

**Report of the Trustees and
Financial Statements for the Year Ended 30 June 2025
for
Lingo Flamingo**



Brett Nicholls Associates
Herbert House
24 Herbert Street
Glasgow
G20 6NB

**Contents of the Financial Statements
for the Year Ended 30 June 2025**

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 3
Independent Examiner's Report	4
Statement of Financial Activities	5
Balance Sheet	6
Notes to the Financial Statements	7 to 14

Lingo Flamingo

Reference and Administrative Details for the Year Ended 30 June 2025

TRUSTEES

T Mihalyi - Chair
R S Norval
J Rendall
L Stark
R B Sutherland
H Fulford (appointed 29.11.24)
N Wilson (appointed 27.11.24)
M L A Veronesi (resigned 26.11.24)
M Vega Mendoza (resigned 31.3.25)
D J Donnelly (resigned 31.3.25)

REGISTERED OFFICE

155 Deanston Drive
Glasgow
G41 3LP

REGISTERED COMPANY NUMBER

SC504000 (Scotland)

REGISTERED CHARITY NUMBER

SC052658

INDEPENDENT EXAMINER

David Nicholls FCCA
Brett Nicholls Associates
Herbert House
24 Herbert Street
Glasgow
G20 6NB

BANKERS

Santander
2 Triton Square
Regent's Place
London
NW1 3AN

**Report of the Trustees
for the Year Ended 30 June 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Lingo Flamingo provide the world's first portfolio of tailored outreach language workshops to older adults, delaying the effects of dementia and brain ageing by keeping older adults' brains fit and active. Founded 8 years ago, we have provided over 10,000 classes to adults across Scotland. We also have a Language Nest in Shawlands where we offer community language classes for adults. These classes are run on a semester basis, both in-person and online for a period of 10 weeks each semester. We run 4 semesters every year.

The charity's mission is to improve cognitive health and enable life-long learning by being the leading provider of accessible language learning services to help individuals flourish by placing the health and social benefits of language and learning at the heart of the student experience.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Since becoming a charity on the 30th of June 2023, Lingo Flamingo has made a positive impact in the lives of older and marginalised adults across Scotland. Our core activities are delivering language learning projects to older adults and people living with dementia in community and care home settings as research shows that language learning can build up cognitive resilience and postpone effects associated with dementia. We therefore offer meaningful and inclusive activities for older adults later in life.

The impact of our classes is threefold. The classes help to stimulate the brain and provide a great way of keeping the brain fit and active. Secondly, the classes are a way to increase the well-being, self-confidence and social inclusion of our participants. Lastly, all of our participants receive a certificate for completing the course and over 110 of our students have completed a national SQA qualification in language learning. This raises their sense of achievement and helps to recognise their accomplishments.

Over the last 18 months, we have worked with over 80 care homes and have supported over 1,300 older adults. In addition to our work with older adults we have also taught over 100 classes to adults living with learning disabilities or living with severe mental health issues.

We have also worked in partnership with many organisations such as Alzheimer's Scotland, the Open University and Age Scotland and continue to develop our services to make them as person-centred as possible. For more information about the impact we have created, please view our social impact report 2024 which provides more specific information about the social change we are creating.

Our future plans as stipulated in our strategic plan are to continue to grow the organisation in a sustainable manner. We intend to increase our geographic reach and work very closely with our students to ensure the quality of our services going forward. Ultimately, we want to continue to make language learning as inclusive to marginalised adults living across Scotland as possible.

FINANCIAL REVIEW

Financial position

The charity generated income of £214,615 (2024: £273,590), spent £209,724 (2024: £189,633) on charitable activities, generating a surplus of £4,891 (2024: £83,957).

At balance date reserves stood at £128,820 (2024: £123,929) with all of these being unrestricted, free reserves. (2024: all unrestricted)

Reserves policy

It is the policy of the trustees to hold unrestricted reserves equal to at least 6 months of ordinary expenditure, which for the year ended 30 June 2025 equates to £104,862. These reserves are needed to meet the financial needs of the charity and the trustees are confident that at this level, they would be able to continue the charity's activities in the event of a significant drop in funding. The charity currently has unrestricted free reserves of £128,820 (2024: £123,929) and therefore the trustees are satisfied that the policy is being met. Excess reserves are invested into our social mission or to the wages of our staff and tutors.

Report of the Trustees
for the Year Ended 30 June 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are appointed to the board after being voted on by a sub-committee of board representatives. The trustees shall appoint as many trustees as required to carry out its charitable purposes but the maximum number shall be 9 and the minimum number of trustees shall be 3.

A trustee that has served for six consecutive years shall automatically vacate office on expiry of that six year period and shall then not be eligible for re-election unless the re-election is approved by the board following a review and a consultation with the Chair.

Key management remuneration

In the opinion of the trustees, there was one member of key management during the 2024-25 financial year, the director. Total employer costs related to this position were £31,667 (2024: £27,719).

Risk management

The trustees have comprehensive policies and procedures in place to safeguard our students and risks are reviewed by our board at our quarterly board meetings.

Approved by order of the board of trustees on and signed on its behalf by:

.....
T Mihalyi - Trustee

Independent Examiner's Report to the Trustees of Lingo Flamingo

I report on the accounts for the year ended 30 June 2025 set out on pages five to fourteen.

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 (as amended). The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) 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 particular matters have come to my attention.

Basis of the independent examiner's report

My examination was 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 explanations from you as 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; and
 - to prepare accounts which accord with the accounting records and to comply with Regulation 8 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.

David Nicholls FCCA
Fellow of The Association of Chartered Certified Accountants
Brett Nicholls Associates
Herbert House
24 Herbert Street
Glasgow
G20 6NB

Date:

Lingo Flamingo

Statement of Financial Activities (Incorporating an Income and Expenditure Account) for the Year Ended 30 June 2025

		Unrestricted fund	Restricted funds	2025 Total funds	2024 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	686	29,000	29,686	39,763
Charitable activities	6				
Language education		178,232	-	178,232	228,790
Other trading activities	4	85	-	85	-
Investment income	5	5	-	5	37
Other income	7	<u>6,607</u>	<u>-</u>	<u>6,607</u>	<u>5,000</u>
Total		<u>185,615</u>	<u>29,000</u>	<u>214,615</u>	<u>273,590</u>
EXPENDITURE ON					
Charitable activities	8				
Language education		<u>180,724</u>	<u>29,000</u>	<u>209,724</u>	<u>189,633</u>
NET INCOME		<u>4,891</u>	<u>-</u>	<u>4,891</u>	<u>83,957</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>123,929</u>	<u>-</u>	<u>123,929</u>	<u>39,972</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>128,820</u></u>	<u><u>-</u></u>	<u><u>128,820</u></u>	<u><u>123,929</u></u>

CONTINUING OPERATIONS

This statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities in both years.

Comparative figures for the previous year by fund type are shown in Note 14.

Lingo Flamingo

Balance Sheet 30 June 2025

		2025 £	2024 as restated £
FIXED ASSETS	Notes		
Intangible assets	16	14,250	20,537
Tangible assets	17	<u>48,085</u>	<u>49,369</u>
		62,335	69,906
CURRENT ASSETS			
Stocks	18	4,400	4,000
Debtors	19	19,968	11,762
Cash at bank		<u>84,630</u>	<u>79,184</u>
		108,998	94,946
CREDITORS			
Amounts falling due within one year	20	(42,513)	(40,923)
		<u>66,485</u>	<u>54,023</u>
NET CURRENT ASSETS			
		<u>128,820</u>	<u>123,929</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>128,820</u>	<u>123,929</u>
NET ASSETS			
		<u>128,820</u>	<u>123,929</u>
FUNDS	22		
Unrestricted funds		<u>128,820</u>	<u>123,929</u>
TOTAL FUNDS		<u>128,820</u>	<u>123,929</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on
and were signed on its behalf by:

.....
N Wilson - Trustee

The notes on pages 7 to 14 form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 30 June 2025**

1. GENERAL INFORMATION

Lingo Flamingo ("the charity") is charitable company governed by its memorandum and articles of association dated 30 June 2023. It was registered as a charity in Scotland (registered number SC052658) on 30 June 2023. Its registered address is 155 Deanston Drive, Glasgow, G41 3LP.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements are prepared on an accruals basis, and on a going concern basis, in accordance with:

- the Charities and Trustee Investment (Scotland) Act 2005;
- Regulation 8 (Statement of account - Fully accrued accounts) of The Charities Accounts (Scotland) Regulations 2006;
- the Financial Reporting Standard applicable in the UK and Republic of Ireland, published in March 2018 ("FRS 102"), to the extent that it applies to small entities and public benefit entities;
- '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, published in October 2019 (FRS 102)' ("the Charities SORP");
- UK Generally Accepted Accounting Practice; and
- the historical cost convention.

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. The financial statements are presented in UK sterling, which is the charity's functional currency, and rounded to the nearest pound.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 4% on cost
Office & Other Equipment	- 20% on cost
Computer Equipment	- 33% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

Lingo Flamingo is a charity within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

**Notes to the Financial Statements - continued
for the Year Ended 30 June 2025**

2. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

3. DONATIONS AND LEGACIES

	2025	2024 as restated
	£	£
Donations	-	500
Grants	<u>29,686</u>	<u>39,263</u>
	<u>29,686</u>	<u>39,763</u>

Grants received, included in the above, are as follows:

	2025	2024 as restated
	£	£
Age Scotland	-	3,906
Firstpoint	686	686
Glasgow Mental Health and Wellbeing Fund	-	4,195
National Lottery	20,500	20,500
Step Up To Net Zero	-	976
Covid Recovery Fund	-	9,000
WG Edwards Charitable Foundation	1,500	-
Glasgow Social Enterprise	1,000	-
J & JR Wilson Trust	2,000	-
Bord Na Gaidhlig	<u>4,000</u>	<u>-</u>
	<u>29,686</u>	<u>39,263</u>

4. OTHER TRADING ACTIVITIES

	2025	2024 as restated
	£	£
Sundry income	<u>85</u>	<u>-</u>

**Notes to the Financial Statements - continued
for the Year Ended 30 June 2025**

5. INVESTMENT INCOME

	2025	2024 as restated
	£	£
Deposit account interest	<u>5</u>	<u>37</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024 as restated
	£	£
Sales	155,262	199,354
Care home sales	<u>22,970</u>	<u>29,436</u>
	<u>178,232</u>	<u>228,790</u>

7. OTHER INCOME

	2025	2024 as restated
	£	£
Employment allowance	<u>6,607</u>	<u>5,000</u>

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9)	Support costs (see note 10)	Totals
	£	£	£
Language education	<u>205,030</u>	<u>4,694</u>	<u>209,724</u>

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025	2024 as restated
	£	£
Staff costs	107,522	102,209
Telephone	1,180	1,274
Postage and stationery	3,307	7,861
Advertising	1,697	4,482
Self-employed tutors	69,084	42,133
Teaching materials	1,439	6,238
Sundries	450	1,279
Entertaining	1,020	893
Software	4,123	2,395
Professional fees	891	5,637
Travel	955	478
Utilities	1,515	1,596
Repairs and Renewals	404	250
Other employment costs	373	-
Consulting	3,000	-
Depreciation	<u>8,070</u>	<u>10,157</u>
	<u>205,030</u>	<u>186,882</u>

**Notes to the Financial Statements - continued
for the Year Ended 30 June 2025**

10. SUPPORT COSTS

	Management	Finance	Totals
	£	£	£
Language education	<u>1,970</u>	<u>2,724</u>	<u>4,694</u>

Support costs, included in the above, are as follows:

	2025	2024 as restated
	Language education	Total activities
	£	£
Insurance	791	771
Payroll fees	1,179	-
Independent examination	2,160	1,980
Bank charges	<u>564</u>	<u>-</u>
	<u>4,694</u>	<u>2,751</u>

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024 as restated
	£	£
Depreciation - owned assets	1,783	3,143
Computer software amortisation	<u>6,287</u>	<u>7,014</u>

12. TRUSTEES' REMUNERATION AND BENEFITS

For the year ended 30 June 2025, Robbie Norval was employed by the charity as the director. The total employer costs related to this role for the 2024-25 year were £31,667 (2024: £27,719). This is permissible by the memorandum and articles of association.

No other trustees received remuneration or benefits for their roles for the year ended 30 June 2025. (2024: nil)

Trustees' expenses

For the year ending 30th June 2025 trustee expenses totalled £400 (2024: £nil) and related to 4 trustees (2024: nil)

13. STAFF COSTS

	2025	2024 as restated
	£	£
Wages and salaries	97,283	95,199
Social security costs	8,337	5,454
Other pension costs	<u>1,902</u>	<u>1,556</u>
	<u>107,522</u>	<u>102,209</u>

The average monthly number of employees during the year was as follows:

	2025	2024 as restated
	5	5
Staff	<u>5</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

**Notes to the Financial Statements - continued
for the Year Ended 30 June 2025**

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds as restated
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	10,186	29,577	39,763
Charitable activities			
Language education	228,790	-	228,790
Investment income	37	-	37
Other income	<u>5,000</u>	<u>-</u>	<u>5,000</u>
Total	<u>244,013</u>	<u>29,577</u>	<u>273,590</u>
EXPENDITURE ON			
Charitable activities			
Language education	<u>160,056</u>	<u>29,577</u>	<u>189,633</u>
NET INCOME	83,957	-	83,957
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>39,972</u>	<u>-</u>	<u>39,972</u>
TOTAL FUNDS CARRIED FORWARD	<u>123,929</u>	<u>-</u>	<u>123,929</u>

15. PRIOR YEAR ADJUSTMENT

The accounts have been restated to accrue for the late payment of the June 2024 wages. The effect of this change is to increase salary costs and accrued costs by £8,073. This results in a decrease in the surplus for 2023-24 by £8,073 and a reduction in reserves of the same amount. Restated reserves now stand at £123,929.

16. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 July 2024 and 30 June 2025	<u>35,070</u>
AMORTISATION	
At 1 July 2024	14,533
Charge for year	<u>6,287</u>
At 30 June 2025	<u>20,820</u>
NET BOOK VALUE	
At 30 June 2025	<u>14,250</u>
At 30 June 2024	<u>20,537</u>

Notes to the Financial Statements - continued
for the Year Ended 30 June 2025

17. TANGIBLE FIXED ASSETS

	Freehold property £	Office & Other Equipment £	Computer Equipment £	Totals £
COST				
At 1 July 2024	55,370	14,425	4,101	73,896
Additions	-	-	499	499
At 30 June 2025	<u>55,370</u>	<u>14,425</u>	<u>4,600</u>	<u>74,395</u>
DEPRECIATION				
At 1 July 2024	6,632	14,158	3,737	24,527
Charge for year	<u>1,107</u>	<u>146</u>	<u>530</u>	<u>1,783</u>
At 30 June 2025	<u>7,739</u>	<u>14,304</u>	<u>4,267</u>	<u>26,310</u>
NET BOOK VALUE				
At 30 June 2025	<u>47,631</u>	<u>121</u>	<u>333</u>	<u>48,085</u>
At 30 June 2024	<u>48,738</u>	<u>267</u>	<u>364</u>	<u>49,369</u>

18. STOCKS

	2025 £	2024 as restated £
Stocks	<u>4,400</u>	<u>4,000</u>

19. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 as restated £
STF Payroll	<u>19,968</u>	<u>11,762</u>

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 as restated £
Deferred income	30,184	30,870
Accrued expenses	<u>12,329</u>	<u>10,053</u>
	<u>42,513</u>	<u>40,923</u>

Deferred income comprises income received for projects which commenced in 2025-26 and which Lingo Flamingo was not entitled to in the 2024-25 year.

	2025 £	2024 £
At 1 July	30,870	106,292
Deferred in year	-	-
Released in year	<u>(686)</u>	<u>(75,422)</u>
At 30 June	<u>30,184</u>	<u>30,870</u>

**Notes to the Financial Statements - continued
for the Year Ended 30 June 2025**

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

			2025	2024 as restated
	Unrestricted fund £	Restricted funds £	Total funds £	Total funds £
Fixed assets	62,335	-	62,335	69,906
Current assets	108,998	-	108,998	94,946
Current liabilities	(42,513)	-	(42,513)	(40,923)
	<u>128,820</u>	<u>-</u>	<u>128,820</u>	<u>123,929</u>

Comparatives for analysis of net assets between funds

			2024 as restated	2023
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Fixed assets	69,906	-	69,906	66,383
Current assets	94,946	-	94,946	99,061
Current liabilities	(40,923)	-	(40,923)	(113,633)
Long term liabilities	-	-	-	(11,839)
	<u>123,929</u>	<u>-</u>	<u>123,929</u>	<u>39,972</u>

22. MOVEMENT IN FUNDS

	At 1/7/24 £	Net movement in funds £	At 30/6/25 £
Unrestricted funds			
General fund	123,929	4,891	128,820
TOTAL FUNDS	<u>123,929</u>	<u>4,891</u>	<u>128,820</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	185,615	(180,724)	4,891
Restricted funds			
National Lottery	20,500	(20,500)	-
Glasgow Social Enterprise Network	1,000	(1,000)	-
WG Edwards Charitable Foundation	1,500	(1,500)	-
J & JR Wilson Trust	2,000	(2,000)	-
Bord Na Gaidhlig	4,000	(4,000)	-
	<u>29,000</u>	<u>(29,000)</u>	<u>-</u>
TOTAL FUNDS	<u>214,615</u>	<u>(209,724)</u>	<u>4,891</u>

**Notes to the Financial Statements - continued
for the Year Ended 30 June 2025**

22. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/7/23 £	Net movement in funds £	At 30/6/24 £
Unrestricted funds			
General fund	39,972	83,957	123,929
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>39,972</u>	<u>83,957</u>	<u>123,929</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	244,013	(160,056)	83,957
Restricted funds			
National Lottery	20,500	(20,500)	-
Step Up to Net Zero	976	(976)	-
Glasgow Mental Health and Wellbeing Fund	4,195	(4,195)	-
Age Scotland	<u>3,906</u>	<u>(3,906)</u>	<u>-</u>
	<u>29,577</u>	<u>(29,577)</u>	<u>-</u>
TOTAL FUNDS	<u>273,590</u>	<u>(189,633)</u>	<u>83,957</u>

23. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2025.

24. PURPOSE OF FUNDS

General - the unrestricted free reserves of the charity

National Lottery - funding to deliver language projects in care homes

WG Edwards Charitable Foundation - funding to deliver language projects in care homes

Glasgow Social Enterprise Network - funding for partnership project with Together Reaching Higher CIC

J & JR Wilson Trust - funding to deliver language projects in care homes

Bord Na Gaidhlig - funding to deliver Gaelic language classes

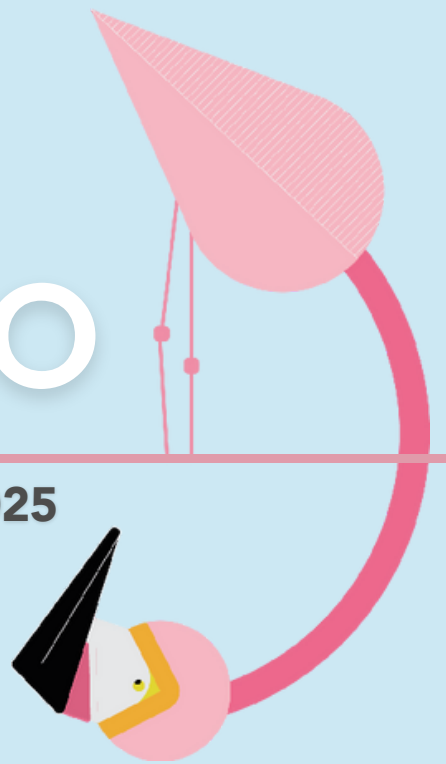
Step Up to Net Zero - funding for sustainability coordinator

Glasgow Mental Health and Wellbeing Fund - funding to deliver language projects in care homes

Age Scotland - funding to deliver language projects in care homes

Lingo Flamingo

SOCIAL IMPACT REPORT DECEMBER 2025



Introduction

Who are we?

Lingo Flamingo provide the world's first portfolio of tailored language classes for older adults designed to support cognitive health. Our mission is based on research suggesting that learning a new language can help maintain cognitive function and promote healthy ageing in later life. Founded **10 years ago**, we have provided **over 14,000 classes** to adults across Scotland. We also have a language 'nest' or 'hub' in the Shawlands area of Glasgow where we offer in-person community language classes for adults. These classes are run on a 10-week semester basis, with 4 semesters running every year. We also provided online language classes via our online portal. We teach Spanish, Italian, Japanese, German, French, and Portuguese in the nest and offer Gaelic, French, Spanish, German and Italian for our students in care homes and day centres.

Aims of Report

The purpose of this report is to show the range of beneficiaries we have reached over the last year and to illustrate the impact of our work.

Format of Report

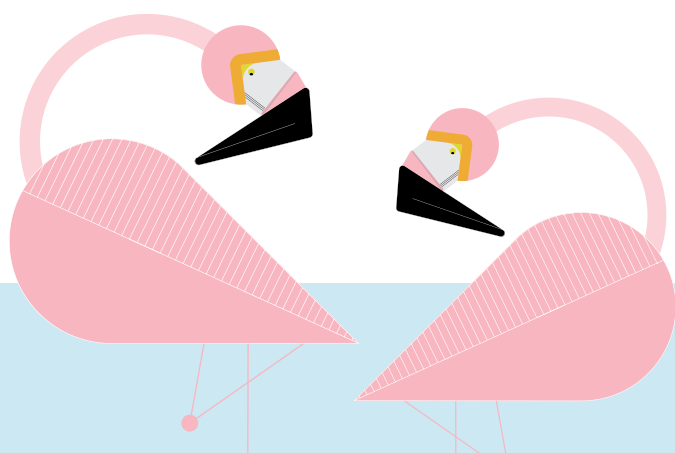
This report is divided into two main sections, firstly the impact of the community classes is showcased, followed by a review of the impact created by the hub. Both sections will highlight the number of people reached as well as the number of projects delivered. Incorporated into these sections are quantitative survey results. Please note that the survey results have 1 as the lowest number and 5 or 10 the highest or best number (depending on the scale), followed by a qualitative section that details the impact using direct quotations and case studies from students, tutors, staff members and key stakeholders. Photos have been included to visually demonstrate the program outcomes and illustrate learner progress within the language classes. Finally, we have included the environmental impact of Lingo Flamingo, an overview of our partnership with the Open University, findings from our tutor survey and an overview of our 10-year anniversary milestones.

Acknowledgements

Lingo Flamingo would like to thank our amazing students who are the core of why we deliver our services. To our brilliant staff, tutors, and board members, thank you for all of your hard work and dedication. Finally, we would also like to thank our partners for all your support over the last year. We could not have done it without you all!

Contents

Impact Summary for 2025	3
Care Home Projects Overview	5
Care Homes Survey, Comments and Pictures	6
Case Study: Dundonald House, South Ayrshire	9
Elizabeth's Story	10
The Nest Survey	12
Nest Data 2025	16
Student Spotlight Hub Classes	17
Our Green Initiatives	18
Tutor Survey	19
10 Years of Lingo Flamingo	21
Challenge Us Programme	23
Our Research with the Open University	
Our Team	25



Impact Summary

Lingo has supported **972** older adults, across **58** care homes, with **31** of our students achieving an **SQA qualification**. We have taught a total **1,690** Hub classes.

Lingo Flamingo is a **living wage employer**. and our employee pay ratio is **1.35:1**.

We expanded our **Lingo library** and we edited and updated our **learning portal**.

We are also delighted to have celebrated our **10-Year Anniversary**!



Positive changes from last year:

We ran more nest classes than ever before; from **1,130** to **1,690**.

Through the '**Challenge Us**' project, we were able to gain more depth about the **social change** we are creating.

We were able to increase the wages of staff and tutors by **5%**.

Our care home projects appeared on BBC Scotland **three times**!



Care Home Projects Overview

2025 Care Home Data Overview

Total number of students: 972

Total number of Classes: 927

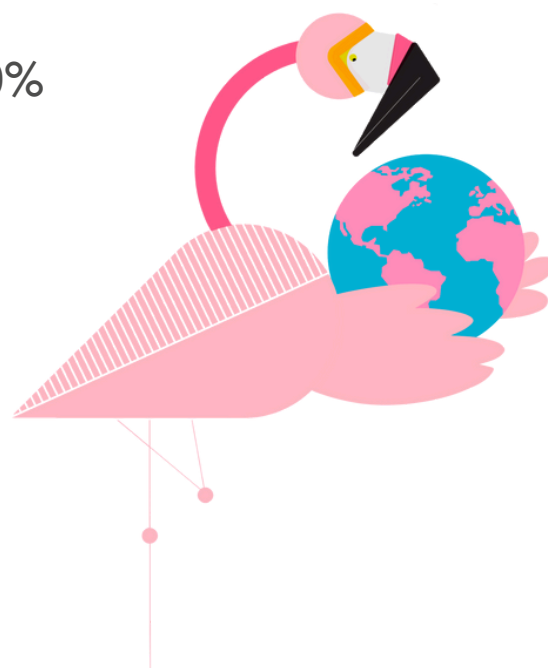
Number of Taster Sessions: 19

Number of Projects: 89

Number of students who completed an SQA diploma: 31

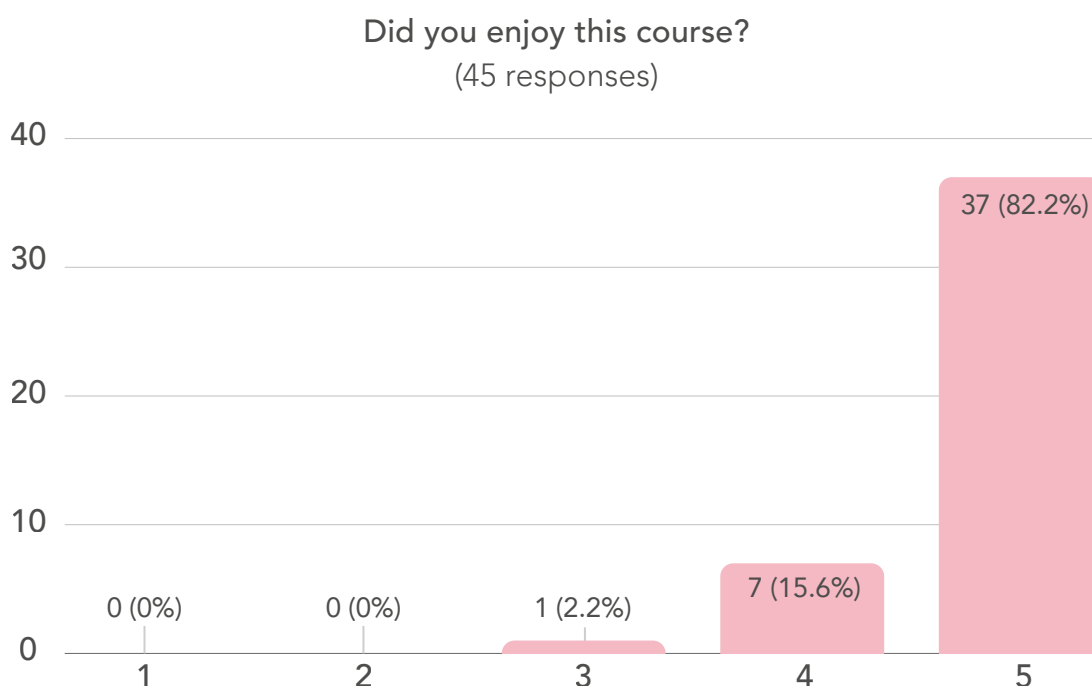
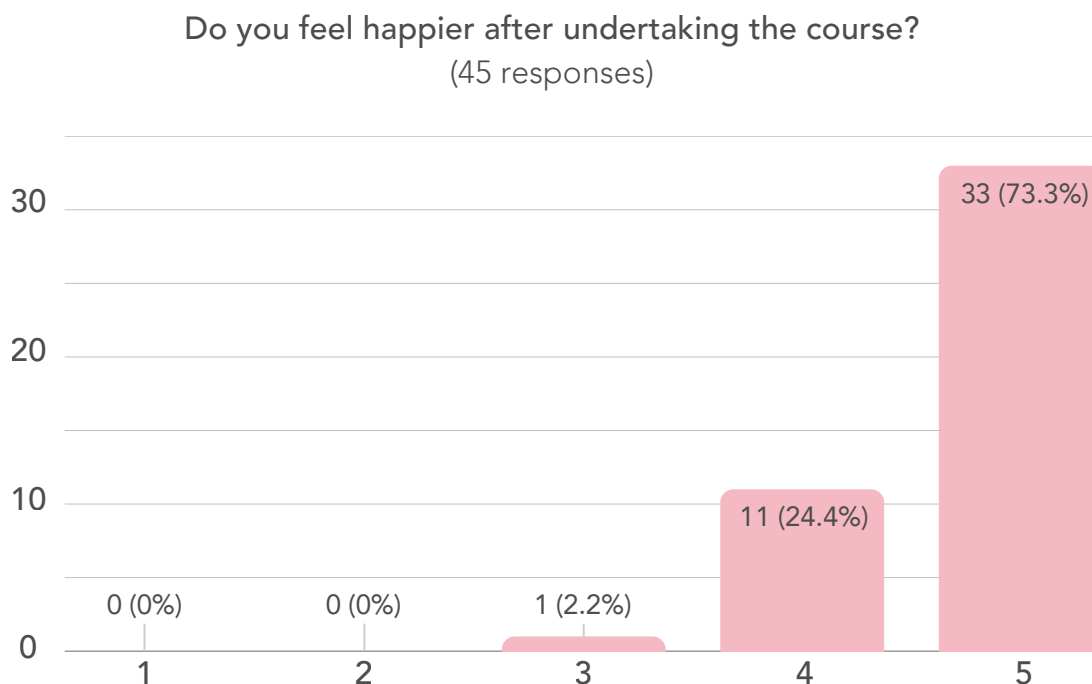
Languages Percentages

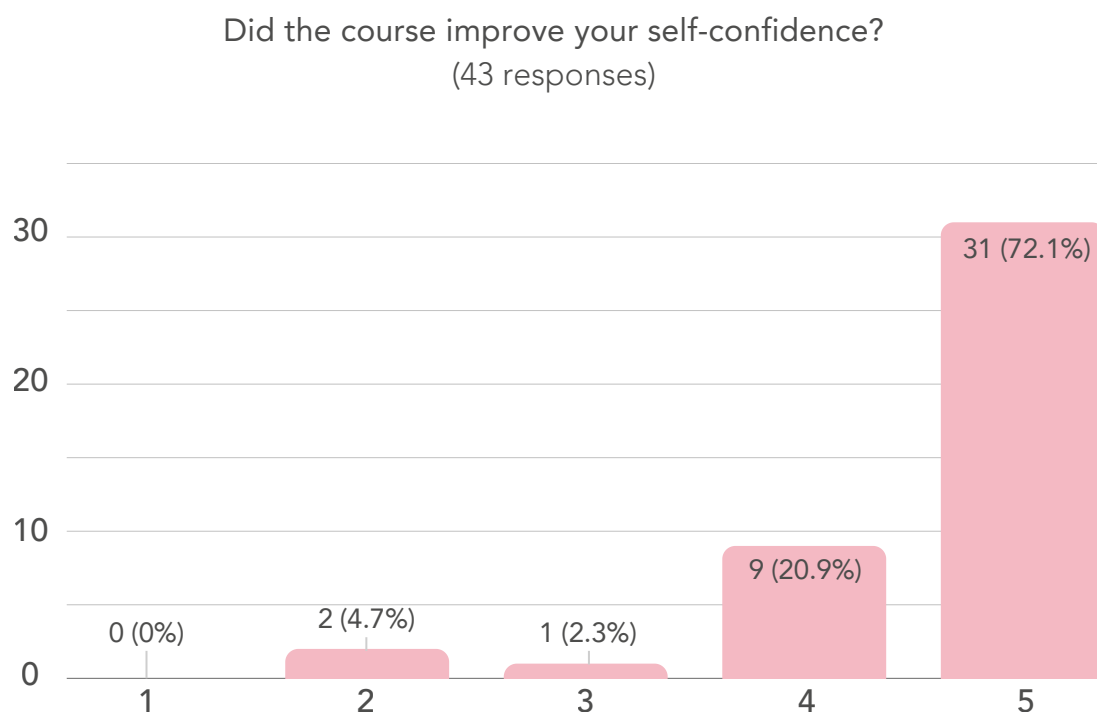
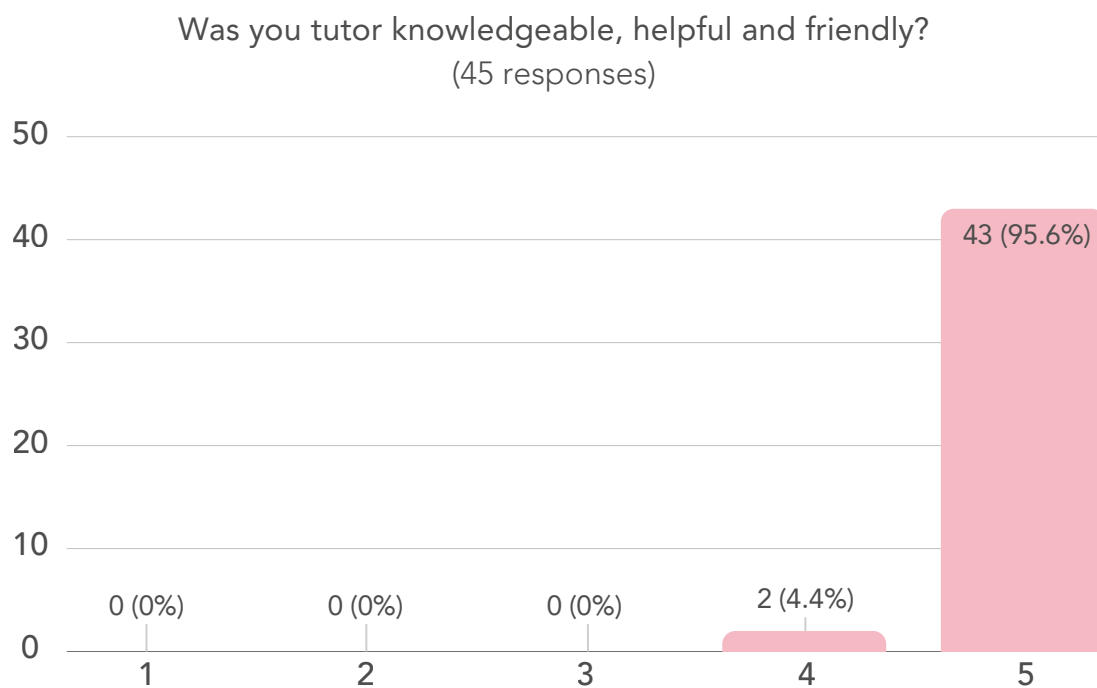
Language	Percentage
French	48%
Spanish	28%
Italian	16%
Gaelic	7%
German	1%
Total projects	100%



Care Homes Survey, Comments and Pictures

There have been **45 surveys** completed with participants from our care home projects throughout the year. We are really pleased with the depth of the responses, showing that the classes have increased the well-being, confidence and self-expression of our participants. Here is an overview of their responses:





Additional comments from care home participants:



"I thoroughly enjoyed my Spanish lessons. Rafa is a great teacher and made the classes fun and enjoyable whilst we were learning."

"Very informative, well run, loved lingo flamingo and the inclusion of people living with dementia."

"Judith (tutor) is absolutely outstanding; a ray of sunshine who puts a huge smile on our residents' faces and we all look forward to our weekly French classes - both for the content but also for the way in which Judith delivers it and makes everything fun and engaging."



Additional comments from care home participants:

"Sing more songs!"

"I would like if there was a little more emphasis on pronunciation, breaking up words into their syllables and practising saying them aloud."

Case Study: Dundonald House, South Ayrshire

Dundonald House, a care home in Dundonald, South Ayrshire was **one of our very first care home projects**, so it seems only fitting that they are involved in our 10-year anniversary impact report. Here is what the care home manager Anne has to say about our classes:

“Initially we were contacted by telephone and Robbie explained it briefly to me... and I remember that I thought “That’s not something that would work for our residents, a lot of them have very complex needs” I could not see how it was going to for them but the more I thought about it I started to consider it and decided, let’s give it a try...and **ultimately it has been a huge success and really enhanced the quality of life for the residents**, and it is now part of our service.

We try to incorporate the lessons into the daily routine of our services, maybe with the menu of that day being Spanish tapas or French cheeses or Italian pizzas after the session. So, the residents really look forward to that day! It is such a lovely social experience and people share memories of when they have travelled abroad, about their experiences, so **it is not just about the language, it’s about a whole social interaction when people can talk about important times in their lives** for example when they spent time abroad. It also helps jog the memories of phrases or bits of language that they have learned over the years. We have done Gaelic as well. **It was good to be able to do our own national language.**

We don’t see it as an add on to our service **we see it very much as integral to our service and the service we give to our residents**. We have residents who have gained qualifications in foreign languages. We tend to find that a lot of the same residents want to keep going again and again because they enjoy it so much. The families say to us I will not be coming today as mum has Lingo Flamingo or maybe if they do turn up, they would not take them away until the lesson is finished. The families are very aware of Lingo Flamingo and how much their parents enjoy it. They sometimes even join in!

All the best to Lingo Flamingo for your 10-year anniversary! Keep doing what you are doing, it’s fantastic! We absolutely love it, and we will always be an advocate for Lingo Flamingo!”



Elizabeth's Story

Case study of Elizabeth Sloan: Learning Gaelic at Muirshiel Centre in Port Glasgow

The Muirshiel centre operates a day care model offering various therapeutic and recreational activities designed to boost self-esteem and provide social opportunities. These include, but are not limited to, discussion groups, arts and crafts, games and dancing, and activities designed to stimulate memory and reminisce. During the summer and autumn of 2025, the Muirshiel Centre offered their service users a Lingo Flamingo Gaelic programme and we spoke to one of the students (Elizabeth) about her experiences.

Our tutor Carolyn felt her experience teaching the group, and especially Elizabeth, was a very special one:

"Gaelic teaching at Muirshiel has been interesting for me and very rewarding. People have come together in the class to support, help and encourage each other. Certain people have really been studying at home.

As far as Elizabeth is concerned, **she has taken her Gaelic to a stage I could not have imagined:** she is watching BBC ALBA in Gaelic and **I know she has plans to continue with Gaelic and I really hope she does... it is a wonderful story,** I am also really impressed by her and her husband now speaking Gaelic at home every day and learning together.

She has a genuine interest in embracing the language in her daily life."



Elizabeth, can you tell us a bit more about your experience learning Gaelic with Lingo Flamingo?

"It was **a surprising and unexpected opportunity; speaking Gaelic was something I always wished I could have done!** The course was good; I liked the pace of it. I have learned languages before, I tried to learn Spanish, and the pace was so quick that you felt you were left behind, whereas **the course with Carolyn was more accessible.** For any of us in the class, if we felt stuck, or if we did not understand something, she would go over it again and support us.

I think it has given me confidence. If I see someone in the street who I could speak Gaelic with I would go and try to join the conversation now, even if I don't know very much yet, I use what I know to ask questions and try my best.

We worked well as a group and my friendship with Liz (another student) has really grown, we have practised and worked together and will continue to do so. **In the future I would like to find opportunities to use my Gaelic.** In October next year we will be going to the highlands, and I will be speaking in Gaelic all of the time, which means I am going to have to be very good by then. **This was definitely sparked by the Lingo Flamingo we did."**



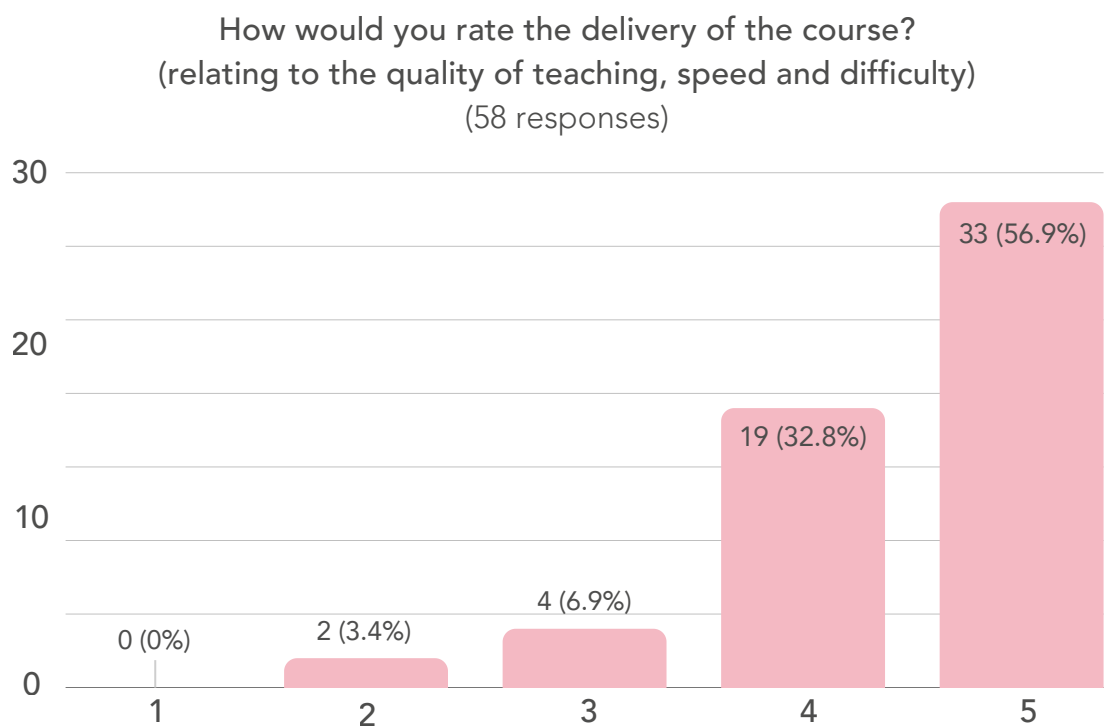
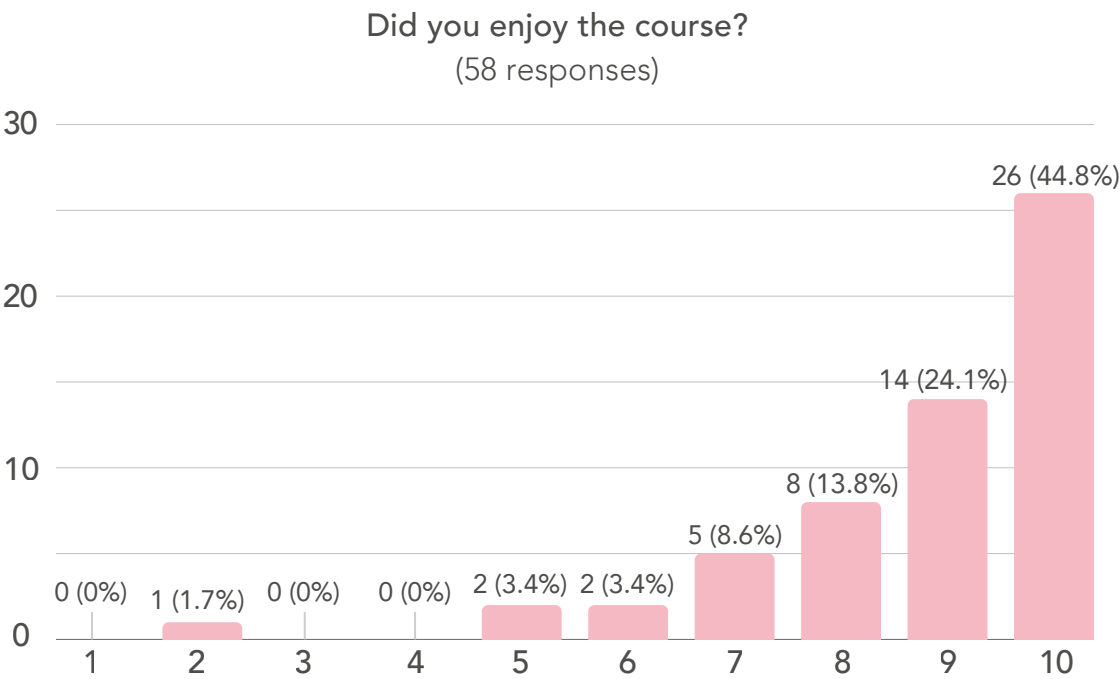
How do you feel about achieving a National 2 qualification in Gaelic?

"I think it's wonderful; to actually have that, it really is something. Thank you, Mòran taing!"

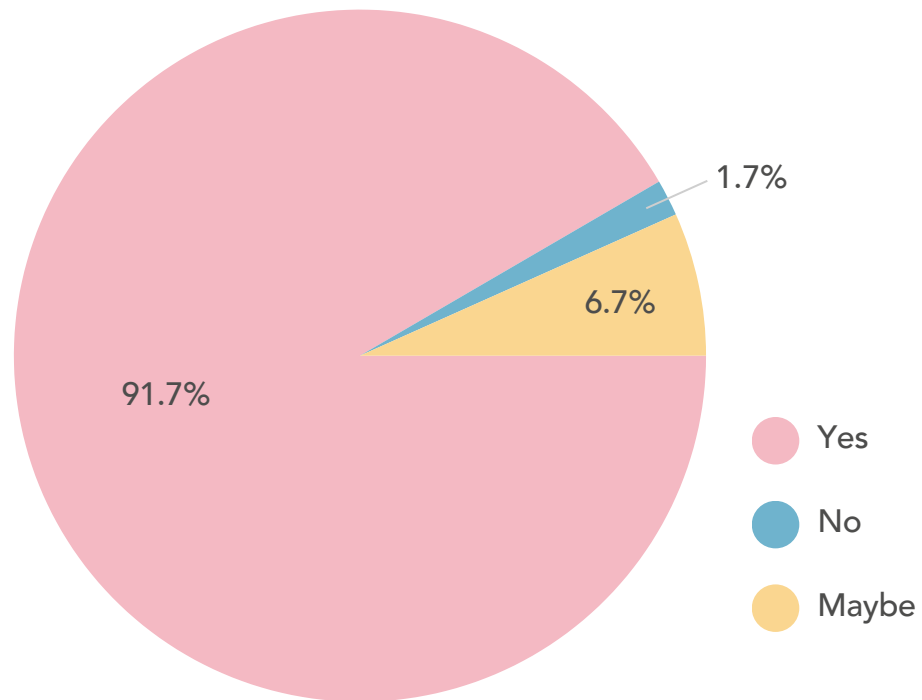


The Nest Survey

In October 2025, we undertook a survey with a cohort of students from the community classes. Again, we were really pleased with the results, and it was great to hear the positive feedback from the students and to learn ways in which we can improve the quality and provision of the classes to enhance our students' experiences. In total, **58 students** responded and here is what they had to say:



Would you like to continue learning with us?
(38 responses)



Additional comments from our students:

"I've been taking Japanese classes with Lingo Flamingo for a few years now and I couldn't be happier with the experience. As a returning student, I've found the teaching consistently engaging, supportive, and tailored to real progress. Reiko-sensei is very knowledgeable and patient, and she creates a relaxed environment that makes learning Japanese feel achievable and fun."

"I have been learning through Duolingo for 2 years and have learned more in the short time I have attended Lingo Flamingo."

"What I especially appreciate is the flexibility and encouragement to keep going at our own pace. Whether it's grammar, conversation, or cultural context, every session builds confidence. I've grown so much since I started, and I plan to continue for as long as I can."

"Fantastic lessons which are tailored to students' needs. It's really given me the confidence to be more dedicated to my learning of a new language, and I always look forward to my weekly lesson! Some languages are taught fully online; others are in person."

"I feel at last (after trying various ways to learn Spanish) that I have found the answer. Lingo Flamingo has wonderful supportive tutors who make the experience supportive and fun."

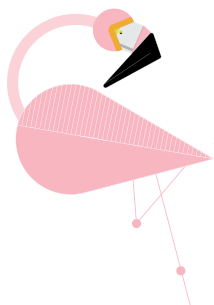
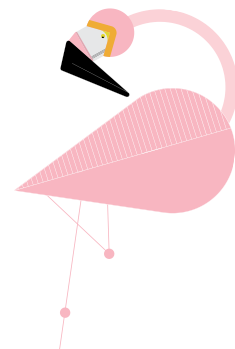


Things for us to work on:

"More weekend classes would be great."

"An additional screen in the class would be useful to enable all students to see the information."

"I would like the option of a bigger range of fully conversational classes for Spanish, but I appreciate this is not easy when you are catering for so many different classes and levels and languages."



Nest Data

2025 Nest Data Overview

Total number of students: 1,274

Number of Classes: 1,690

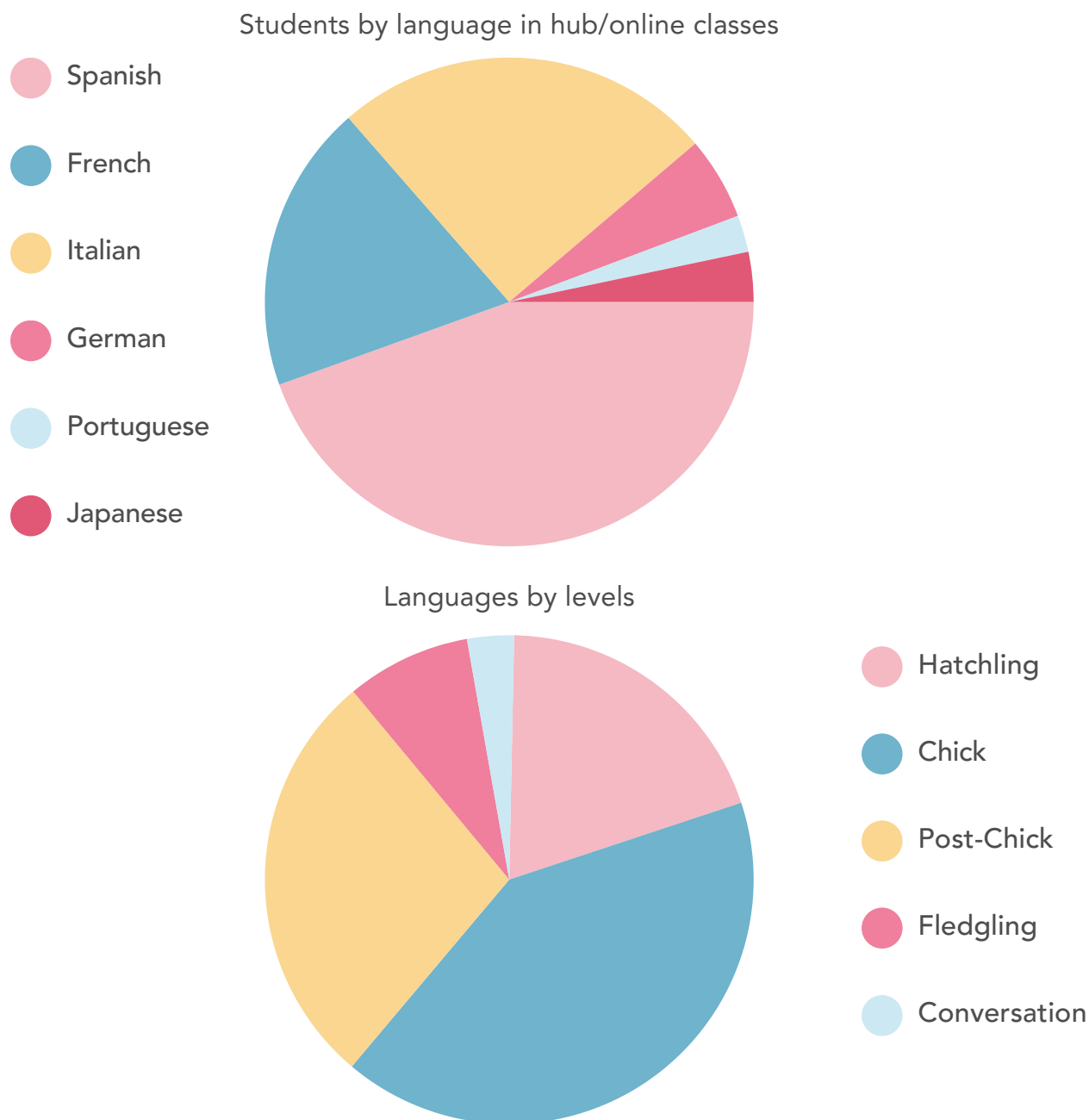


Figure 1. Hatchling is our absolute beginner's class, Chick is for beginners, Post Chick is for intermediate and Fledgling classes are for more advanced students. Conversation classes bridge different levels but is aimed towards intermediate to advanced learners.

Student Spotlight Hub Classes

Student of the Semester: Spring 2025

Having started out in **French Chick**, Laura progressed to **French Post-Chick** and is now taking our '**Paris Patter**' course to focus on her pronunciation and conversation skills. Additionally, last summer Laura decided to challenge herself and started **Italian Hatchling**, and has since progressed to **Italian Chick**. We asked Fiona a few questions about her experience learning with us and her top tips for a successful language journey!

What made you start the classes at Lingo Flamingo?

I had just moved to the area when I started taking Chick French classes. **I was looking for something to do after work in a social environment** and practice the French I hadn't used since my school days.

Which classes/levels have you attended?

I started with French Chick for a few semesters, then moved up to Post-Chick and just this semester I enrolled in Paris Patter to really focus on my speaking and pronunciation skills. **I've enjoyed French so much that I decided to try something completely new.** Last summer I took Hatchling Italian and have been working my way through Italian Chick these past few semesters as well.

Where did your language journey take you?

I love to travel, and **I love putting into practice what I learn in class.** I also work for a global company with sites in France and Italy, so **language learning has opened new doors for me that I hadn't previously considered.**

Do you have any tips for continued learning?

I am a big believer of life-long learning. I think the hardest part with starting anything new is taking that first step, but **I always like to remind myself that I know more today than I did yesterday.**

How do you find the Lingo Flamingo classes?

The classes have the best atmosphere. I look forward to class each week as they're always a good laugh and **it's nice to take time to do something just for myself.**



Our Green Initiatives

Our journey towards NetZero has continued in 2025. We are very proud of our green ambassadors' efforts and very grateful to our tutors, board members, staff and students who continue to support our initiative.

We have benefitted from a warmer 'Nest' this year and required less electricity for our Shawlands premises. In the sample period this year we have consumed **124 less Kw/H** than in 2024, equating to about **24 Kg of CO₂e**.

We have also been able to run language classes in care homes with less paper in 2025. Our standard workbooks are **20% smaller** and, where possible, we have printed less thanks to available technology and multisensory techniques / or very small booklets. This has been the case for many of our 2025 classes, which has saved us about **2,500 prints**, equating to **33.32kg CO₂e**! We are still not creating direct emissions, and we continue to work on reducing our overall impact by engaging with suppliers who have environmental credentials in line with our ethos.

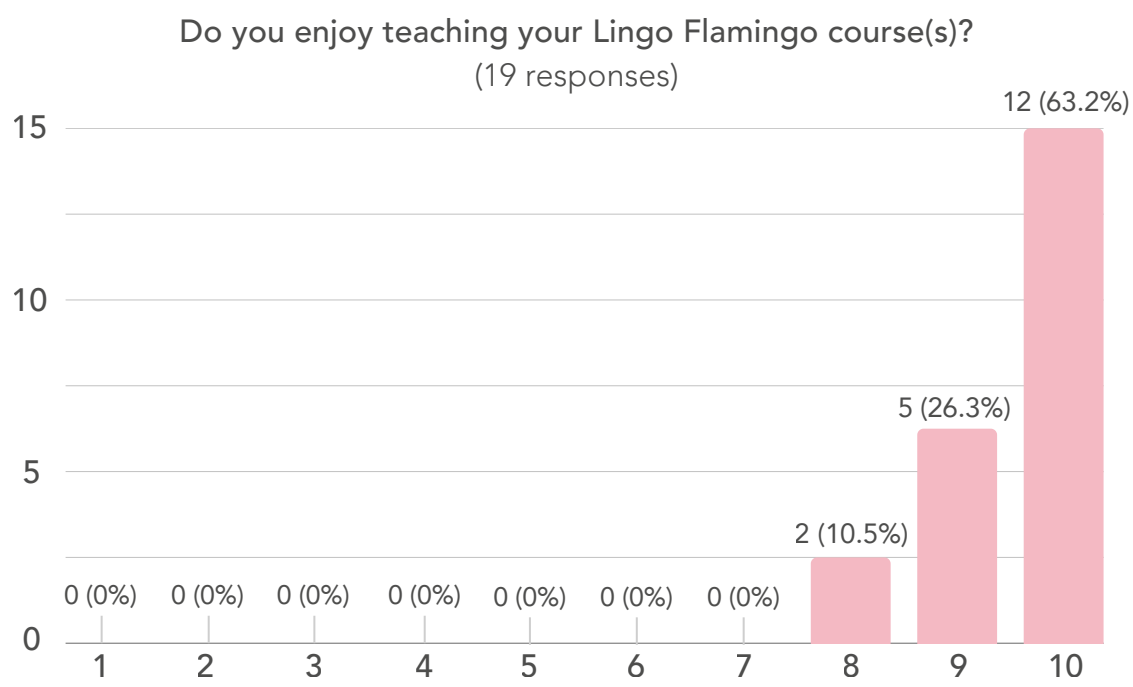
This year we have also focused our efforts on **sharing educational materials** on green issues through our newsletter. Our community has loved our blog on how to "Brighten Up Your Garden with Wildflower Bombs this Earth Day!"

Our partnership with the **Claypits** has continued in 2025 and we have been able to take part in local events like the HCLNR 'Volunteer Thank You Nights' at Clay Café. Lingo Flamingo has also sponsored two A1 size posters which have featured on the 'Nature Walk & Nature Talk'. We have also been able to visit our Lingo tree at the Spring event!

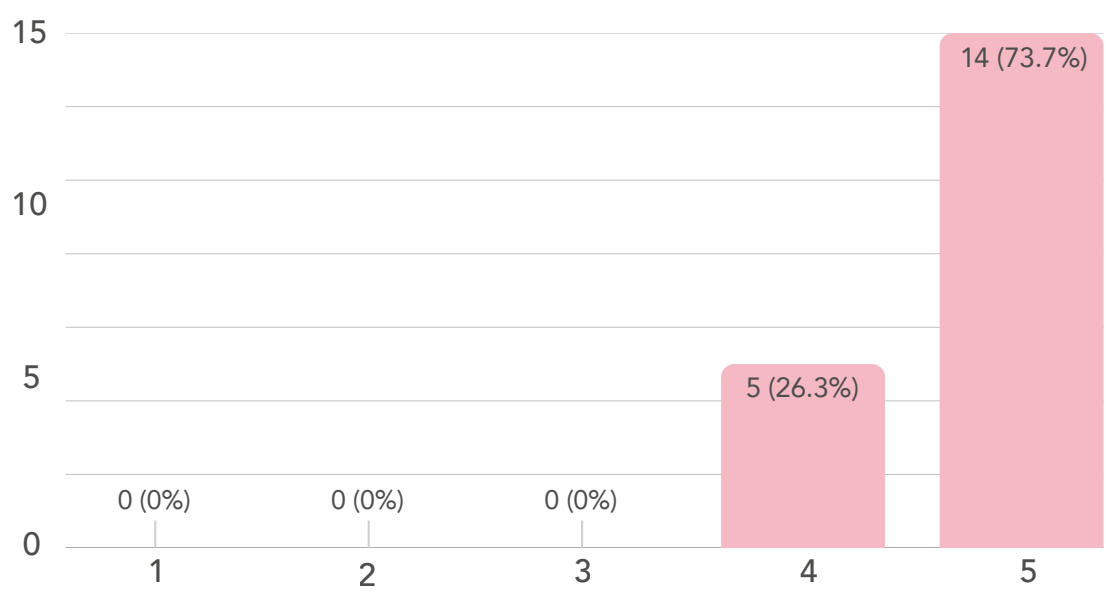


Tutor Survey

In October 2025, we undertook a survey with 19 of our tutors who work in both our community and care home classes and here is what they thought about working with Lingo Flamingo:



How do you rate Lingo Flamingo as an employer and the working environment?
(19 responses)



What our tutors said:



"I've had a very positive experience as a tutor, as an employee and, in general, as a person who's always been listened to."

"You have been doing a great job. Keep going!"

"Rosi (tutor) is a fantastic support, easy to communicate with and very encouraging."

"More networking events for the staff"



10 Years of Lingo Flamingo

To celebrate 10 years of Lingo Flamingo, we are including key milestones which have happened since we launched in 2015. It is hard to summarise 10 years on one page but below are some important moments for the organisation.

2015

Lingo Flamingo is born and begins to teach older adults in day centres and care homes. In December 2025 it is launched by Nicola Sturgeon.



2016

We begin to offer more classes across a wider geographical area. Lingo Flamingo sells its first class to a care home and so begins its first steps in becoming a sustainable social enterprise.

2017

Lingo Flamingo starts to deliver intergenerational classes with Scottish primary schools and also has its first student over the age of 100.

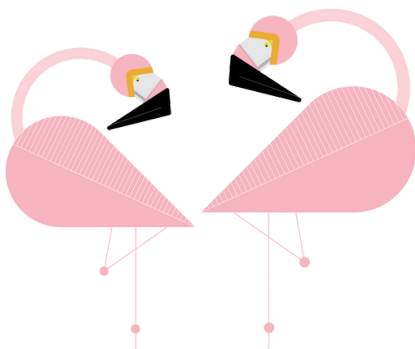


2018

Lingo Flamingo receives social investment and buys our nest in Shawlands- we then begin to offer classes to members of the public for the very first time with 30 students partaking in classes in our first semester.

2019

We start an international collaboration with European partners in Romania, Slovenia and Greece and for the first time our materials are being used outside of the UK.



2020

Covid19 and lockdown force Lingo Flamingo to adapt their delivery model as care home and nest classes are taught online for the first time.

2021

We become a SQA approved centre and begin to provide National 2 SQA certified courses for our older adult learners.

2022

Lingo Flamingo wins the health and social care award at the Scottish Social Enterprise awards and also wins the Threlford cup from the Chartered Institute of Linguists for inspiring the learning of foreign languages.

2023

We develop an online learning portal called "Eflock" which provides additional materials and learning opportunities for our nest learners. In June 2023, Lingo Flamingo becomes a Scottish charity.

2024

By November 2024, Lingo Flamingo has officially taught over 10,000 classes in the hub and the care homes. From starting off having 30 students in the nest in September 2018, the charity now has over 300 students each semester.

2025

We turn 10 years old and host an anniversary party in September 2025 to thank our wonderful staff, students, tutors, board members, funders and partners, who have all played a massive role in our journey.



Challenge Us Programme: Our Research Report with the Open University

In July 2024, we secured “**Challenge Us**” funding to undertake a research project with the Open University running from **October 2024 to October 2025**. In October 2024, we hired Emily who undertook an 8-month placement with us from January 2025.

Our two main outputs were **to create a research report** which would be shared with our internal stakeholders, which was completed in July 2025, and **to submit an academic paper to a journal**, which was completed in December 2025.

Although there were differences between the core goals of both research outputs, the overarching aims were as follows:

- *To understand the nuances of teaching foreign languages language to older adults.*
- *To gain insight into the impact of our work on affected groups, such as care home staff and the families of our senior learners.*
- *To deepen our knowledge of our participants’ learning journeys, including their motivation to learn a language and their engagement with topics.*
- *To investigate how we can build our capacity and establish a national as well as international reach.*

After receiving ethical approval from the Open University, Emily undertook **a holistic research project with 43 Lingo Flamingo Stakeholders** incorporating 11 senior learners, 1 family member of a senior learner, 12 Lingo Flamingo tutors, 4 activities coordinators, 3 representatives from community organisations, 1 care home manager, 10 students from the Learning Languages with Senior Learners (LLWSL) Open University course and 1 Representative from NHS Education Scotland. The research was conducted through a mixture of **interviews, observations and surveys**.

The data was then analysed before themes were established and findings drawn. The findings shed light on **what it means to create a classroom environment within a care home**, highlighting both the importance and effectiveness of flexibility when teaching fourth-age learners. The findings also provide an in-depth analysis of the multilayered outcomes of the intervention, referred to as the “Russian doll effect.” The study concludes that **language learning for older adults is not only achievable but also highly practical and enjoyable, recommending its integration into social care practices to enhance the wellbeing of individuals in the fourth age.**

For the full research report please scan the QR code or visit:
<https://www.lingoflamingo.co.uk/our-research>



The participating students were asked "If you could only describe your experience with Lingo Flamingo in one word, what would your one word be?". These are their responses:



Our Team

As stated in the acknowledgements we could not have created the social impact in either our care home classes or our nest classes without our fantastic team. We therefore want to express our gratitude to all the individuals and groups who have supported us this year:

Staff

Many thanks to Kamilla Biskup, Emily Menger-Davis, Rosi Mele, Lottie Townend and Robbie Norval for their hard work this year. The staff team are responsible for creating teaching material, planning, and organising both the nest and care home classes, as well as collecting feedback and data and therefore keep the organisation running!

Tutors

We would also like to express our gratitude to our fantastic tutors for their time, energy, and passion for delivering high quality lessons to our students. Therefore, we would like to express our thanks to (it is quite the list):

Agata Pavone, Angela Hannan, Beatriz Torres, Carolyn McInnes, Chiara Bowie, Felipe Martinez Corona, Fran Cunningham, Giacinta Longo, Gloria Lattanzi, Isaure Desoindre, Judith Ford, Julie Fallon, Laureen Walker, Maggie Mellon, Mairyn Navarro, Margot Ross, Montserrat Gomez, Nola MacLeod, Petra Menzi, Rachael Alexander, Rafael Garcia Plaza, Roberta Hibberd, Natalie Miller, Teresa Garrido Tamayo, Trish Timmins, Valentina Pogliaghi, Elisabeth Muscia, Salvatore Guarna, Fernando Rico, Nancy Jacinto, Lea Kerguelen, Pat Nehls, Paula Veiga, Reiko Goto, Chiara Pezzani, Juanita Navarro Paez, and Camille Motion.



Charitable Board

As well as our tutors and staff, we are very lucky to have a great board who help to provide strategic direction, governance, and expertise to the organisation. Without the committed, strong board we would not have the same organisational skill-set and strategic foresight, therefore we would like to thank Jack Rendall, Mariana Vega Mendoza, Tamara Mihalyi, Neil Wilson, Ruth Sutherland, Lesley Stark, David Donnelly, and Heather Fulford for their support this year. Special thanks to both David and Mariana who stepped down from the board earlier this year.

Partners

We would also like to take this opportunity to thank some of our funders and partners who we have worked with this year. Special thanks to the Open University and all the care homes and day centres we have worked with over the last 12 months. Furthermore, many thanks to our funders including the National Lottery Community fund and Bòrd na Gàidhlig for their continued support.

Concluding Remarks

Thank you again to everyone who has been a student, tutor, or supporter of Lingo Flamingo over the last 12 months. It has been an amazing year, and we hope to build and learn on what has been achieved this year, taking this momentum forward to 2026.





www.lingoflamingo.co.uk



info@lingoflamingo.co.uk



155 Deanston Drive
Glasgow, G41 3LP



Lingo Flamingo CIC



[@lingo_flamingo](https://www.instagram.com/lingo_flamingo)



[@lingoflamingo1](https://www.twitter.com/lingoflamingo1)