation (SCIO), registered on 20 April 2020 and governed by its constitution. The Board of Trustees is responsible for strategic oversight, financial stewardship, and ensuring that SISCO operates in line with its charitable purposes.

Trustees bring a blend of lived experience, professional expertise, and community insight. New trustees are recruited through open processes and provided with induction and ongoing support. The Board meets regularly to review performance, risk, and organisational development.

SISCO's work is delivered by a dedicated team of staff and volunteers, many of whom bring their own lived experience of recovery, trauma, and the justice system. This creates a culture of authenticity, empathy, and trust that is central to our approach.

4. Charitable Purposes

SISCO's purposes are:

- To relieve those in need by reason of age, ill-health, disability, financial hardship, or other disadvantage.
- To advance citizenship and community development.
- To promote equality and diversity.
- To advance education.
- To promote the relief of those in need by reason of having experience of prison and addiction.

5. Activities and Achievements

5.1 Prison-Based Support

Weekly delivery included:

- 144 hours of face-to-face support
- 105 hours of volunteer-led safe support
- 51 hours of therapeutic input via Email-a-Prisoner

5.2 Community Support – Springburn Hub

The Hub delivered:

- 70 hours of therapeutic mentoring each week
- One-to-one mentoring
- Group sessions
- Peer-led recovery activities

5.3 School of Recovery

- 252 men completed the programme
- Two accredited qualifications via Fife College
- Delivered twice weekly in HMP Barlinnie
- Expansion to women's services planned

5.4 Fever Roadshow

- £10,000 funding secured
- Touring prisons and communities
- Created with filmmaker Garry Fraser

5.5 Partnerships

Strengthened collaboration with NHS services, Life Link, Recovery Café, and the School of Recovery network.

5.6 Case Study: Tam

Tam's journey reflects the heart of SISCO's work. Sentenced at 17 and serving 27 years due to addiction-related behaviours, he engaged with SISCO in 2016. With continuous support, he secured parole and has now been in the community for four years. Today, he volunteers with SISCO in the same prison where he once served his sentence.

6. CEO Report

The past year has been one of meaningful progress, collaboration, and continued commitment to Sisco's mission of supporting individuals affected by trauma, addiction, and the criminal justice system. Our work remains firmly rooted in compassion, lived experience, and the belief that every person has the potential for change when given the right support.

Overview

Sisco has maintained a consistent presence across Scottish prisons, particularly within HMP Barlinnie, while continuing to strengthen our work in the community. Each week, our dedicated staff deliver **144 hours of face-to-face support**, **105 hours of volunteer-led safe support**, and **51 hours of therapeutic input** through the Email-a-Prisoner service. These efforts ensure that individuals at all stages of recovery receive accessible, trauma-informed support both in custody and during reintegration.

Our sessions span a range of key focus areas including harm reduction, attachment, understanding addiction, the impact of trauma on the body, emotional regulation, emotional sobriety, and anger management. Each area is delivered through a trauma-responsive, person-centred lens — meeting individuals where they are, and helping them to develop self-awareness, stability, and healthier coping mechanisms.

Expanding Our Reach: The Community Hub

This year marked the successful growth of Sisco's work in the **Springburn Community Hub**, where our team now provides **70 hours of therapeutic mentoring and support each week**. The Hub offers a safe, inclusive environment where individuals can continue their recovery journey post-liberation, build community connections, and access practical and emotional support.

Through the Hub, participants engage in one-to-one mentoring, group sessions, and peer-led recovery activities designed to promote stability, confidence, and resilience. This community-based approach ensures continuity of care between custody and community, reducing the risk of relapse or reoffending and supporting individuals to rebuild their lives with dignity and purpose.

Programme Highlights

The **School of Recovery** has continued to deliver excellent outcomes, with **252 men successfully completing the programme** and gaining two accredited qualifications through Fife College. Delivered twice weekly within HMP Barlinnie, this six-week course continues to be a cornerstone of Sisco's in-custody work, promoting reflection, peer connection, and personal development. Plans are now underway to extend this programme to women, ensuring equal access to recovery-based education and therapeutic learning opportunities.

We have also advanced our creative and awareness-raising work through the development of the **Fever Roadshow**, produced in collaboration with BAFTA award-winning filmmaker [REDACTED]

With £10,000 in funding secured, this project addresses the critical issue of prison suicide and mental health through film, discussion, and education. The roadshow will tour prisons and communities across Scotland, challenging stigma and promoting open conversation around trauma, mental health, and the challenges of reintegration.

Our partnership work continues to be a key strength, particularly through collaboration with NHS services, Life Link, the Recovery Café, and the School of Recovery network. These partnerships create clear pathways of support that extend beyond prison walls, allowing individuals to access consistent care and community-based resources.

Case Study and Impact

A powerful example of Sisco's impact is reflected in the journey of *Tam* (name changed). Sentenced at 17 and serving 27 years due to addiction-related behaviours, Tam engaged with Sisco in 2016. Through continuous support, he successfully navigated parole and has now been in the community for four years. Today, he volunteers with Sisco in the same prison where he once served his sentence, using his lived experience to mentor others. His story embodies the transformative power of compassion, trust, and opportunity — the very foundations of Sisco's work.

Financial Overview

Sisco has maintained a stable financial position throughout the year, ensuring that resources are managed effectively and responsibly. The organisation remains committed to reinvesting the majority of its income directly into frontline service delivery, ensuring maximum impact for the individuals and communities we support.

Funding from statutory partners, charitable trusts, and community donations has enabled the continuation and expansion of our core programmes, including the School of Recovery, the Fever Roadshow, and the development of the Springburn Community Hub. Financial sustainability remains a strategic priority, and Sisco continues to actively pursue partnership and funding opportunities to ensure the longevity of our trauma-responsive services.

The Board of Directors remains confident that the organisation is in a strong position to continue delivering impactful, high-quality support while upholding the highest standards of governance and accountability.

Challenges and Organisational Resilience

We continue to operate within a demanding landscape where the need for trauma-informed, recovery-focused support is increasing. The prison environment and wider social pressures create complex challenges for those we support. Despite this, our staff and volunteers have shown unwavering dedication, professionalism, and resilience.

Sisco remains committed to prioritising staff well-being through reflective practice, supervision, and organisational care. We recognise that to support others effectively, our team must also feel supported, valued, and equipped to manage the emotional demands of this work.

Looking Ahead

The year ahead presents opportunities for further growth and impact. Our priorities include:

- Expanding the **School of Recovery** to include women's services.
- Delivering the **Fever Roadshow** across prisons and communities nationwide.
- Strengthening our **Springburn Community Hub** as a cornerstone of post-liberation support.
- Enhancing partnerships with statutory and third-sector organisations to improve continuity of care.
- Continuing to deliver trauma-responsive, evidence-based interventions that promote recovery and reduce reoffending.

Conclusion

On behalf of the Board of Directors, I extend sincere thanks to our staff, volunteers, funders, and partners for their exceptional contribution over the past year. Your belief in Sisco's mission and values enables us to continue this vital work.

Most importantly, we acknowledge the individuals who have trusted us to be part of their recovery journey. Their courage and determination to rebuild their lives are at the heart of everything we do.

Sisco remains committed to providing compassionate, person-centred support that promotes recovery, builds hope, and contributes to safer and healthier communities across Scotland.



Chief Executive Officer

Sisco

For the year ended 31 March 2025

6. Financial Review

Income:

£ 154,339

Expenditure:

£ 148,243

Net Income:

£ 6,096

Reserves:

£ 79,755 (Unrestricted: £ 76,897 / Restricted: £ 2,858)

Reserves Policy

SISCO aims to maintain reserves equivalent to three months of operating costs. At year end, unrestricted reserves stood at £76,897. The trustees review reserve levels annually and formally review the policy every two years.

Trustee Remuneration and Related Party Transactions

No trustee received any remuneration or reimbursement of expenses during the year.

No trustee or person related to a trustee had any personal interest in any contract or transaction entered into by the charity during the year.

7. Plans for the Future

- Expand School of Recovery to women's services
- Deliver Fever Roadshow nationally
- Strengthen Springburn Hub
- Deepen partnerships
- Continue trauma-responsive, evidence-based interventions

8. Statement of Responsibilities

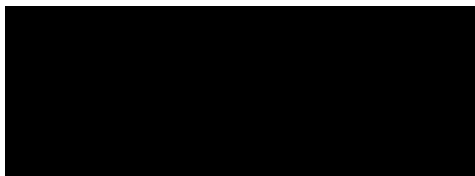
The trustees are responsible for preparing the Trustees' Annual Report and financial statements in accordance with the Charities and Trustee Investment (Scotland) Act 2005.

Approved by the Board on 30 December 2025 and signed on its behalf by:

Dougie MacMillan Chair of the Board SISCO

9. Signature

Signed on behalf of the Board:

A large black rectangular box redacting the signature of the Chair of the Board.

Chair of the Board

SISCO

30 December 2025

SISCO

Charity No. SC050084

Trustees' Report and Unaudited Accounts

31 March 2025

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The Trustees present their report with the unaudited financial statements of the charity for the year ended 31 March 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

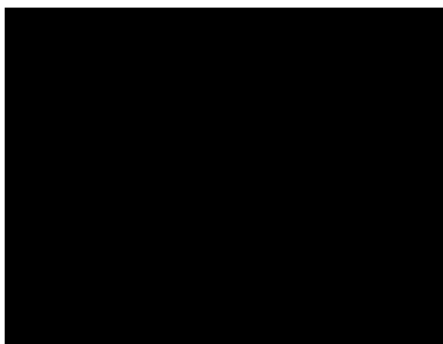
Charity No. SC050084

Registered Office

272 Bath Street
Glasgow
G2 4JR

Trustees

The following Trustees served during the year:



Accountants

GN Accounting Services Ltd
Clyde Offices, 2nd Floor
48 West George Street
Glasgow
G2 1BP

OBJECTIVES AND ACTIVITIES

The principal purpose of the charity in the year under review was to promote the relief of those in need by reason of having experience of prison and addiction.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity was registered on 20 April 2020 as SISCO (Sustainable Interventions Supporting Change Outside). The charity became active on 20 April 2020.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the 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).

The trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the board



Trustee
29 December 2025

SISCO

Independent Examiners Report

Independent Examiner's Report to the trustees of SISCO

I report on the SISCO (SCO50084) for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, and the related notes.

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) 2005 Act and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the Accounts Regulations does not apply.

As examiner it is my responsibility to:

- examine the accounts under s.44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005;
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts 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 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 view given by the accounts.

Independent examiner's statement


In connection with 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
- to prepare accounts which accord with the accounting records, 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.



NGL Accounting Ltd
Suite G, 06 Red Tree Magenta
270 Glasgow Road
Glasgow
G73 1UZ

29 December 2025

		Unrestricted funds 2025 £	Restricted 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Notes				
Income and endowments from:					
Donations	3	21,518	-	21,518	41,058
Grants	4	-	132,700	132,700	116,703
Bank Interest		121		121	
		21,639	132,700	154,339	157,761
Expenditure on:					
Charitable activities	6	-	148,243	148,243	107,552
Total		21,639	(15,543)	6,096	50,209
Net gains on investments		-	-		
Net income		21,639	(15,543)	6,096	50,209
Transfers between funds		-	-		
Net income before other gains/(losses)		21,639	(15,543)	6,096	50,209
Other gains and losses					
Net movement in funds		21,639	(15,543)	6,096	50,209
Reconciliation of funds:					
Total funds brought forward		55,258	18,401	73,659	23,450
Total funds carried forward		76,897	2,858	79,755	73,659

SISCO**Summary Income and Expenditure Account****for the year ended 31 March 2025**

	2025 £	2024 £
Income	154,339	157,761
Interest and investment income	-	-
Gross income for the year	154,339	157,761
Expenditure	148,243	107,552
Total expenditure for the year	148,243	107,552
Net income before tax for the year	6,096	50,209
Net income for the year	6,096	50,209

SISCO**Balance Sheet****for the year ended 31 March 2025**

Charity No.	SC050084	Notes	2025	2024
			£	£
Fixed assets				
Tangible assets			-	-
			-	-
Current assets				
Cash at bank and in hand			79,755	73,659
			79,755	73,659
Creditors: Amount falling due within one year			-	-
Net current assets			79,755	73,659
Total assets less current liabilities			79,755	73,659
Net assets excluding pension asset or liability			79,755	73,659
Total net assets			79,755	73,659
The funds of the charity				
Restricted funds	5		2,858	18,401
Unrestricted funds				
General funds	5		76,897	55,258
			79,755	73,659
Reserves				
Total funds			79,755	73,659

The trustees have prepared the accounts in accordance with section 44 of the Charities and Trustee Investment (Scotland) Act.

Approved by the board on 29 December 2025

And signed on its behalf by:


Trustee

29 December 2025

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with receipts and Payments Accounts under section 44 of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand,

2 Charitable status

The Charity is a Scottish Charitable Incorporated Organisation (SCIO), governed by a constitution.

3 Income from Donations

	Unrestricted	Restricted	Total
	£	£	£
Donations	21,518		21,518

4 Income from Grants

	Unrestricted	Restricted	Total
	£	£	£
Big Lottery		65,200	65,200
Robertson Trust		15,000	15,000
Corra Foundation		52,500	52,500
		132,700	132,700

5 Funds note

	Income	Expenditure	At 31 March 2025
Unrestricted Funds			
Donations	21,518	-	21,518
Bank Interest	121		121
Restricted Funds			
Income from Grants	132,700	148,243	(15,543)
	154,339	148,243	6,096
Total Funds			
	£	£	£
Total Funds balance for year	21,639	(15,543)	6,096
Total funds brought forward	55,258	18,401	73,659
Total funds carried forward	76,897	2,858	79,755

6 Other Expenditure

	Unrestricted £	Restricted £	Total £
Client Activities		3,291	3,291
Employee Costs		115,005	115,005
Rent and Rates		14,733	14,733
Motor and Travel costs		1,417	1,417
Office Costs		3,842	3,842
Professional Fees		7,950	7,950
Repairs and Maintenance		102	102
Bank Charges		60	60
General Expenses		1,843	1,843
		<hr/> 148,243	<hr/> 148,243

7 Staff Costs

	Unrestricted £	Restricted £	Total £
Salaries and Wages	-	115,005	115,005
	<hr/>	<hr/> 115,005	<hr/> 115,005

Detailed Statement of Financial Activities

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Income and endowments from:				
<u>Donations and Interest</u>				
Donations	21,518		21,518	41,058
Bank Interest	121		121	
	<u>21,639</u>		<u>21,639</u>	<u>41,058</u>
<u>Grants</u>				
Big Lottery		65,200	65,200	64,203
Robertson Trust		15,000	15,000	
Corra Foundation		52,500	52,500	52,500
		<u>132,700</u>	<u>132,700</u>	<u>116,703</u>
Total income and endowments	<u>21,639</u>	<u>132,700</u>	<u>154,339</u>	<u>157,761</u>
Expenditure on:				
<u>Employee costs</u>				
Salaries/wages		115,005	115,005	87,467
		<u>115,005</u>	<u>115,005</u>	<u>87,467</u>
<u>Motor and travel costs</u>				
Travel		1,417	1,417	491
		<u>1,417</u>	<u>1,417</u>	<u>491</u>
<u>Premises costs</u>				
Rent and Rates		14,733	14,733	9,972
Repairs and Maintenance		102	102	163
Office Costs		3,842	3,842	767
Insurances		-	-	1,197
		<u>18,677</u>	<u>18,677</u>	<u>12,099</u>
<u>General administrative costs,</u>				
Volunteers				
Cafe				
Client Activities		3,291	3,291	3,148
Professional Fees		7,950	7,950	1,890
Bank Charges		60	60	60
General Expenses		1,843	1,843	2,397
		<u>13,144</u>	<u>13,144</u>	<u>7,495</u>
Total expenditure		<u>148,243</u>	<u>148,243</u>	<u>107,552</u>
Net income	<u>21,639</u>	<u>(15,543)</u>	<u>6,096</u>	<u>50,209</u>
Net movement in funds	<u>21,639</u>	<u>(15,543)</u>	<u>6,096</u>	<u>50,209</u>

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Reconciliation of funds:				
Net movement in funds	21,639	(15,543)	6,096	50,209
Total funds brought forward	55,258	18,401	73,659	23,450
Total funds carried forward	76,897	2,858	79,755	73,659