



Annual Report
and
Financial Statements
Year ended 31 March 2025

Company Number: SC312912

Scottish Charity Number: SC007991

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Reference and Administrative Details

Board of Trustees

David Robb	Chair
Robert Lindsay	Vice-Chair
Timothy Armstrong	
Michelle Armstrong-Surgenor	
Jozanne Bainbridge	
Andrew Black	
Roch Cantwell	
Alastair Davis	(Appointed 22 nd January 2025)
Gavin Falconer	
Ross Mathison	(Resigned 1 st October 2024)
Jane Morgan	
Jennifer Robertson	
Antony Sinclair	

Finance Committee

Antony Sinclair	Committee Chair
Michelle Armstrong-Surgenor	
Jozanne Bainbridge	

Improvement Audit & Risk Committee

Jane Morgan	Committee Chair
Timothy Armstrong	
Jozanne Bainbridge	
Roch Cantwell	
Gavin Falconer	
Robert Lindsay	

Investment Committee

Andrew Black	Committee Chair
Michelle Armstrong-Surgenor	
Alastair Davis	(Appointed 22 nd January 2025)
Ross Mathison	(Resigned 1 st October 2024)

Nominations and Succession Committee

Robert Lindsay	Committee Chair
David Robb	

Senior Leadership Team – (Key Management Personnel)

SallyAnn Kelly, OBE	Chief Executive Officer
Lynne O'Brien	Chief Officer – Children & Families
John Coe	Director of Finance and Resources/ Company Secretary
David Grant	Director of Growth and Marketing
Allan Kerr	Director of People
Lawrie McDonald	Director of IT and Digital
Elizabeth Nolan	Director of Children and Families
Dawn Ward	Director of Children and Families

Charity Information

Charity Number	SC007991
Company Number	SC312912
Full Legal Name	Aberlour Child Care Trust
Registered Office	Kintail House Forthside Way Stirling, FK8 1QZ Telephone: 01786 450 335 www.aberlour.org.uk

Professional Service Partners

Auditor	RSM UK Audit LLP 3rd Floor, 2 Semple Street, Edinburgh, EH3 8BL
Investment Managers	Quilter Cheviot Investment Management Delta House, 50 West Nile Street, Glasgow, G1 2NP
Bankers	The Royal Bank of Scotland Plc Unit 22/23, Goosecroft Road, Stirling, FK8 2EA
Solicitors	Morton Fraser MacRoberts LLP Capella Building, 60 York Street, Glasgow, G2 8JX Kerr Stirling 10 Albert Place, Stirling, FK8 2QL Clyde & Co. LLP 144 West George Street, Glasgow, G2 2HG Kennedys Baird House, 4 Lower Gilmore Bank, Edinburgh, EH3 9QP

Chair's Foreword

It is with a great sense of pride that I welcome you to Aberlour's Annual Report and Accounts covering 2024/25, which includes a very significant milestone for the charity.

The original Aberlour orphanage, in the village of the same name in Moray, was founded on 4th March 1875, meaning the charity celebrates its 150th anniversary this year.

I have a very personal connection to the charity as I grew up in the same village and have followed and admired Aberlour's charitable work for many years.

"I feel immensely proud to be Chair of the Board of Trustees in Aberlour's 150th year."

Key Achievements 2024/25

The charity was again successful in growing the number of services, reaching more young people and families across Scotland throughout the year.

In particular, the opening of our second Mother & Child Recovery house in Falkirk was a huge achievement where we expanded our support to women and children affected by problematic alcohol and drug use. This work, funded by the Scottish Government, as well as utilisation of our own reserves, is just one example of how Aberlour can work successfully with partners in government, local authorities and communities to bring forward services making a real difference in tackling societal issues.

We also invested in a new residential home during the year which was part of our remodelling of the Sycamore Residential Services project.



David Robb

Chair of the Board of Trustees

On visiting the new house, I was struck by the fantastic environment that's been created and the culture that's been nurtured, which shows our commitment to really delivering on "The Promise" for Scotland's young people in care.

Committee Activities & Thanks

Our talented Board of Trustees help to guide and provide invaluable advice in various committees throughout the year, and I'd like to thank Board members past and present for their work with Aberlour in contributing to good governance at the charity.

The Board of Trustees are fully supported by Aberlour staff and volunteers. They make the difference to support Children and Families across Scotland: day in, day out. On behalf of the Board of Trustees, I'd like to offer thanks to 'Team Aberlour' for their dedicated, compassionate and tireless work. We really appreciate it.

Chief Executive

This annual report will be the last prepared with SallyAnn Kelly as the Chief Executive, as she will step down later in 2025 and I wanted to take a moment to express our deepest gratitude for her eleven years of outstanding service to Aberlour.

SallyAnn has led with vision, dedication and an unwavering commitment to our mission to be brave for children and families. And truly, there has been no one braver.

Over more than a decade, we've seen her determined to tackle child poverty, speaking up for those who often go unheard and pushing boundaries to do what others said couldn't be done—whether that was helping families clear public debt or creating Scotland's first Mother and Child Recovery Houses. Her impact has been profound.

She has been an inspiration to us all and her passion and courage will leave a lasting legacy.

While we will miss her leadership, we will celebrate all she has achieved and wish her the very best in her next chapter.

Looking Ahead

Aberlour is in a strong financial position and our performance during the year was better than anticipated, as the remainder of this report will show.

This puts us in a good position to weather any short-term risks and provide certainty to services in areas which may be challenging over the next few years.

"Being Brave" in the face of those challenges is what Aberlour's strategy sets out to do and I am confident that our board members and staff will continue to deliver on that strategy. We aim to build on a proud tradition and legacy, to enable our work with Scotland's most vulnerable and to continue to provide help and support to Scotland's children and families as long as it is needed.



David Robb

Chair of the Board of Trustees



Chief Executive's Foreword

I'm delighted to present the Annual Report on Aberlour's performance, covering 2024/25.

Aberlour continues to go from strength to strength, despite global economic and localised financial uncertainty in 2024/25.

We have grown the number of services we provide across the country, as well as enhanced the impact we are having on improving the lives of children and families. This has led to increased income for the charity as well as a growth in the number of staff, volunteers and supporters.

We have continued to "Be Brave" in our utilisation of Aberlour's resources to invest in new developments, in evaluation of services to show our impact and have enhanced our ability to get alongside young people, families and organisations who are looking after them.

Policy & Influencing

This year Aberlour has been at the forefront of leading on issues such as School Meal Debt, Debt to Public Bodies and the impact these have on young people and families living in poverty.

We have championed that message throughout events held, such as the public debt conference at Glasgow University and through our policy and influencing work, successfully gaining recognition and action from the Scottish Government on School Meal debt write-off.

Our message on the effects of poverty and how Aberlour can help to mitigate some of that through the Urgent Assistance Fund has reached more individuals this year with utilisation of TV adverts as well as in-person fundraising activities to increase awareness of Aberlour and bring in vital income from donations by individuals, corporate givers, trusts and foundations.



SallyAnn Kelly OBE

Chief Executive Officer

CEO Departure

This will be my last year as Chief Executive, as I intend on standing down later in 2025. Aberlour will have a very special place in my heart forever. The past 11 years have been the most satisfying period of my professional career. Leading Aberlour has been an incredible journey, filled with both challenges and triumphs. Together, we have navigated through considerable obstacles, and I am proud to say that our organisation is now in a great place, poised for continued success.

During my tenure, together, we have achieved remarkable things.

"We have expanded our services to reach more children and families in need, implemented innovative new services that have made a real difference in our communities, and strengthened our efforts to ensure that every child has the opportunity to thrive."

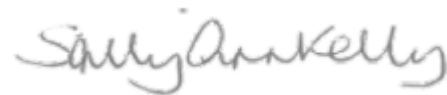
We continue to be brave and speak truth, however inconvenient or uncomfortable that truth is, to those in positions of power and privilege.

These accomplishments are a testament to the dedication, hard work, and unwavering commitment of every one of Aberlour's staff, volunteers and supporters.

I have full confidence that Aberlour will continue to build on the strong foundation we have established and our leadership team will continue to drive our mission forward. That our values and our culture of

compassion, support and trust will be further strengthened and embedded.

I want to express my deepest gratitude to all of Aberlour's staff, volunteers and supporters for your trust in me over the past 11 years. It has been an honour to serve alongside such a passionate and talented team.

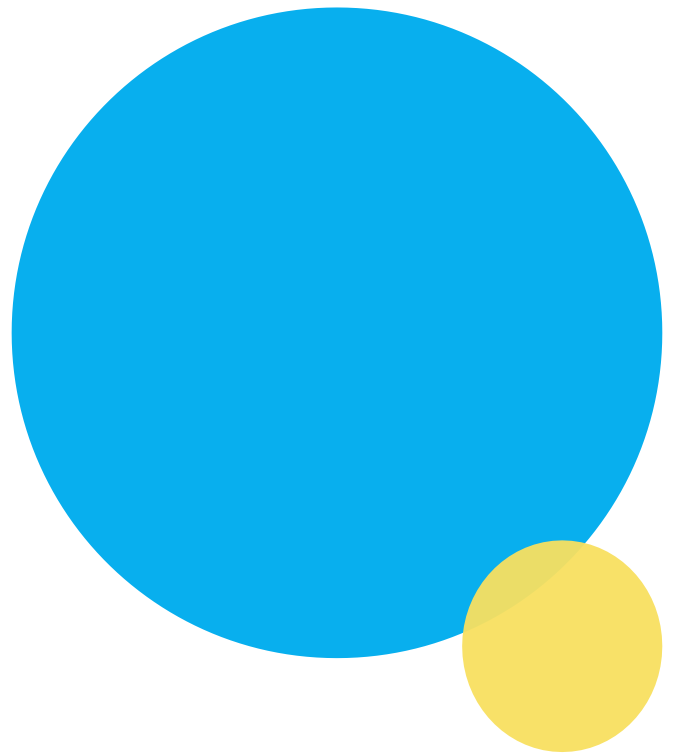


SallyAnn Kelly OBE
Chief Executive



Report of the Board of Trustees

This includes the Strategic Report
and the Directors' Report.



Report of the Board of Trustees

The Trustees present their report and financial statements for the year ended 31 March 2025. These have been prepared in accordance with UK Generally Accepted Accounting Practice, the requirements of the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006, the Companies Act 2006 and the Charities SORP (FRS102).

Objectives and Activities

Aberlour Children's Charity helps disadvantaged children and families in Scotland have a brighter future.

Our Vision

Not all children are born with an equal chance. We will work together to beat poverty and discrimination.

Our Mission

Is to be brave for children and families. We work together to beat poverty, disadvantage and discrimination. We provide support at the earliest opportunity. Giving children an equal chance, and the best possible start in life is at the heart of everything we do.

Aberlour continues to be committed to addressing the effects and prevalence of poverty in our society. We remain concerned about the impact of chronic poverty on generations of families. We will work with others to ensure every child and every family is freed from poverty and can live life to the fullest.

We believe that providing an adequate income to families is the best route out of poverty. We trust that families overwhelmingly will make the right decisions with the money they have. We will work with families that need extra support to ensure that their strengths and skills are respected: by building trusting, compassionate relationships and walking alongside them on their journey.

Our Values

Respect	We care about one another's feelings and opinions. As an organisation that stands up for every child's right to thrive, a culture of respect is inherent in our work.
Integrity	We recognise that to represent the concerns of Scotland's children and families fully, we may have to take difficult decisions. We strive to act with integrity at all times.
Innovative	We are committed to improving how we help Scotland's most disadvantaged children and families earlier and faster. We know that they are experts in their own lives and can help us become the best possible innovators. We use this expertise to drive our ideas and our thinking.
Challenging	We challenge ourselves to be the best we can be and we listen carefully to children and families about their experiences. Externally we use our campaigning voice to strengthen policies that promote equal opportunity and equality. We make sure the voices of children and families are heard.

Our values remain the guiding principles that underpin all we do. They inform our interactions with the children, young people and families we work with, external partners and stakeholders, and importantly, with one another as colleagues.

We use them every day and hold key decisions against them to ensure we live up and work to them. They guide and support us to respond compassionately as an organisation and ensure that the environments we create for our children and young people are loving and safe.

What we do

We offer a range of services across Scotland. These offer practical and emotional care and support, including:

Residential and Fostering

We believe every child deserves a safe, loving and nurturing home. We provide residential and foster care for children unable to live with their families.

Recovery

We are there for families affected by addiction. From a parent or a carer struggling with drug use to a child affected by a parent's addiction.

Early Years

We lighten the load for families that need extra help raising their young children.

Disability

We ensure children with a disability get the right care and support they need. Every family is unique, and we will go the extra mile so both children and their families feel loved and cared for.

Urgent Assistance Fund

We give immediate relief to families who are struggling to provide food, heating and clothing for their children.

Early Intervention

We are there for families before difficulties become too large to overcome. Sometimes stepping in at the right time can stop someone's troubles deepening.

Guardianship

We provide an Independent Child Trafficking Guardian to all unaccompanied asylum seeking and trafficked children in Scotland. We act in the best interests of those young people and support them to seek safety and protection in Scotland.

Our tailored services help each child, young person and family be the best that they can be. We support individuals and families overcome significant challenges in life.

Our Charitable Purposes

Per our articles of association, our charitable purpose is to:

Provide, maintain and promote care, accommodation, support, training and/or services:

- Primarily for children and young persons who are in need of care, protection, assistance and/or training.
- for vulnerable and/or disadvantaged adults whose assistance by Aberlour will provide care, protection and/or assistance to children and young persons; and
- for adults who are vulnerable and/or disadvantaged and therefore remain in need of care, protection, assistance and/or training.

To provide maintain and promote education, training, consultancy, research and information for:

- Those beneficiaries listed above.
- Current and prospective individuals and agencies involved whether through Aberlour or otherwise, with issues relating principally to those beneficiaries listed above; and
- Members of the public generally and decision makers about the activities of Aberlour and issues arising from them.

Financial Redress

Aberlour signed up to the Scottish Government's scheme for Financial Redress for Abuse Survivors in 2021 and continues to make annual payments to this scheme. This recognises Aberlour's role in the past where care standards and safeguarding sometimes fell short of the high standards currently in place. In acknowledging past misdeeds, Aberlour reiterates its apology to those who suffered any hurt while in our care and hopes the redress payments give some comfort to those affected.

Looking forward, the country's regulatory framework and more enlightened care practice must ensure this abuse does not happen again and we strongly support The Promise and the evolution that must be allowed from that. The Board is pleased to report that Aberlour are working with Local Authorities and other care providers to try and keep The Promise, through systems change initiatives as well as ground-breaking projects looking to reduce the practice of restraint in residential care settings.

Achievements and Performance

Aberlour continues to grow as an organisation with operational reach in delivering services, but also in raising our voice and campaigning on issues that are important to our young people and families.

2024/25 has seen the organisation's income grow substantially over this past year, showing increased support and need for Aberlour's work. This growth does bring with it organisational and operational opportunities and challenges. The Trustees, however, remain confident in the excellent work carried out by the Senior Leadership Team in managing those challenges and ensuring Aberlour remains sustainable in its activities for the ultimate benefit of the people we support.

During the year our second Mother & Child recovery house was opened in Falkirk in late summer of 2024, and we have already welcomed women and children to our home to begin their recovery journey. These services see Aberlour return to the area of work in residential rehabilitation and recovery, with a new model of support for mum's who have problematic alcohol and drug use. The aim of the service is to prevent drug deaths and avoid children being taken into care by keeping families together. The Board of Trustees are fully supportive of this exciting piece of work and are kept informed of progress on growth in services like this one through our various committees and Board meetings throughout the year.

Our new Family and Community Connections Service (FACCS) in Perth & Kinross launched in 2024 and has added to our existing family support services in that area.

We expanded our family support services in Glasgow, after successfully winning the city-wide tender in all lots applied for. This expansion included opening a new service area in the North-East of Glasgow and started from July 2024.

We were successful in winning the Scottish Government tender for the Independent Child Trafficking Guardianship service, in partnership with the Scottish Refugee Council (SRC). This sees Aberlour taking the lead partner role from 1st April 2025 and secures the long-term future for the national service. Aberlour has operated our Guardianship service with SRC since 2010 and are proud to continue to deliver independent guardianship support to those young people who have been trafficked or are seeking asylum in Scotland.

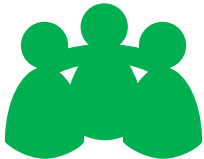
Our Winter Campaign focused on poverty and through a new TV advert we helped bring in much needed income for our Aberlour Urgent Assistance Fund (AUAF). Income during that period donated via the campaign was restricted to the AUAF with funds going directly to families in the form of assistance grants. During the year Aberlour awarded over £342k in grants to 1,540 families, supporting 5,194 people.

Aberlour's work in relation to improving its services, and the recording of impact and outcomes for the people we support continues to be at the forefront of reporting received from Aberlour management with improvements in the use of our CRM system (Dynamics) a key focus improvement area, where significant effort has been made to enhance the recording of the care we deliver and the impact that has on children and families. Digital KPI dashboards are used to present this information to Committees and the Board of Trustees to articulate key messages.

These tools have allowed the Trustees to review and assess impact and outcomes with greater clarity. From a governance perspective our Improvement, Audit & Risk Committee scrutinises performance and challenges management to continue to meet our success criteria and key performance indicators.

Results of our strategic KPI's are outlined below:

Key Performance Indicators (KPI's)

	Target KPI	Results at 31 st March 2025
Sustainability		
	£16.4m Maintain Public Funding above £16.4m	£29.2m
	5% ↓ Reduce Staff Turnover by 5% (from 23.5%) over two years and maintain at that level.	2.6% ↓
Impact		
	80% target of SHANARRI Indicators (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included) to show overall as status of "maintaining" or "improving" for young people in our care.	91% Of indicators as "maintaining or "improving"
Quality		
	4 or above For registered Services to achieve Care Inspectorate (CI) grading of 4 or more	5 Average score of all services at last date of inspection
	90% or above Achieve staff satisfaction score of 90% or above.	90% From survey by Sunday Times Best Places to Work

Growth

	Target KPI	Results at 31 st March 2025
	20% ↑ 20% Increase in the percentage of people supported by our Early Intervention services	51% ↑ 51% Increase in people supported
	20% ↑ 20% Increase from 2021 in overall revenue by 2025 (target of £23.6m from £19.7m in 2021)	65% ↑ 65% Increase to £32.5m from £19.7m in 2021
	88 Increase in fostering and residential numbers to 88 placements by 2025.	79 No. of available placements

Business Development

Our achievements in service delivery have been enabled by another outstanding year for our business development team which has achieved 86% success rate for development opportunities (across tenders and strategic funding applications). This success is testament to the quality of the services we deliver and the skills of our people. Key achievements which have commenced within the financial year 2024/25 included:

- Guardianship - Independent Child Trafficking Guardian (ICTG) Service - £2.2m a year for 5 years
- Intensive Family Support Service (Dumfries & Galloway) – Hollywood Trust £60,000 per year for 2 years
- Glasgow Family Support Tender – Won in all lots applied for (Potential value £17.5m over 7 years)

Volunteering

Aberlour is proud to have a dedicated and passionate group of volunteers and befrienders who give their time and energy to help support children, young people and families. Aberlour is accredited by Investing in Volunteering as well as achieving the Quality in Befriending Award. During 2024/25 Aberlour provided:



The hours provided equates to 2.5 FTE staff per week, given by our volunteers.

Over the past year, Aberlour's volunteers have offered their time, skills, and compassion to children and families across Scotland. This dedication translated into 3,812 hours of direct support, with volunteers playing a vital role in mental health, social connection, and everyday wellbeing.

From the befriending services to youth mentoring and refugee support, volunteers provided critical emotional and practical support. Their impact is clearly reflected in some of the outcomes below:

- 95% of mothers reporting increased satisfaction and stronger bonds with their babies
- 79% of women experiencing reduced anxiety
- 84% seeing improvements in depression
- 86% reporting a significant boost in self-efficacy
- 82% feeling less isolated and more socially connected

Meanwhile, the impact on volunteers themselves was equally profound.

- 99% said they were satisfied or very satisfied with their experience
- 94% volunteered to make a difference
- 71% found satisfaction in seeing the positive outcomes of their efforts
- 59% said volunteering made them feel better about themselves

Whether it was supporting a mum with postnatal anxiety, mentoring a young person through school or helping a refugee adjust to life in Scotland, each role reflected Aberlour's values and supported us to achieve our strategy to reach more children and families earlier.

Challenges Faced

The year also brought its challenges for the charity. Our staff and families we support continued to feel the effects of the rising cost of living. Aberlour tried to alleviate some of that pressure on our staff by ensuring a fair pay uplift for all made in April of 2024, which was well received by staff members.

Staff recruitment and retention continued to be a challenge, particularly in areas where high level of complexity and distressed behaviours are part of the work we carry out with children and families. This has been a focus of our People directorate during the year and a pilot initiative to work with those new to the organisation, with more regular check-ins and support has helped to reduce turnover of staff in that specific staff demographic.

Child-Poverty - Policy & Influencing

We continue to campaign and challenge the Scottish and UK governments to do more to lift families out of poverty. We continued our campaign to end school meal debt and were pleased to see the Scottish Government in May 2024 committing to wipe out school meal debt for families with a fund of £1.5m made available to local authorities to access.

We continue to campaign on public debt and the effects this has on families and young people and were delighted to welcome over 200 delegates in March 2025 to Glasgow University for a co-hosted national conference on Child Poverty and the Public Debt Crisis, with the Centre for Public Policy.

UNCRC

In our strategy, Being Brave, we made a commitment to "work relentlessly to ensure that the United Nations Convention on the Rights of the Child (UNCRC) is fully embedded in law and is visible across our organisation and obvious in what we do and how we work with children, young people, and their families". We have taken steps to make sure all our work across Aberlour is guided and directly informed by UNCRC in a connected and consistent

way, and children and young people's participation is at the heart of how we achieve that. We have continued to work with the Scottish Government to support their work on UNCRC incorporation.

Investing in our People

Aberlour acknowledges and values the contribution staff make, which is recognised externally by holding the Investors in People accreditation. In December 2024 Aberlour was awarded the Investment in People Platinum award, which is a fantastic achievement ensuring Aberlour is recognised as an employer that celebrates its people, their strengths and their skills.

Highlights from that accreditation included staff survey results showing:

- 99.1% of people say "I share my organisation's values"
- 97.2% of people believe "my organisation has a positive impact on society"
- 93.6% of people say "My organisation is a great place to work"

Aberlour also featured in the Sunday Times Top 100 Best Places to work 2025, for the second year in a row following a staff survey with a response rate of 86%.

Some key indicators from those results:

- 94% of staff feel they do something worthwhile
- 92% of staff feel proud to work for the organisation
- 90% of people say they enjoy their job

Feedback and comments made by staff through this process will be utilised to develop and enhance staffing terms and conditions.

As part of our diversity & inclusion groups within Aberlour we have an established Pride Network which we offer staff support

to encourage involvement in their activities and initiatives.

Aberlour operates fair and lawful practices in the promotion of equitable and needs-based access to training and career development resources for all staff. We view this as a key requirement to ensure our workforce remains skilled to meet changes and future development challenges.

Staff Conference

Our annual one-day Staff Conference is a forum for staff consultation, celebrating successes in the contribution of our staff in the lives of the young people and families we support, but also considers developments in childcare and events that will shape childcare policy going forward. The day is shared with staff, young people, board members, invited guests – and the outside world through social media channels.

The event is valuable at many levels and is an annual fixture. We hosted our in-person staff conference in November 2024, with special guest speakers including Juliet Harris, Director of Together (Scottish Alliance for Children's Rights) and Rhona Matheson, Chief Executive at Starcatchers.

Aberlour is recognised as a Disability Confident employer showing our commitment to equal opportunities from the start of the recruitment process where we actively encourage applications from disabled people and support all staff in ongoing employment. Aberlour operates fair, lawful and enlightened practices in the promotion of training and career development for all staff regardless of disability.

Gender Pay Gap

Aberlour annually conduct gender pay gap reporting. For April 2025 we reported a 5.83% mean pay gap against a national average of 13.1%. As per legal requirements the report is published in full on our website.

Fundraising

Approach to External Fundraising

During this Financial Year, we have conducted two proactive fund-raising campaigns involving a professional fund-raising agency:

- **Quality Telephone Services (QTS)**

A small telephone fundraising campaign in partnership with QTS. They have been established for over 20 years, and they collaborate with over 80 charities. Our partnership with them started in 2020. This past campaign involved calling 900+ members of the public who had expressed interest in our activities and had provided their phone number for us to contact them, and several of them chose to start giving to the charity regularly as a result of the call.

- **Aspect Fundraising**

A new face to face fundraising campaign. This campaign followed a successful trial in the previous financial year and resulted in over 400 members of the public signing up to a regular monthly gift after a positive conversation with professional fundraisers working on our behalf in various venues across Scotland.

Standards, Compliance & Feedback

We will ensure that all our fundraising activity complies with Aberlour's core values and sector wide charitable Codes of Practices and the Scottish Fundraising Adjudication Panel. We are also registered with the Office of the Charity Regulator (OSCR).

Additionally:

- QTS are a corporate member of the Chartered Institute of Fundraising; they are also registered with the Fundraising Regulator and Accredited by the Data & Marketing Association.
- Aspect Fundraising abide by the Fundraising Regulator's Code of Fundraising Practice and regulation.

There were no failures to comply with the above standards during the financial year set out above.

We regularly listen to a random selection of call recordings supplied by QTS and provide feedback on their callers. We visited Aspect Fundraisers on site to observe how they represented our charity and the interactions they had with members of the public. In both cases, we are more than satisfied that our partners are representing Aberlour to a high standard and in a manner that is respectful of our values.

We received no complaints, directly or indirectly through our partners. (NB: Aspect Fundraising explicitly declare that they are committed to achieving zero complaints on all their campaigns).

Duty to Public

Both agencies used this year have extensive policies on protecting vulnerable people. All their professional fundraisers are trained in line with the Fundraising Regulator's Code of Practice and the Institute of Fundraising's guidance on Treating Donors Fairly.

We have obtained and discussed with them the relevant policies and procedures prior to entering into a partnership. It's

important to state that no complaints or concerns were raised during the course of these activities.

Additionally, our Fundraising staff met all the fundraisers who represent Aberlour; they all have many years of experience fundraising and are all trained on how to spot signs of vulnerability, and what to do in that event

Quality & Care Standards

In 24/25 Aberlour has 60 services – All are supported by our internal quality team to ensure that we deliver care and support to the highest standard.

We have an updated Quality Assurance Framework which includes quality assurance and audit processes for both registered and non-registered services.

Aberlour currently has 32 registered services:

- 18 Care Homes
- 6 Support Service (Care at Home)
- 4 Support Service (Not Care at Home)
- 1 Day Care Service
- 2 Fostering (including one Adult Placement)
- 1 Housing Support (combined registration with Support Service - Care at Home)

25 of our services (82%) are categorised as 'Low risk' by the care inspectorate. 5 are categorised as medium risk. Two are currently considered high risk.

During the period 1st April 2024–31st March 2025, 5 services were inspected, and reports published. One inspection received average grades of 5 (very good) 3 achieved average grades of 4 (good), with the remaining 1 receiving a grade of 3 (satisfactory) in one area, which is categorised as an average grade 3,

despite grades of 4 in other areas. This service is no longer registered due to a change in service model.

No requirements were made for any of the inspections.

Aberlour currently has 43 services, service groups, or sites that require a Health and Safety Inspection. Over the reporting period, 34 of these received an inspection, whilst 5 others received an inspection within a 15-month period either side of the financial year.

Fire Risk Assessments (FRA) continue to be carried out by an external provider. 29 of the 35 sites requiring an FRA were completed this year.

For both inspection types, dates have been arranged for the outstanding venues.

Emerging themes from the inspection types are fed back at 4-monthly health & safety steering group meetings.

Financial review

Overview

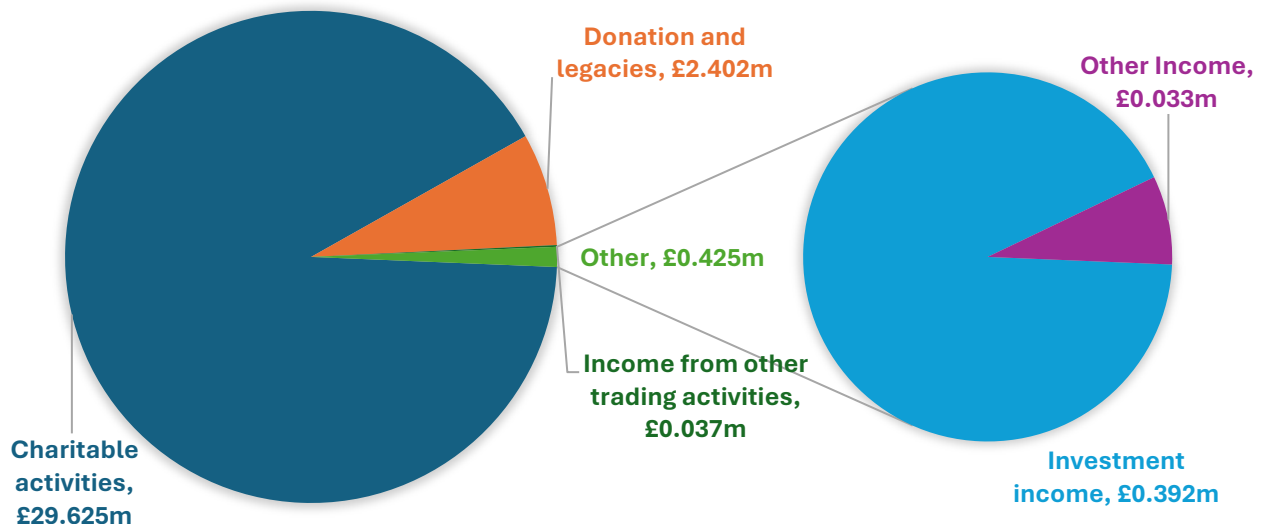
In 2024/25 Aberlour continued to grow and expand its reach and increase our impact, by obtaining new work, securing longer-term funding and expansions of existing services. Aberlour continues to operate within a complex funding environment, with a mixture of local authority, government and trust funding for services provided, as well as generous donations from organisations and members of the public. It is in this environment in which Aberlour has recorded its highest ever annual income of £32.5m. This has allowed us to increase our spend on charitable activities with the growth in services provided during the year.

Our overall financial performance in the current year is better than we had anticipated, with a planned use of restricted and unrestricted reserves which had been budgeted for. Analysis of the financial performance of the organisation is overseen by the Finance Committee, who report back to the full Board on a regular basis.

Income

Income from charitable activities was £29.6m (£26.7m 2023/24) an 11% increase on prior year. Voluntary income, including donations, legacies and other income for the year was £2.4m (£2.0m 2023/24) an increase which in part was due to better performance from our fundraising efforts through campaigns in-year and successful donor relationships with the public. There was also a significant increase in legacy income totalling £325k (£127k 23/24). Overall Investment Income continued to perform well with £392k (£376k 2023/24) in dividend and bank interest.

BREAKDOWN OF INCOME 2024/25



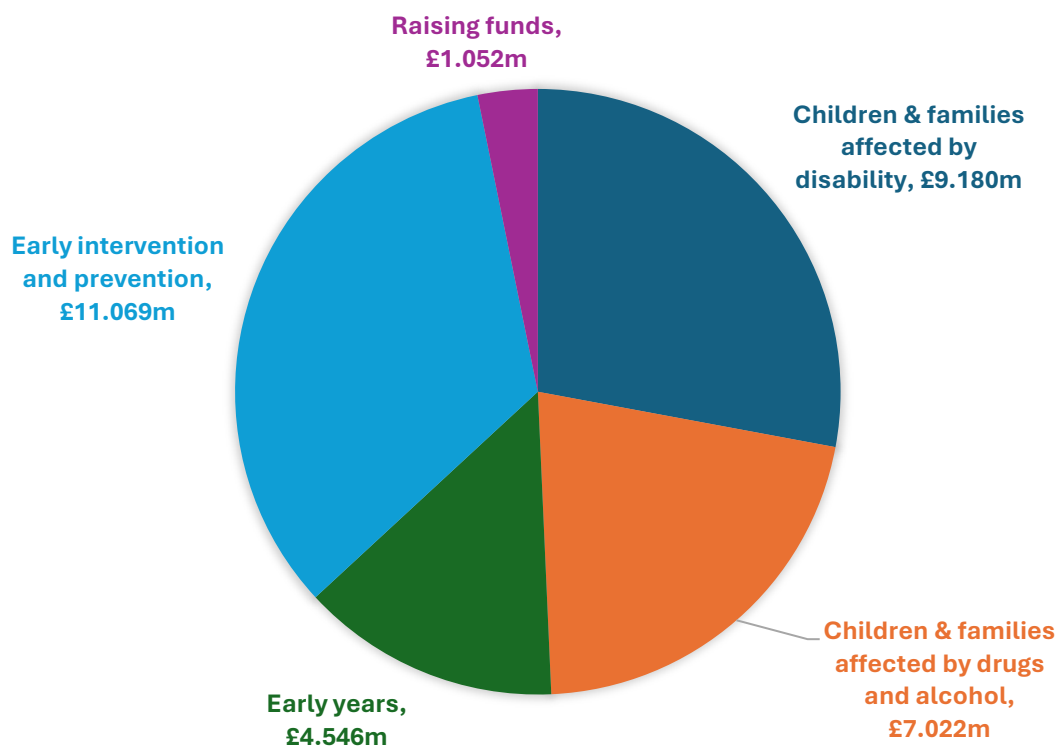
Expenditure

Total expenditure for the year was £32.869m (£29.730m 2023/24) an increase of 11%. This is primarily a result of the increase in services mentioned above.

Spend on charitable activities is still our largest category of spend making up 97% of Aberlour's expenditure, which includes the following categories: Children & Families Affected by disability; Children & Families affected by drugs and alcohol; Early Years and Early Intervention and Prevention.

Salary costs have increased due to cost-of-living awards agreed by the Board of Trustees as part of annual budgeting processes and consideration of living wage and inflationary increases.

BREAKDOWN OF EXPENDITURE 2024/25



Balance Sheet

The balance sheet shows a net assets position of £21.391m (£22.244m 2023/24). Included within this total is £4.887m of restricted reserves. These reserves have been raised during the year or in prior years for a specific purpose or have conditions over their use. Further detail on the restricted reserves and their movements is in note 21.

Unrestricted Reserves at 31st March 2025 are £16.504m of which £335k is designated to fund individual project deficits where funding is yet to be confirmed for the continuation of services. £100k of the designated funds are also set aside to fund development initiatives and pilot new service ideas. Our fixed asset reserve including revaluation reserve is also part of unrestricted funds at £6.586m and represents the cost of tangible fixed assets after depreciation.

This year seen Aberlour invest our free reserves in capital resources to enhance some of those provisions to young people and families. A new property was purchased in Fife to provide a home for young people looked after in our Sycamore services (for those young people who require full

time residential care). We also completed work on the renovation of our second Mother and Child recovery house in Falkirk, which now houses up to 4 mums and their babies, where they receive support with substance mis-use rehabilitation and recovery. This service is funded through the Scottish Government, with Aberlour providing the capital funding required to purchase and renovate the building.

Our Cash position remained strong during the year with the balance of Cash in Hand at 31st March 2025 being £3.577m (£3.523m 2023/24). The cash position remains stable due to our use of cash released from our investment portfolio during 2024 to pay for some of the capital additions and improvements made.

Financial Reserves

The major reserve is within the main investment portfolio, largely provided by generations of donors over the years. It is the Board's policy to seek to at least maintain the real value of this fund, so that income will continue to be available to further Aberlour's objectives. Following the reclassification allowed by OSCR in 2021 of what was the "Endowment Fund", the whole of the investment value is included as Unrestricted Reserves, providing more flexibility in furtherance of objectives and priorities.

Restricted funds are held for a specific purpose determined externally by third party funders and cannot be used for alternative purposes. Designated funds are earmarked by the Board to cover future known commitments. Unrestricted funds are available to the trustees for our charitable purposes. A breakdown of funds is provided in Note 20 of the financial statements.

Free Reserves

	2024/25 £m	2023/24 £m
Total Unrestricted Reserves per SOFA and Balance Sheet	16.504	17.612
Less: Unrestricted Tangible Fixed Assets	6.736	6.119
Less: Designated Reserves	0.335	0.593
Total "Free Reserves"	9.435	10.900
This includes the unrestricted investment portfolio, which is accessible to the charity as unrestricted, however is currently utilised to provide a financial return to continue Aberlour's objectives.		
Main Investment Portfolio	9.073	9.973
Unallocated Unrestricted Reserves	0.362	0.927
Total "Free Reserves"	9.435	10.900

Free Reserves (defined as Unrestricted funds less tangible fixed assets and designated reserves) of £9.435m (2023/24 £10.900m) represents approximately 9 months (2023/24 – 11) of unrestricted expenditure.

The Board is cautious about having a figure set as a "target" for free reserves. Aberlour operate in a financially constrained environment, but our financial risks are greatly reduced by having a wide diversity in our funding streams, with multiple contracts with statutory bodies containing different renewal dates. Accordingly, our requirements from unrestricted reserves are threefold; provide sufficient liquid resources to meet working capital needs; hold resources to provide resilience to cushion against unanticipated events; and retain a reserve to provide a development capacity.

Plans for future periods

Our organisational strategy for success, "*Being Brave – for Children, Young People & Families 2021-2027*", stated our ambitions as being able to:

- grow our services to support more children and families earlier.
- reach more diverse communities.
- influence policy and practice by elevating the voices of children and families.
- being nimble and encourage change and innovation.
- become the best employer that we can be – somewhere people choose to work and stay.
- ensure our organisation is sustainable financially, socially, and environmentally - and is focussed on children and families.
- Achieve digital confidence, maturity and capability for a modern sustainable organisation.

Our business success measures centre on quality, impact, sustainability, and growth. Service and regional plans feed into our organisational plan so they can be easily monitored.

A continued application of the Shipley approach to competitive tenders emphasises the merits of Aberlour to commissioners. This is felt to be a key factor in our recent successes in tenders across Scotland. Our services ensure that we are able to respond to the demands created through the self-directed support agenda and other spot purchase opportunities.

We continue to market and promote the organisation, and Aberlour's brand awareness continues to grow with the general public. This is an area we recognise we need to continue to emphasise and have plans to continue promotional activity through various mediums, with an

emphasis on digital and to continue the success of our TV advertising during campaigns.

Our reputation within professional networks and academic fields continue to strengthen and we are well respected for our experience, quality, and innovation.

Growth Success Measures

Our strategy also clearly sets out growth targets which we will look to achieve by the end of the strategy period – 2027, which include:

- increase in overall revenue by 60% (from 2021).
- Continue to grow and diversify our residential care placements.
- Increase support for women in recovery and their children. We aim to reach a capacity of 12 placements by 2027.
- Develop 2 new community-based recovery support services.
- Grow the percentage of individuals supported by our early intervention services by 25%.

Structure, Governance and Management

History & Governance Structure

Aberlour began as an orphanage in 1875, founded by Canon Charles Jupp with funding from Miss Macpherson Grant of Aberlour village in Moray. Originally established to care for "motherless bairns," the orphanage grew into one of Scotland's largest children's institutions, housing up to 500 children at its peak. Over time, the charity evolved, shifting from large-scale residential care to more tailored support services for vulnerable children, young people, and families across Scotland.

On 31 March 2010, the charitable trust was wound up and on 1 April 2010 all assets, liabilities and undertakings were transferred entirety to a charitable company limited by guarantee, Aberlour Child Care Trust. The Office of the Scottish Charities Regulator (OSCR) approved the transfer, with the principles and ethos of Canon Jupp continuing, now reflected in Aberlour's values of Integrity, Challenge, Innovation and Respect.

Board of Trustees - Recruitment & Induction

The Board of Trustees of Aberlour (those of which held office since 1st April 2024 are listed on page 3) are the members of the charity with their liability limited to £1 each.

A review of the constitution was concluded in 2018 to ensure governance remains effective and flexible to adapt to future developments. Review of the charity's constitution and governing document will be reviewed in financial year 2025/26.

The Board comprises individuals elected as Trustees by the Board, based on their experience and ability to make positive contributions to governance of the charity. New Trustees have references taken up, along with enhanced Disclosure Scotland checks. Induction packs and briefings on Aberlour's policies and plans are provided and Trustees are encouraged to visit operational Services.

It is Board practice to elect Trustees to serve an initial four-year term, which can be extended for a second four years with Board approval. Regular and ongoing training is provided to Trustees on governance and matters topical in the childcare sector.

Board Meetings & Committees

The Board meets at least four times a year. In March of each year, the Board approves the strategic plan and budget for the forthcoming financial year.

The Board also monitors performance and outcomes via its four standing committees namely:

- **Finance** (held quarterly)
- **Improvement, Audit & Risk** (held quarterly)
- **Nominations & Succession** (held at least once a year)
- **Investment** (held bi-annually)

Implementation of the strategy, financial plan and decision making is delegated to the Chief Executive and the senior leadership team in line with the Board's delegation of authority policy.

Pensions

Aberlour maintains a defined contribution scheme (provided by Scottish Widows) that is available to all employees. This scheme has an enhanced uplift Employer's contribution for those with long service.

Salary sacrifice arrangements for pension contributions through the defined contribution scheme are available to staff where it is suitable for employees, which further enhances Aberlour's pension offering.

Aberlour also provides defined contribution arrangements for employees affected by auto-enrolment through the UK Government-backed NEST scheme.

Related Parties

Aberlour currently has no subsidiary undertakings either of its own or in collaboration with third parties, to deliver its charitable objectives.

Investments

Investment policy is reviewed regularly, and performance is assessed biannually by the Investment Committee. The portfolio continues to be managed by Quilter Cheviot Investment Management on a total return basis with the objective of at least maintaining its value in real terms, while meeting our organisational requirement for income to support Aberlour's activities which are not funded from contractual income. Appropriate benchmarks have been adopted to provide an assessment of performance and return.

The value on 31 March 2024 of the main portfolio was £9.973m and over the period with acquisitions, and disposals as well as changes in market value, eventually closing at £9.073m at 31st March 2025. A separate investment portfolio held for the purposes of the Aberlour Urgent Assistance Fund was valued on 31 March 2024 at £1.577m closing at £1.609m at 31st March 2025.

Movements in investments in total are set out in Note 14. We remain confident that the high, resilient investments favoured by Quilter Cheviot will prove to be robust in the longer-term.

Income from the main portfolio and interest earned during the year was £343k compared with £333k in 2023/24. The Aberlour Urgent Assistance Fund portfolio generated £49k compared with £43k in 2023/24 which was restricted to be fully applied to the AUAF. Total Investment Income £392k (note 6). The investment managers are clear about the targets set for them and are focussed on their achievement.

Aberlour's ethical investment policy is a key determinant of investment decisions taken by Quilter Cheviot. The portfolios fully reflect our organisational values and ethical

investment policy. Socially responsible investing is a concept at the forefront of investment holdings and a key requirement is that the portfolio must not

be invested in shares of companies whose activities exploit children or are clearly detrimental to their well-being. The ethical parameters were reviewed in March 2025. Under the policy, share exclusions now apply to:

- Irresponsible marketing of alcohol to children.
- Armament sales to oppressive regimes.
- Pornography.
- Tobacco manufacture.
- Human Rights Violations – directly and via supply chains.
- Product Responsibility - when evident that infant nutrition is compromised.
- Pharmaceuticals - product responsibility requirements.
- Environmental excessive damage.
- Thermal coal.
- Cannabis as a recreational involvement.

Remuneration Policy

Aberlour pays no less than the Scottish Living Wage to staff and is committed to maintaining this policy, proudly holding membership of the Living Wage Foundation. Any changes to remuneration, other than cost of living arrangements, are assessed, and justified using the job evaluation scheme and the associated pay scales.

There is a job evaluation scheme against which all jobs are evaluated across the organisation, including promoted posts.

Senior Leadership Team salaries are included within the job evaluation scheme noted above. A benchmarking review of Senior Leadership salaries was carried out in 2024 and adjustments were proposed and approved by the Board. This is reviewed annually, with the Chief Executive's pay being decided on at the Nominations and Successions committee, for inclusion in the annual budget for overall Board approval.

Going Concern

The Board of Trustees remains of the opinion that Aberlour can continue to meet its obligations, as they fall due for the foreseeable future. Consequently, these financial statements have been prepared on the Going Concern basis. The Trustees and Executive Team have prepared budgets and forecasts including a Strategic Plan through to 2029/30 which show no concerns with regards to the financial resilience of the organisation.

The current challenging financial environment is anticipated to continue, and this is likely to be exacerbated by turbulent geo-political and economic circumstances. These financial statements continue to demonstrate Aberlour has significant financial resilience, with a strong balance sheet, diversity in the source and duration of funding from public sector organisations and a strong demand for our services from commissioners is anticipated to continue.

In order to corroborate this, the Executive Team has gone through long term budget forecasting through to 2029/30. This used assumptions on service income factoring in aspects of growth already underway and the long-term impacts of this on overall Aberlour income. The assessments included an element of income attrition, making forecasts more realistic, allowing for some income loss in certain areas.

While uncertainty exists, this is not to the extent that it casts any doubt on the ability of Aberlour to continue operating, even in the worst-case scenario. Even under a pessimistic long term budgeting scenario, it is appropriate for these accounts to be prepared on a going concern basis.

Section 172 Statement

The Trustees of Aberlour are mindful of how they and the wider organisation perform in meeting the responsibilities set out in S172(1) of the Companies Act 2006 in how the organisation meets the needs of stakeholders. Appropriate corporate governance is uppermost in the organisation's behaviours and fundamental to how the Trustees discharge their duties and their stewardship of the organisation. For the last financial year an assessment is as follows:

The likely consequences of any decision in the long term

- The Trustees are mindful of the heritage of the organisation and act only in the long-term interests of the charity with the objective of continuing the work of Aberlour into the future. Service-continuity is important to staff, commissioners, donors, policy makers and regulators so they retain faith in the commitment of the organisation to deliver on strategic and operational objectives.
- The Trustees have approved and implemented long-term strategies with objectives to achieve organisational longevity, viability, and sustainability.

These strategies are widely consulted on and briefed across the organisation to ensure they are deeply embedded.

- By having a long-term perspective Aberlour is viewed as a trusted strategic partner by all stakeholders.

The interests of employees

Aberlour is a people-centred organisation, towards those that we care for and the staff we entrust to provide that care. Our employees are fundamental to that dynamic and their role is vitally important.

We are mindful of the importance of staff to the effectiveness of the organisation. Although we undertake benchmarking,

have internal quality assurance on our employment arrangements and strive to at least meet employment best practice, we value the external Investors in People and Investors in Diversity accreditation and welcome any feedback from external regulators.

We are proud of being a Living Wage employer which demonstrates our embracing of ethical employment practices. There is a wide-ranging network of support available to staff ranging from composite learning and development plans to individual personal development plans.

As a celebration of staff achievements, we have an annual one-day conference reflecting on successes, future plans and ambitions and considering current developments in childcare practice. Attendance at the conference is encouraged and by digital means have improved and extended the scope for wider engagement and participation.

We consult regularly with current staff through our staff council and other engagement activities, as well as former staff and are responsive to any matters they feed-back.

All changes and updates to operations and strategy are subject to senior management consultation with all staff and middle-management groups. We assess and act on any suggestions that have merit and undertake exit interviews with leavers to identify areas we can improve.

The findings from leaver interviews formed the basis of a package on improvements to terms and conditions made to all employment contracts with the objective of improving staff recruitment and retention rates.

The effect of these initiatives has been instrumental to the high regard regulators have for Aberlour.

Aberlour featured in the Sunday Times Top 100 Best Places to Work for 2024 and 2025, with an extensive staff survey which took

place. Aberlour will use the results of this and feedback from staff across the organisation to continue to improve on our working environment.

Fostering Business relationships with suppliers, customers and others

It is essential that, as a leading organisation within Scotland's third sector (caring for some of the country's most vulnerable young people and supporting their families), Aberlour operates with a culture of ethical business practice, reflecting the core values of the organisation.

Suppliers are sought based on price, quality, and expertise, with fair and transparent tender processes undertaken to secure commercial benefits and best value.

Aberlour actively engages in a range of relevant professional bodies to share organisational experiences and professional standards and practice. The organisation is represented in various forums that demonstrate the high standing of the organisation, from stakeholder consultation processes to formal local authority child protection committees.

The impact of operations on the community and the environment

Awareness of other parties' perception of the young people we care for requires the Charity to consider the best approach to developing new services within established communities and this can include community meetings and engagement being undertaken before property purchases are made. Aberlour wants to be perceived positively and without animosity in the communities we work in. We will always hold the best interests of our children as the primary driver for our work.

The Board approved an Environmental Policy in 2019, and pre-planned maintenance programmes incorporate improvements that can be made, and lifecycle investments required.

An organisation-wide group focussing on environmental matters was formed to both spread awareness of the importance of environmentally sustainable practice but also to gather suggestions on how we can make further improvements.

To continue to seek professional advice on areas of environmental impact and proceed with planned building improvements and procurement of vehicles with full consideration of Aberlour's environmental choices in this regard.

The desirability of maintaining a reputation for high standards of business conduct

Aberlour has formed business partnerships that have endured over years and continues to seek like-minded organisations to form mutually beneficial synergies. Strategic alliances have important linkages, evidenced by partners wishing to maintain their long-term support and relationship with Aberlour. A wide range of engagement with stakeholders takes place.

Aberlour actively participated in the Scottish Child Abuse Inquiry, fully taking ownership of the organisation's historic actions, and seeking to help Scotland learn from this period and ultimately create a stronger society.

We closely engaged with the Scottish Government over Financial Redress arrangements feeding back on proposals, many of which were adopted within the terms of the scheme which went live in December 2021.

Aberlour is a named contributor to the Financial Redress Scheme, having made a commitment to pay £1.6m by 2030. At the end of March 2025, Aberlour has paid £485k of that balance, with the remaining amount being recognised as current and long-term liabilities in these accounts.

Acting fairly between member of the organisation

Corporate governance is an uppermost consideration for Trustees and the Executive Team in all dealings on behalf of or when representing Aberlour. All Board and Committee meetings are conducted in a professional manner consistent with standard business etiquette and chaired in a way that is respectful and inclusive of all participants.

Principal Risks and Uncertainties

The Trustees regularly assess the strategic risks facing the charity in detail at the Improvement, Audit & Risk Committee, and make recommendations to the Board on any formal changes to the risk register. This process is carried out every six months.

The Trustees are satisfied that systems are in place to mitigate exposure to strategic risks as well as actions identified, and work undertaken by management to manage these risks throughout the year.

A risk management policy is in place which guides the identification, classification and scoring of risks throughout the organisation.

This ensures a comprehensive strategic risk register is formally maintained to ensure the key risks are identified and the mitigation measures are effective.

Aberlour Categorises risks into 7 categories:

- Strategic/Policy
- Operational/Service Delivery
- Information/Data
- Financial
- Reputational/Credibility
- People
- Accountability/Governance

Principal risks	How these risks are managed and mitigated
Failure to maintain and evidence a high quality of service provision Risk Category: Reputational/Credibility	Aberlour Quality Assurance Framework developed in the 2024/5 period, includes: overarching principles, quality assurance tools and controls which ensure we maintain high standards in relation to care and support. This includes self evaluation activity, quarterly and annual reviews for all services, case file audits, incident and external manager review processes. Ongoing investment in staff use and development of Aberlour case and service management system and data capture. Our organisational management structure developed with consistent focus on quality-of-service delivery. Service learning and action plans are developed as necessary.

Principal risks	How these risks are managed
Historic abuse claims out with redress scheme timeframe Risk Category: Reputational/ Credibility & Financial	Aberlour continues to demonstrate a willingness to full disclosure and providing requested information. Openness in our approach to claims made and how we respond to them. Fully participate and provide evidence requested supporting individual cases brought to Aberlour directly or through third parties. Enquiry process in place for individuals or groups that want to lodge a complaint. We engage with abuse claim groups and demonstrate a willingness to listen to support claimants. Aberlour has conducted a detailed review of relevant insurance policies in place during possible periods of relevance, there is comprehensive insurance cover in place. If necessary, through appointed legal or insurance representatives, we attempt to agree any necessary fair and early settlements.
Failure to safeguard children, young people and families while in Aberlour's care Risk Category: People	Robust and up to date child protection policies and procedures are in use and understood. Rigorous and repeated staff development on safeguarding and child protection is undertaken annually. On-Call safeguarding support is in place across Aberlour service delivery where required. Safeguarding leadership events take place annually, including organisational safeguarding for managers' programme. Aberlour safeguarding oversight group established and meeting quarterly. Client Management Systems developed to better record and capture monitoring outcomes for safeguarding referrals.

Principal risks	How these risks are managed
Public sector funding uncertainty Risk Category: Financial	Aberlour maintains a diversity of income streams and services from a variety of local authorities, government and other funders. Securing long-term funding through contracts and tender opportunities to limit short term uncertainty. Continue to secure alternative income and business flows taking advantage of new business opportunities using Aberlour infrastructure and investments. Diligently manage opportunities for income uplifts for services. Keeping under review utilisation of reserves policy and use of Aberlour resources. Continuing to identify opportunities for cost reduction in annual budget setting. Risk management policy and focused approach to local risk capture planning for any services where income may be at risk.
Recruitment & Retention of Staff Risk Category: Operational / Service Delivery	Approaches to recruitment varied using all possible options available to recruit best candidates. Developing a leadership programme to ensure focus on staff opportunities, development and learning programmes. Ensuring Aberlour is competitive in its salary and rewards package, annually baselining of sector salary scales and matching to internal staff roles. Creating a positive culture of support and opportunities for staff within Aberlour, and where concerns arise, we take them seriously (Whistleblowing policy in place) Conducting annual all staff surveys to measure staff concern areas and opportunities to address concerns. Review of our pension offering to staff, through use of brokers to ensure best value is being achieved.

Principal risks	How these risks are managed
Cyber Security Threats Risk Category: Information / Data	Aberlour case and marked sensitive data is stored in the Microsoft cloud, this data is protected via robust Microsoft monitored services for cyber security. Aberlour is accredited annually with Cyber Essentials Plus certification. We have also conducted an initial Centre for Internet Security (CIS) audit, this has listed areas for improvement and action plans are being developed to improve. Annual Penetration testing of Aberlour digital infrastructure ensures that Aberlour's vulnerability to common cyber threats is better understood. Digital Disaster recovery procedures are in place and Aberlour's business continuity plans reviewed annually gives assurance that Aberlour is capable of recovering from a cyber-security attack. All staff are subject to ongoing awareness training in terms of recognising attempted cyber threats to Aberlour accounts and acting appropriately. Cyber Security Incident Response Policy & Procedure in Place. External Cyber Security Advisor Appointed. Cyber Security Responsibilities Clearly Indicated in staff Job Descriptions.
Failure to manage Aberlour data and information held Risk Category: Information / Data	Appointed a managerial post responsibility for all Aberlour Information governance issues and compliance with relevant legislation. This post closely works with the IT and digital team to ensure alignment with Information governance policy and technical solutions for compliance. Developed a detailed Information Management policy. Using external expertise to advise on current information governance management practices and where improvements can be made, this will be repeated periodically. All staff undertake annual information governance mandatory refresher training courses to keep them up to date.

Emissions and Energy Consumption

Aberlour has a strong commitment to responsible and sustainable environmental management.

UK Energy use in 2024/25

Fuel Source	Consumption (kWh)	Proportion
Electricity	382,774	16%
Gas	926,900	38%
LPG Oil	144,743	6%
Transport (Hired & "Grey" Fleet)	1,002,564	40%
Total	2,456,981	

UK Energy use in 2023/24

Fuel Source	Consumption (kWh)	Proportion
Electricity	454,500	17%
Gas	1,201,594	44%
LPG Oil	150,913	5%
Transport (Hired & "Grey" Fleet)	920,431	34%
Total	2,727,438	

Emissions and Energy Consumption (Continued)

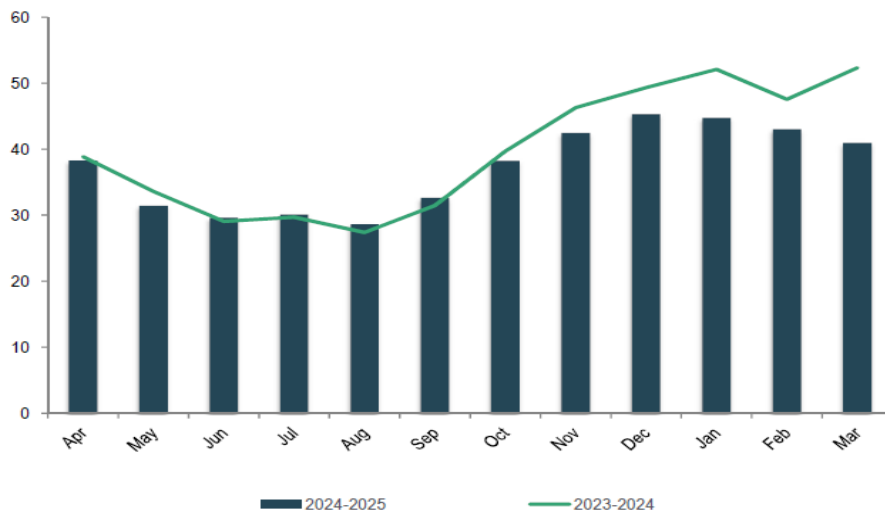
Carbon performance

	kWh Energy Consumed (YTD)					tCO2 Emitted (YTD)			
	Electricity	Natural Gas	Transport	Oil	Total	Scope 1	Scope 2 (LB)	Scope 3	Scope 1+2
2024-25	382,774	926,900	1,002,564	146,893	2,459,131	445	79	-	525
2023-24	454,500	1,201,594	920,431	152,869	2,729,394	478	94	-	572

Scope 1 emissions have been 7% lower compared to previous year and the main contributor to this being, Natural gas, as this has been 23% lower compared to last year. Direct Transport has been 9 % higher compared to previous year. Scope 2 emissions have reduced by 16 % compared to 2023-24.

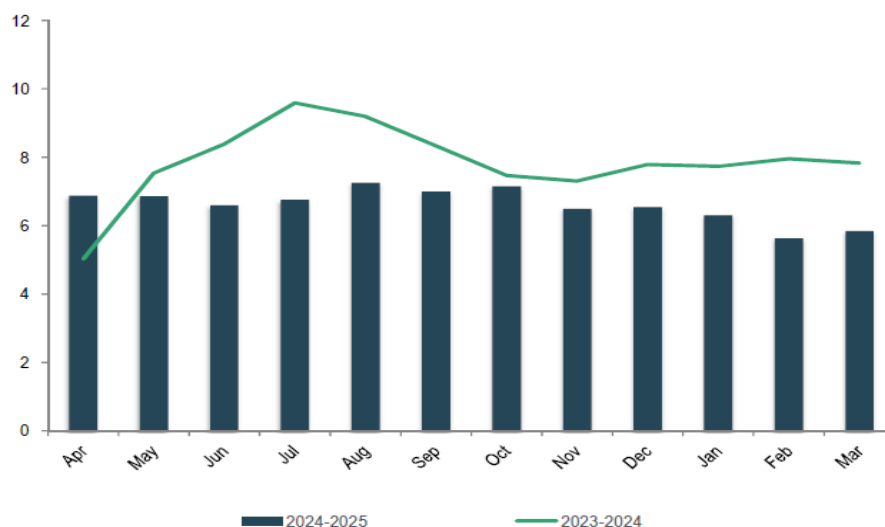
Scope 1 – Emissions Performance (tCO2e)

Scope 1 2024-25 t(CO2e) compared to 2023-24 t(CO2e)



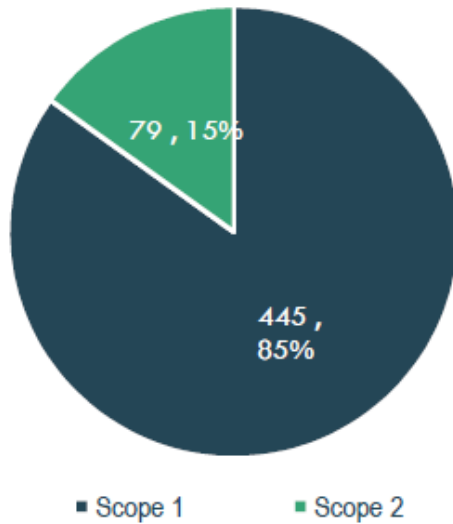
Scope 2 – Emissions Performance (tCO2e)

Scope 2 2024-25 t(CO2e) compared to 2023-24 t(CO2e)

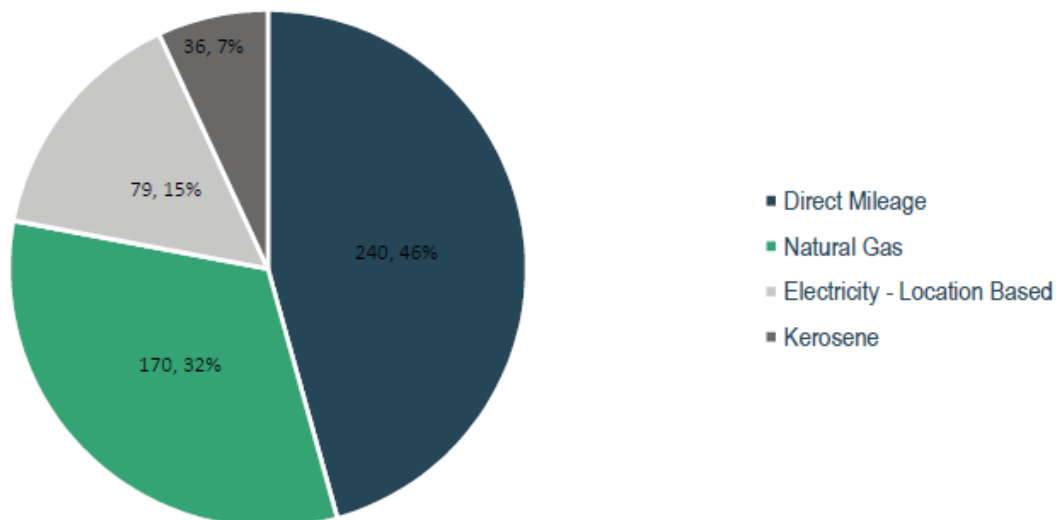


Emissions and Energy Consumption (Continued)

Breakdown of emissions by Scope (tCO₂e – Location Based)



Emissions source (tCO₂e)



Intensity ratio performance

	Total tCO2e	Intensity Metric	Intensity Ratio
2024-25	524.66	32.49	16.15
2023-24	571.70	29.13	19.63

Intensity ratio used – tCO2e/£m

The intensity ratio is calculated by dividing total emissions by an intensity metric, which in this case is annual revenue. As the total emissions have decreased and the increase in annual revenue, this has lowered the intensity ratio by 18% as compared to 2023-24.

*SECR Guidance

The footprint includes the 'Scope 1' (e.g. combustion of fuel, fugitive and process emissions) and 'Scope 2' (electricity) emissions associated with the activities for which Aberlour Child Care Trust are responsible. For the purposes of the report only 'Scope 1' (Direct) and 'Scope 2' (Indirect) emissions sources are required.

The footprint is calculated in accordance with the Greenhouse Gas (GHG) Protocol and Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance. Activity data has been converted into carbon emissions using published emissions factors. The data used has been provided by Aberlour Child Care Trust.

A wide range of published carbon emission factors are publicly available. DEFRA emission factors have been used for all emission sources as this provides the most comprehensive list of factors available. They allow an activity to be converted into tonnes of carbon dioxide equivalent (tCO2e). Market based emissions factors have been taken from each of Aberlour Child Care Trust's relevant supplier

[* Streamlined Energy and Carbon Reporting](#)

Annual Energy Efficiency Statement

Aberlour Child Care Trust remains committed to reducing our environmental impact and improving energy efficiency across all our operations. Over the 2024/25 reporting year, we have taken several steps to further embed sustainability into our processes, energy consumption practices, and property investment decisions.

Building on previous progress, the past year saw Aberlour complete its compliance with the latest phase of the Energy Savings Opportunity Scheme (ESOS Phase 3). This comprehensive assessment reviewed energy consumption across our estate and identified a number of practical, cost-effective opportunities for improving energy efficiency. The outputs of the ESOS audit are now being actively incorporated into our maintenance plans.

We have now commenced tendering for 100% renewable electricity and green gas contracts across our operational estate. This tendering process will allow us to evaluate the most competitive offers available in the market while ensuring that our energy supplies align with our own sustainability goals. Where available, we will prioritise suppliers offering fully traceable UK-based renewable energy.

We are in the process of scoping the installation of solar PV panels and battery storage at one of our highest electricity consuming properties. This potential investment reflects a shift towards Aberlour's environmental responsibility. Our upcoming large-scale redevelopment in Aberdeen will be progressed with a focus on integrating high-tech environmental technologies and best-practice sustainable design principles, as far as is reasonably practicable. This includes consideration of low-carbon heating solutions, enhanced thermal efficiency, renewable energy systems, and modern methods of construction.

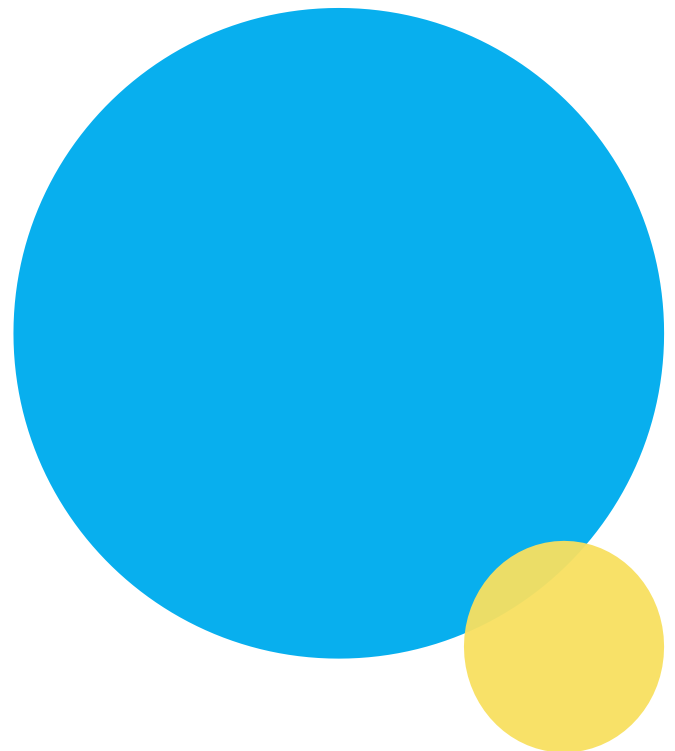
We continue to monitor and reduce energy use through:

- Implementation of automated heating controls and LED lighting across priority sites
- Starting a staff awareness campaign encouraging behavioural change and energy-saving practices
- Improved monitoring of usage and emissions through smart metering
- Reviewing the fleet on an on-going basis

We will continue to explore opportunities to reduce emissions and lower operational costs - whilst continuing to look after our children, young people and families.

Statement of Trustees' Responsibilities

(Including Appointment of Auditors and overall Approval)



Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Annual Report, which incorporates the Strategic Report, and the financial statements in accordance with applicable law and regulations.

Charity law and company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law and company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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 Companies Act 2006.

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

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the directors. The directors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of Information to Auditor

To the knowledge and belief of each of the persons who are Trustees at the time the report is approved:

1. So far as the Trustee is aware, there is no relevant information of which the charitable company's auditor is unaware; and
2. They have taken all steps that they ought to have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

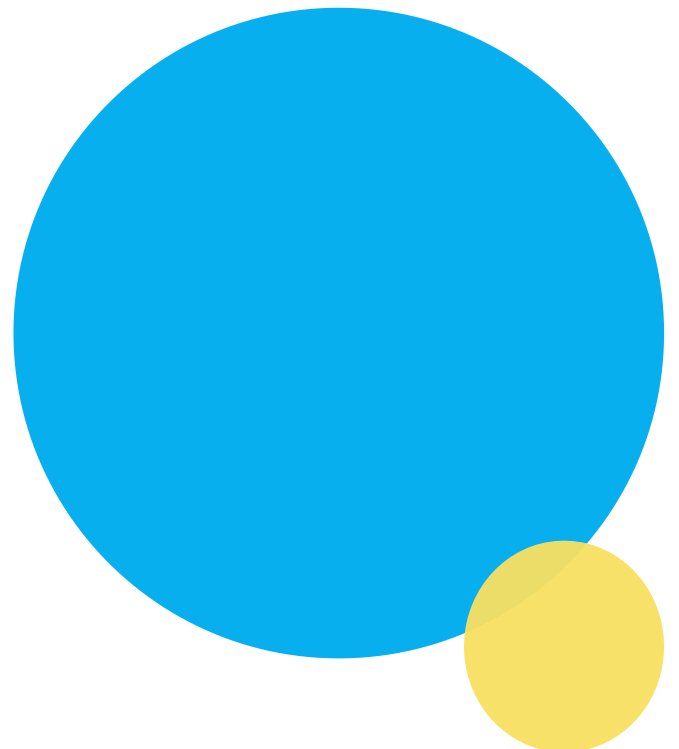
Approval

In approving the Directors' (Trustees') Report, the Trustees are also approving the Strategic Report in their capacity as Company Directors. The report was approved by the Trustees on 22nd September 2025 and signed on their behalf by:



David Robb
Chair

Independent Auditor's Report



Independent Auditor's Report to the Trustees and Members of Aberlour Child Care Trust

Opinion

We have audited the financial statements of Aberlour Child Care Trust (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We have been appointed auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report and the strategic report prepared for the purposes of company law and included within the Report of the Board of Trustees, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report and the strategic report, included within the Report of the Board of Trustees, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report or the strategic report, included within the Report of the Board of Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out on page 40, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the charitable company operates in and how the charitable company is complying with the legal and regulatory frameworks;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). We performed audit

procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Report of the

Board of Trustees and remaining alert to new or unusual transactions which may not be in accordance with the governing document.

The most significant laws and regulations that have an indirect impact on the financial statements are the Public Services Reform (Scotland) Act 2010, the Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011, The Social Care and Social Work Improvement Scotland (Registration) Regulations 2011, The Social Care and Social Work Improvement Scotland (Applications) Order 2011, The Health and Care (Staffing) (Scotland) Act 2019 and Data Protection regulations. We inquired of management in respect of any breaches in respect of the above and reviewed correspondence with and reports from regulatory authorities such as the Care Inspectorate and the Information Commissioner's Office.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgments and estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made exclusively to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charity's trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the members and the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity, its members as a body, and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

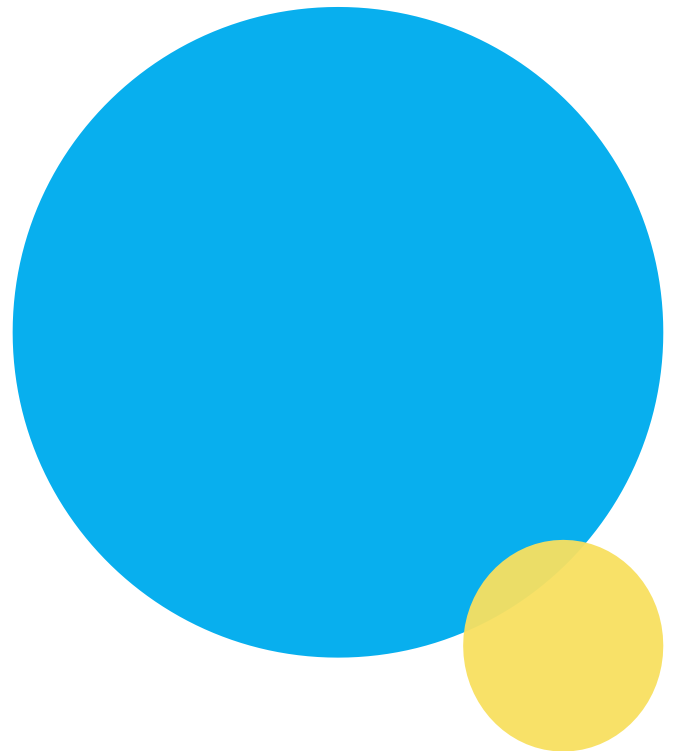
Kelly Adams

Kelly Adams (Senior Statutory Auditor)
For and on behalf of RSM UK AUDIT LLP, Statutory Auditor
Chartered Accountants
3rd Floor
2 Semple Street
Edinburgh
EH3 8BL
United Kingdom

14/10/25

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Financial Statements



Statement of Financial Activities

	Note	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted Funds £000	Restricted Funds £000	Total 2024 £000
Income from:							
Donations and legacies	3	1,219	1,183	2,402	733	1,265	1,998
Charitable activities	4	11,244	18,381	29,625	11,289	15,390	26,679
Other trading activities	5	-	37	37	-	32	32
Investments	6,14	343	49	392	333	43	376
Other	7	25	8	33	23	20	43
Total		12,831	19,658	32,489	12,378	16,750	29,128
Expenditure on:							
Raising funds	8	1,045	7	1,052	813	6	819
Charitable activities	9	11,150	20,667	31,817	10,866	18,045	28,911
Total		12,195	20,674	32,869	11,679	18,051	29,730
Total income/(expenditure)		636	(1,016)	(380)	699	(1,301)	(602)
Realised gains/(losses) on investments		340	55	395	35	4	39
Unrealised gains/(losses) on investments	14	(297)	20	(277)	966	111	1,077
Net income/(expenditure)		679	(941)	(262)	1,700	115	514
Transfers between funds	10	(1,196)	1,196	-	(1,294)	1,294	-
Other recognised gains/(losses):							
Gains/(losses) on revaluation of fixed assets		(591)	-	(591)	-	-	-
Net movement in funds		(1,108)	255	(853)	406	108	514
Funds brought forward		17,612	4,632	22,244	17,206	4,524	21,730
Funds carried forward	20,21	16,504	4,887	21,391	17,612	4,632	22,244

Balance Sheet

	Note	2025 £000	2024 £000
Fixed assets			
Tangible Assets	13	7,427	6,913
Investments	14	10,682	11,550
		18,109	18,463
Current assets			
Debtors	15	3,115	2,918
Cash at bank and in hand		3,577	3,523
Short terms investments		258	542
		6,950	6,983
Liabilities			
Creditors – amounts falling due within one year	16	(2,533)	(1,882)
Net current assets		4,417	5,101
Total assets less current liabilities		22,526	23,564
Creditors – amounts falling due after one year	16	(930)	(1,115)
Provision for liabilities and charges	17	(205)	(205)
Net assets		21,391	22,244
Charity funds			
Restricted funds	21	4,887	4,632
Unrestricted funds	21	14,460	15,665
Revaluation Reserve		2,044	1,947
Total charity funds	20,21	21,391	22,244

The financial statements were approved and authorised for issue by the Directors on 22nd September 2025.



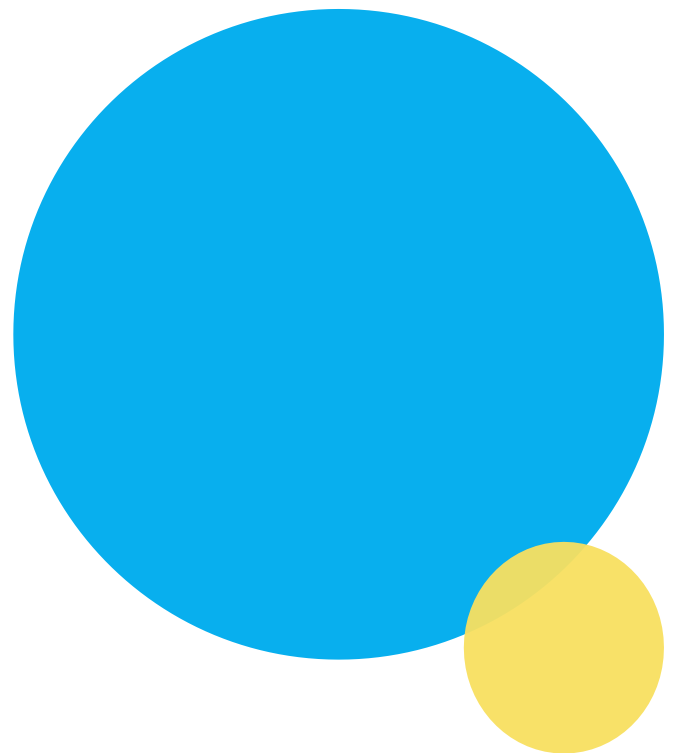
David Robb
Chair of the Board of Trustees

Cash Flow Statement

Reconciliation of net income/ expenditure to net cash flow from operating activities.

	2025 £000	2024 £000
Net (expenditure)/income as per SOFA	(262)	514
Adjustments for:		
(Gains)/losses on investments	(118)	(1,116)
Profit on sale of fixed assets	(2)	(55)
Depreciation charges	203	165
(Increase)/decrease in debtors	102	(209)
Increase/ (decrease) in creditors	466	(142)
Interest and dividends	(392)	(376)
Increase of provisions	-	50
Net cash used in operating activities	(3)	(1,169)
Cash flows from investing activities		
Dividends and interest from investments	392	376
Purchase of tangible fixed assets	(1,307)	(824)
Proceeds of sale of tangible fixed assets	2	305
Purchase of investments	(1,670)	(1,524)
Proceeds of sale of investments	1,951	2,544
Purchase of short-term investments		(542)
Net cash used in investing activities	(632)	335
Change in cash and cash equivalents	(635)	(834)
Cash and cash equivalents at the beginning of the reporting period	4,391	5,225
Cash and cash equivalents at the end of the reporting period	3,756	4,391
Analysis of cash and cash equivalents (note 22)		
Cash at bank and in hand	3,577	3,523
Deposits – investments (note 14)	179	868
	3,756	4,391
Reconciliation to cash per balance sheet		
Cash at bank and in hand	3,577	3,523
Cash per balance sheet	3,577	3,523

Notes to the Financial Statements



Notes to the Financial Statements

Note 1 - General information

Aberlour Child Care Trust is a private company limited by guarantee, incorporated in Scotland, UK. The charity's registered office, company number and charity number are disclosed on page 1 to these financial statements. The principal activity of the charity is the provision of childcare services in Scotland.

Note 2 - Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005, Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Functional currency is sterling and level of rounding is to the nearest £'000.

Aberlour Child Care Trust meets the definition of a public benefit entity under FRS 102.

The preparation of the financial statements in compliance with FRS 102 requires the use of certain accounting estimates. It also requires the Directors to exercise judgement in applying the charity's accounting policies, as shown in the remainder of the note.

Going concern

The Board of Trustees remains of the opinion that Aberlour can continue to meet its obligations, as they fall due for the foreseeable future. Consequently, these financial statements have been prepared on the going concern basis. The Trustees and Executive Team have prepared budgets and forecasts including a Strategic Plan through to 2029/30 which

show no concerns with regards to the financial resilience of the organisation.

The current challenging financial environment is anticipated to continue, and this is likely to be exacerbated by turbulent geo-political and economic circumstances. These financial statements continue to demonstrate Aberlour has significant financial resilience, with a strong balance sheet, diversity in the source and duration of funding from public sector organisations and a strong demand for our services from commissioners is anticipated to continue.

In order to corroborate this, the Executive Team has gone through long term budget forecasting through to 2029/30. This used assumptions on service income factoring in aspects of growth already underway and the long-term impacts of this on overall Aberlour income. The assessments included an element of income attrition, making forecasts more realistic, allowing for some income loss in certain areas.

While uncertainty exists, this is not to the extent that it casts any doubt on the ability of Aberlour to continue operating, even in the worst-case scenario. Even under a pessimistic long term budgeting scenario, it is appropriate for these accounts to be prepared on a going concern basis.

Investments

Investments are carried at bid market value. Gains and losses on revaluation and disposal are recognised in the year in which they arise.

Revalued gains and losses are recognised in other recognised gains or losses unless the losses exceed the previously recognised gains or reflect a clear consumption of economic benefits, in which case excess losses are recognised in the statement of financial activities.

Notes to the Financial Statements (continued)

Tangible fixed assets

Tangible fixed assets are included at cost and are depreciated by equal annual instalments over their estimated useful lives, which are:

Land & buildings - 50 years

Fixtures & fittings - 4 years

Vehicles - 4 years

Computer equipment - 1 to 4 years

The value for capitalisation of assets is £1,000. Land is not depreciated.

Revaluation of land and buildings

Land and buildings are carried at fair value, as determined by an independent registered valuer, less accumulated depreciation and any impairment losses recognised after the date of any revaluation. Any revaluation increase arising on the revaluation of such land and buildings is credited to the revaluation reserve, except to the extent that it reverses a revaluation decrease for the same asset previously recognised in the statement of financial activities, in which case the increase is credited to the statement of financial activities to the extent of the decrease previously charged. A decrease in the carrying amount arising on revaluation of such land and buildings is charged to the statement of financial activities to the extent that it exceeds the balance, if any, held in the property's revaluation reserve relating to a previous revaluation of that asset.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank, cash on deposit where funds can be accessed without penalty within three months or less from the opening of the account and cash held with the investment manager.

Short term investments

Short term investments comprise cash in high interest yielding accounts where funds can only be accessed after three months without incurring any penalties.

Operating leases

The cost of operating leases is charged to the statement of financial activities on a straight-line basis over the lease term.

Rentals received under operating leases are recorded within income in the year to which it relates.

Service income

Service income which is generated through the provision of services is recognised through the statement of financial activities in the period in which the service is performed.

Donations and legacies

This income is recognised through the statement of financial activities in the period which they are measurable and there is entitlement and probability of receipt.

Income is deferred in certain circumstances as follows:

- When service income is received in advance of the service being provided.
- When donors specify that income must be used in future accounting periods, the income is deferred until those periods.
- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in the Statement of Financial Activities until the pre-conditions for use have been met.

Notes to the Financial Statements (continued)

Where a condition allows for the recovery of any unexpended service income or donations, a liability is recognised when repayment becomes probable.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is probable. If the amount is not known, the legacy is treated as a contingent asset.

Grant Income

This income is recognised through the statement of financial activities in the period which they are measurable and there is entitlement and probability of receipt. Grant conditions are noted and any restrictions noted determine the treatment of that income within restricted funds.

Donated Goods/Services

Income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured.

Investment income

Investment income is accounted for in the period in which the dividend is declared.

Expenditure

Expenditure is recognised when a legal or constructive obligation arises. Expenditure is allocated to the activity to which it relates, directly or apportioned on the basis of ratios of activity.

Charitable expenditure comprises those costs incurred by the charity on its activities and services.

Cost of generating funds includes financing costs and fundraising costs.

Governance costs are those costs which are directly attributable to the governance arrangements of the charity and its strategic management.

Support costs consist of indirect costs to the charity. These include finance, human resources, IT and operational costs. Support costs are apportioned over the charitable activities based on the percentage cost of activities undertaken directly.

Funds

Restricted funds have been received for specific purposes and may be repayable if underspent.

VAT

The company is not registered for VAT and accordingly costs are stated inclusive of applicable VAT.

Creditors

Short term creditors are measured at the transaction price.

Taxation

The company is recognised as a charity by HM Revenue & Customs and is exempt from Corporation Tax. No provision for taxation has been made in the accounts.

Financial instruments

Under FRS 102 financial assets and liabilities are given the technical term "financial instruments", and the directors are required to indicate how these are recognised and measured in the financial statements. All financial instruments held by the company are considered basic and as such are treated in line with well-established accounting convention. An analysis is given in note 18.

The company operates two defined contribution pension schemes, one operated by Scottish Widows and one being an auto-enrolment scheme operated by NEST. Contributions payable to the Schemes are charged to the Statement of Financial Activities in accordance with FRS 102, section 28.

Termination benefits

Termination benefits are recognised through the statement of financial activities in the period in which they relate to. Where

there is a constructive obligation at the year end, the expected costs are provided for.

Pensions

Aberlour operates two defined contribution pension schemes, one operated by Scottish Widows and one being an auto-enrolment scheme operated by NEST. Contributions payable to the Schemes are charged to the Statement of Financial Activities in accordance with FRS 102, section 28.

Holiday pay accrual

Aberlour Child Care Trust is required to recognise a liability for unpaid holiday pay, per FRS 102. A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

Judgements and estimates

The preparation of these financial statements has required the Directors to make judgements, estimates and assumptions that affect the application of the policies and reported amounts. The areas involving a degree of judgement significant to the view given by these statements are:

Tangible fixed assets are depreciated over a period intended to reflect their estimated useful lives. The applicability of the assumed lives is reviewed annually, taking into account factors such as physical condition, maintenance and obsolescence.

Tangible fixed assets that are subject to depreciation or amortisation are assessed at each reporting date to determine whether there is any indication that the assets are impaired.

Land & Buildings are subject to regular valuations at financial year-end dates, carried out by independent surveyors, with the movements in valuations being recognised appropriately through the

Statement of Financial Activities and movement in revaluation reserves built up.

Provisions for dilapidations are generated to reflect the expected costs of dilapidation expenses following the cessation of the lease period. The provisions for dilapidations are reviewed annually, taking into account historical dilapidations incurred, further work completed on leased sites and physical condition of the properties.

Notes to the Financial Statements (continued)

Note 3 – Donations and legacies

	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted Funds £000	Restricted Funds £000	Total 2024 £000
National Lottery Community Fund	-	50	50	-	50	50
Donations	738	1,133	1,871	606	1,215	1,821
Charitable Donations	143	-	143	-	-	-
Legacies	325	-	325	127	-	127
Events and sponsorship	13	-	13	-	-	-
Total	1,219	1,183	2,402	733	1,265	1,998

Please note that the Charitable Donation (£143k) represents a donation of soft toys to Aberlour of which the donor requested to remain anonymous.

Note 4 – Charitable activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted Funds £000	Restricted Funds £000	Total 2024 £000
Local authority and government funding	10,823	18,381	29,204	10,839	15,387	26,226
Receipts from service users	421	-	421	450	3	453
Total	11,244	18,381	29,625	11,289	15,390	26,679

Note 5 – Other trading activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted Funds £000	Restricted Funds £000	Total 2024 £000
Rental of surplus property	-	37	37	-	32	32
Total	-	37	37	-	32	32

Notes to the Financial Statements (continued)

Note 6 – Investment Income

	Government Stocks £000	Equities & Other £000	Total 2025 £000	Government Stocks £000	Equities & Other £000	Total 2024 £000
United Kingdom	33	220	253	31	254	285
Overseas	-	139	139	-	91	91
Total	33	359	392	31	345	376

	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted Funds £000	Restricted Funds £000	Total 2024 £000
Dividend Income	281	49	330	259	43	302
Bank Interest	62	-	62	74	-	74
Total	343	49	392	333	43	376

Note 7 – Other

	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted Funds £000	Restricted Funds £000	Total 2024 £000
Other	25	8	33	23	20	43
Total	25	8	33	23	20	43

Note 8 – Expenditure on raising Funds

	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted Funds £000	Restricted Funds £000	Total 2024 £000
Donations and Legacies	517	-	517	316	-	316
Fundraising, events and sponsorship	488	-	488	458	-	458
Investment Manager's Fee	40	7	47	39	6	45
Total	1,045	7	1,052	813	6	819

Notes to the Financial Statements (continued)

Note 9 – Expenditure on charitable activities

	Activities undertaken directly £000	Support costs £000	Total 2025 £000	Activities undertaken directly £000	Support costs £000	Total 2024 £000
Children & families affected by disability	8,875	307	9,182	8,521	434	8,955
Children & families affected by drugs and alcohol	6,788	234	7,022	6,489	331	6,820
Early years	4,394	152	4,546	4,743	242	4,985
Early intervention and prevention	10,700	369	11,069	7,808	398	8,206
Surplus on sale of fixed assets	(2)	-	(2)	(55)	-	(55)
Total	30,755	1,062	31,817	27,506	1,405	28,911

	Unrestricted £000	Restricted £000	Total 2025 £000	Unrestricted £000	Restricted £000	Total 2024 £000
Children & families affected by disability	3,020	5,854	8,874	2,856	5,666	8,522
Children & families affected by drugs and alcohol	4,994	1,794	6,788	4,841	1,647	6,488
Early years	499	3,895	4,394	479	4,264	4,743
Early intervention and prevention	2,264	8,435	10,699	2,218	5,590	7,808
Surplus on sale of fixed assets	(2)	-	(2)	(55)	-	(55)
Support Costs	372	690	1,062	528	877	1,405
Total	11,147	20,668	31,817	10,867	18,044	28,911

	Children and Families affected by disability	Children and Families affected by drugs and alcohol	Early Years	Early Intervention	Total 2025 £000
2025 – Support Costs					
Operations Management & Support	122	94	61	149	426
People & Quality	82	62	40	99	283
Finance, IT & Resources	61	47	30	74	212
Governance Costs	41	31	20	49	141
Total	306	234	151	371	1,062

Notes to the Financial Statements (continued)

Note 9 - Expenditure on charitable activities (Continued)

	Children and Families affected by disability	Children and Families affected by drugs and alcohol	Early Years	Early Intervention	Total 2024
2024 – Support Costs					£000
Operations Management & Support	174	132	97	159	562
People & Quality	116	88	65	106	375
Finance, IT & Resources	87	66	48	80	281
Governance Costs	58	44	32	53	187
Total	435	330	242	398	1,405

Note 10 – Transfers between funds

	Unrestricted & Designated Funds £000	Restricted Funds £000	Total 2025 £000	Unrestricted & Designated Funds £000	Restricted Funds £000	Total 2024 £000
Transfers between funds	(1,196)	1,196	-	(1,294)	1,294	-
Total	(1,196)	1,196	-	(1,294)	1,294	-

Transfers from unrestricted funds to restricted funds were as a result of deficits in restricted funds which were met by unrestricted funds.

Note 11 – Staff costs

	Total 2025 £000	Total 2024 £000
Salaries	20,465	18,732
Social Security Costs	1,815	1,629
Employer's pension costs	1,398	1,252
Redundancy, settlement and ex-gratia payments	64	31
Total	23,742	21,644

No Director received remuneration in the current or prior financial year.

Included in salaries are redundancy payments of £64k (2024: £31k). There were no settlement payments made during this period £nil (2024: £nil). One director was reimbursed for travel costs during the year of £285 (2024: £nil).

Notes to the Financial Statements (continued)

Note 11 – Staff costs (Continued)

Number of employees who received remuneration exceeding £60,000.

	2025	2024
Between £60,000 and £70,000	5	8
Between £70,001 and £80,000	5	4
Between £80,001 and £90,000	2	-
Between £90,001 and £100,000	-	1
Between £100,001 and £110,000	1	-
Total	13	13

None of the Executive Board members received any remuneration for their services as members of the Board.

The Senior Leadership Team is regarded by the Directors as being “Key Management” as defined by FRS 102. The Senior Leadership Team holds the decision-making responsibility covering the whole organisation and for the year ended 31 March 2025 comprised 8 members of staff (2024: 8). The total remuneration of the Senior Leadership Team for the period was £670K (2024: £629K). The terms and conditions relating to this group of employees is consistent to the wider workforce.

Average number of FTE employees during the year	2025	2024
Operational	371	337
Administrative & Support	88	80
Management	108	103
Total	567	520

Average number of employees during the year	2025	2024
Operational	428	392
Administrative & Support	115	104
Management	113	109
Total	656	605

Average number of employees during the year	2025	2024
Operational – Full Time	246	215
Operational – Part Time	182	177
Administrative & Support – Full Time	49	41
Administrative & Support – Part Time	66	63
Management – Full Time	97	96
Management – Part Time	16	13
Total	656	605

Notes to the Financial Statements (continued)

Note 12 - Audit & Accountancy Fees

	2025	2024
Audit Services	28	25
Total	28	25

Note 13 - Tangible Fixed Assets

2025	Land & Buildings £000	Fixtures & Fittings £000	Vehicles £000	Computer Equipment £000	Total £000
Cost/ Valuation					
Balance at 01 April 2024	7,023	12	344	5	7,384
Additions	1,190	22	95	-	1,307
Disposals	-	-	(44)	-	(44)
Revaluation	(635)	-	-	-	(635)
Balance at 31 March 2025	7,578	34	395	5	8,012
Depreciation					
Balance at 01 April 2024	211	10	244	5	470
Charge in year	133	7	63	-	203
Disposals	-	-	(44)	-	(44)
Revaluation	(44)	-	-	-	(44)
Balance at 31 March 2025	300	17	263	5	585
Net Book Value					
31 March 2024	6,812	2	100	-	6,914
31 March 2025	7,278	17	132	-	7,427

Included in land and buildings is land of £1,536k (2024 - £1,446k) which is not depreciated. Land and buildings at historic cost had a cost of £6,224 (2024 - £5,055k) accumulated depreciation of £1,172k (2024 - £1,048k) and net book value of £5,071k (2024 - £4,007k) at 31 March 2025.

Two revaluations were completed in the year by Graham + Sibbald LLP for the two properties below, dated 10th July 2025 for Windsor Drive and 27th July 2025 for Orchard Drive. The valuation method used was a desk top valuation and detailed reports were provided in both instances.

Property 1 – Orchard Drive. Valuation: £490,000 Loss: £121,451

Property 2 – Windsor Drive. Valuation: £675,000 Loss: £469,100

Notes to the Financial Statements (continued)

Note 14 - Investments

	2025 £000	2024 £000
Quoted Investments		
Market value at 1 April 2024	10,682	10,586
Acquisitions at cost	1,670	1,524
Disposals	(1,572)	(2,505)
Unrealised gains/(losses)	(277)	1,077
Market value (excluding cash held for reinvestment) at 31 March 2025	10,503	10,682
Historical cost at 31 March 2025	9,435	9,916
Accumulated unrealised gains/(losses)	1,068	766
Market Value (excluding cash held for reinvestment) at 31 March 2025	10,503	10,682
United Kingdom	5,559	4,935
Overseas	4,944	5,747
Cash held for reinvestment	179	868
Market value at 31 March 2025	10,682	11,550
Government stocks	1,157	959
Equities and other investments	9,346	9,723
Cash held for reinvestment	179	868
Market value at 31 March 2025	10,682	11,550

Note 15 - Debtors

	2025 £000	2024 £000
Grants & Fees	2,598	2,805
Taxation Recoverable	7	17
Accrued Income & Other Debtors	345	46
Prepayments	165	50
Total	3,115	2,918

Notes to the Financial Statements (continued)

Note 16 - Creditors

	2025 £000	2024 £000
Amounts falling due within one year:		
Trade Creditors	719	344
Funding Agencies – Deferred Income	621	478
Other Creditors	546	498
Other Taxation & Social Security	444	393
Pension Creditor	203	169
Total	2,533	1,882
Amounts falling due after one year:		
Other Creditors	930	1,115
Deferred Income:		
Opening Balance – Funding Received in Advance	478	708
Released in the period	(478)	(708)
Deferred during the period	621	478
Closing Balance – Funding Received in Advance	621	478

Note 17 - Provision for liabilities

	2025 £000	2024 £000
Property Dilapidation Costs:		
At 01 April 2024	205	155
Increase in provisions during year	-	50
At 31 March 2025	205	205

Notes to the Financial Statements (continued)

Note 18 – Financial instruments

	2025 £000	2024 £000
Financial Assets		
Financial assets measured as fair value	10,503	10,682

Note 19 - Operating Lease Commitments

	2025 £000	2025 £000	2024 £000	2024 £000
	Land & Buildings	Other	Land & Buildings	Other
Amounts payable under non-cancellable operating leases:				
Within one year	242	78	266	78
In two to five years	213	100	196	126
More than five years	123	-	144	-
Total Obligations	578	178	606	204

Expensed lease payments in 2024/25 totalled £373k. This consisted of rents for leased properties, leasing of photocopiers and leasing of vehicles. The amounts expensed are as follows:

Leased properties: £267k, photocopiers: £25K, vehicles: £81k.

Notes to the Financial Statements (continued)

Note 20 - Analysis of net assets between funds

	Investments	Tangible Fixed Assets	Net Current Assets	Provisions	Total
2025	£000	£000	£000	£000	£000
Restricted funds	-	-	2,533	-	2,533
Restricted funds – AUAF	1,609	-	53	-	1,662
Restricted fixed asset reserve	-	691	-	-	691
Designated funds	-	-	335	-	335
Unrestricted funds	9,073	6,736	566	(205)	16,170
Total	10,682	7,427	3,487	(205)	21,391

Restricted funds of £4.9m in total comprise the following: £1.7m value of asset portfolio in relation to the Aberlour Urgent Assistance Fund (AUAF); £0.7m in relation to Restricted grants for fixed assets; remaining £2.5m relates to restricted funds across 75 contracts in various locations across Aberlour. Of these balances only 4 are above £100k individually: one in relation to the Intensive Family Support Services in Dumfries & Galloway; one in relation to the Scottish Guardianship Service; one in relation to our Highlands Residential services; and one in relation to our YouthPoint service in Moray.

Designated funds are those set aside to fund anticipated service shortfalls in income or areas where agreed investment of funds is used as a match funding - £235k. £100k is also designated as a development reserve to be used to fund new initiatives and tests of change throughout the year. Designated funds are anticipated to be used within the year.

	Investments	Tangible Fixed Assets	Net Current Assets	Provisions	Total
2024	£000	£000	£000	£000	£000
Restricted funds	-	-	2,209	-	2,209
Restricted funds – AUAF	1,577	-	155	-	1,732
Restricted fixed asset reserve	-	691	-	-	691
Designated funds	-	-	593	-	593
Unrestricted funds	9,973	6,119	1,132	(205)	17,019
Pension reserve	-	-	-	-	-
Total	11,550	6,810	4,089	(205)	22,244

Notes to the Financial Statements (continued)

Note 21 - Analysis of charitable funds

	Balance at 01 April 2024	Income	Expenditure	Gains/ (losses)	Transfers	Funds at 31 March 2025
2025	£000	£000	£000	£000	£000	£000
Unrestricted Funds	17,019	12,831	(12,195)	(548)	(937)	16,170
Designated funds	593	-	-	-	(258)	335
Restricted Funds	2,900	19,361	(20,232)	-	1,195	3,225
Restricted Funds – AUAF	1,732	297	(442)	75	-	1,662
Total	22,244	32,489	(32,869)	(473)	-	21,391

	Balance at 01 April 2023	Income	Expenditure	Gains/ (losses)	Transfers	Funds at 31 March 2024
2024	£000	£000	£000	£000	£000	£000
Unrestricted Funds	16,416	12,378	(11,679)	1,001	(1,097)	17,019
Designated funds	790	-	-	-	(197)	593
Restricted Funds	2,847	16,384	(17,625)	-	1,294	2,900
Restricted Funds – AUAF	1,677	366	(426)	115	-	1,732
Total	21,730	29,128	(29,730)	1,116	-	22,244

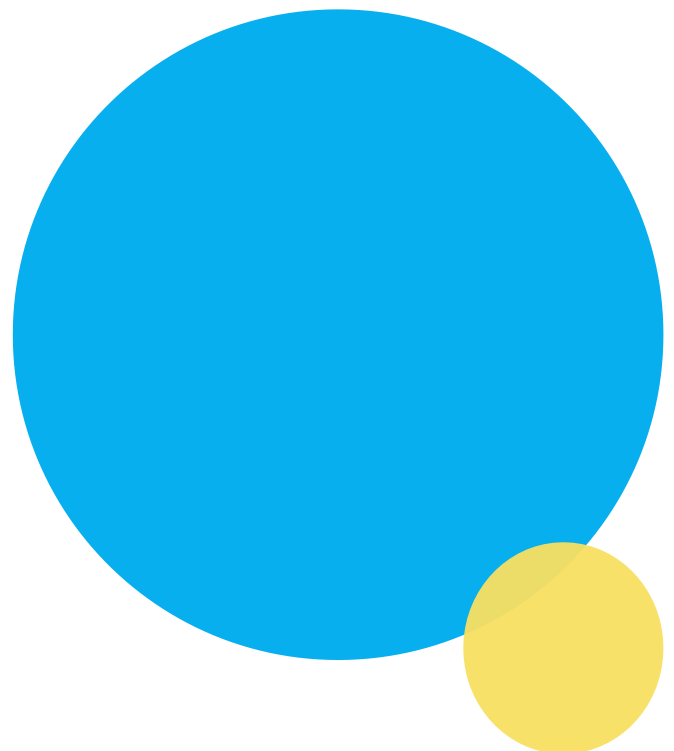
Note 22 - Analysis of changes in net debt

	At 01 April 2024	Cash flows	At 31 March 2025
	£000	£000	£000
Cash at bank and in hand	3,523	54	3,577
Deposits – Investments (note 14)	868	(689)	179
Total	4,391	(635)	3,756

Note 23 - Post Balance Sheet Events

There are no known post balance sheet events that require noting in the annual accounts for 2024/25.

Funding, Grants and Gifts



Funder	Service Funded	Amount
Fife Council		£3,259,855
	Disability	£2,841,726
	Fostering	£298,986
	Residential	£119,144
Glasgow City Council		£2,795,136
	Disability	£312,925
	Early Fostering	£2,168,402
	Fostering	£313,809
The Highland Council		£2,596,090
	Disability	£73,813
	Fostering	£752,290
	Residential	£1,769,987
Angus Council		£2,152,725
	Disability	£286,444
	Early Intervention	£374,012
	Health & Wellbeing	£120,000
	Fostering	£324,224
	Policy	£1,385
	Residential	£1,046,663
Scottish Refugee Council		£2,083,087
	Guardianship	£2,083,087
The City of Edinburgh Council		£2,065,971
	Disability	£279,589
	Fostering	£659,622
	Residential	£1,126,759
The Scottish Government		£1,767,220
	Substance Misuse	£1,754,220
	Guardianship	£13,000
The Moray Council		£1,760,492
	Disability	£1,363,433
	Early Intervention	£397,060

Funder	Service Funded	Amount
Aberdeen City Council		£1,725,449
	Disability	£1,277,512
	Fostering	162,789
	Residential	267,691
	Training	17,457
Perth & Kinross Council		£1,330,901
	Early Intervention	£500,175
	Residential	830,726
Scottish Borders Council		£1,038,316
	Disability	£585,990
	Early Intervention	£291,751
	Fostering	£81,455
	Residential	£79,120
South Ayrshire Council		£900,976
	Disability	£742,361
	Early Intervention	£158,616
Falkirk Council		£840,681
	Disability	£264,824
	Early Intervention	£188,792
	Early Years Family Support	£387,065
Inspiring Scotland		£651,330
	Early Intervention	£325,289
	Early Years Family Support	£270,042
	Policy & Participation	£56,000
Clackmannanshire Council		£555,689
	Disability	£179,155
	Early Intervention	£175,000
	Fostering	£81,395
	Residential	£120,139

Funder	Service Funded	Amount
Aberdeenshire Council		£483,384
	Disability	£46,564
	Fostering	£173,715
	Residential	£181,209
	Training	£81,896
Renfrewshire Council		£447,596
	Fostering	£60,800
	Residential	£240,771
	Young People	£146,025
East Lothian Council		£412,760
	Disability	£313,775
	Early Years Family Support	£17,590
	Fostering	£81,395
The CORRA Foundation		£387,737
	Early Intervention	£149,287
	Early Years Family Support	£238,450
Dundee City Council		£345,898
	Disability	126,219
	Early Intervention	3,989
	Residential	88,899
	Substance Misuse	126,791
North Lanarkshire Council		£263,691
	Fostering	£60,800
	Residential	£202,891
Midlothian Council		£249,996
	Disability	£70,299
	Residential	£179,697
East Dunbartonshire Council		£241,511
	Disability	241,511
South Lanarkshire Council		£288,871
	Fostering	£26,604
	Residential	202,267

Funder	Service Funded	Amount
The Robertson Trust		£206,930
	Early Intervention	£110,140
	Policy & Participation	£96,790
West Lothian Council		£191,029
	Disability	£28,240
	Fostering	£162,789
Dumfries & Galloway Council		£158,919
	Early Years Family Support	£158,919
East Renfrewshire Council		£135,278
	Early Intervention	£135,278
Scottish Families Affected by Alcohol & Drugs		£111,797
	Early Years Family Support	£111,797

The funding list represents all funders to Aberlour over £100,000 in the financial year 2024/25 which represents 97% of total income.

Charitable Trust Donations

Charitable Trust	Service Funded
Elevate Great	Forth Valley Perinatal Mental Befriending
William Grant Foundation	Perinatal Mental Health Lothians and Forth Valley
William Grant Foundation	Youthpoint Moray
Charles Gordon Foundation	Lothians Perinatal Mental Health
National Lottery	Lothian's Perinatal Mental Health
Shared Care Scotland	Options Adventures
Northwood Charitable Trust	Dundee Outreach
Scottish Children's Lottery Trust	Forth Valley Family Activities

Corporate Donations

Royal Highland Agricultural Society Presidential Initiative of 2024
Barratt Homes West of Scotland



Achieved.
Valid Until
February 2025



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