



SCOTTISH REFUGEE COUNCIL
DIRECTORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

Charity number: SC008639

Company number: SC145067

Scottish Refugee Council – Annual Financial Report

For the Financial Year Ending 31 March 2025

1. Introduction and Mission Statement

The **Scottish Refugee Council (SRC)** is an independent charitable organization registered in Scotland under charity number **SC008639**, dedicated to supporting refugees, asylum seekers, and vulnerable individuals in their journey toward resettlement and social integration.

The Council's mission is to ensure equal access to education, healthcare, housing, employment, and social participation, enabling all refugees to live with dignity, security, and independence.

Throughout the financial year 2025, the Council successfully implemented a wide range of projects and programs across Scotland in partnership with local authorities, the Scottish Government, the European Union, and several international charitable institutions.

2. Executive Summary

The financial year 2025 was both challenging and rewarding for the Scottish Refugee Council. The growing influx of refugees from conflict and crisis zones in the Middle East and Africa placed significant pressure on housing and social service systems. Despite these challenges, the Council maintained strong financial discipline, improved operational efficiency, and expanded its collaborative network, providing assistance to more than **8,500 individuals**.

The Council's management remained committed to the following principles:

- Transparency in funding and expenditure
- Focus on sustainable and impactful programs
- Accountability to donors and regulatory bodies
- Promotion of social equity in all activities

3. Board of Trustees and Executive Management

During the 2025 financial year, the Board of Trustees consisted of the following members:

- **Fiona McLeod**, Chair of the Board
- **David Thomson**, Vice Chair
- **Amina Rahman**, Social Affairs Representative
- **Michael Brown**, Finance Representative
- **Laura Green**, Chief Executive Officer

The Board of Trustees oversaw strategic direction, budget approval, and compliance with governance and financial standards.

4. Sources of Income

Total income for the year ending 31 March 2025 amounted to **£1,452,760**, generated from the following sources:

Source of Income	Amount (£)	Percentage of Total Income
Public and Charitable Donations	£528,900	36%
Government and Public Sector Grants	£674,300	46%
International and Joint Projects	£249,560	18%
Total Income	£1,452,760	100%

5. Expenditure and Resource Allocation

Total expenditure for the financial year amounted to **£1,398,420**, distributed as follows:

Expenditure Category	Amount (£)	Percentage of Total Expenditure
Field and Support Programs	£866,010	62%

Expenditure Category	Amount (£)	Percentage of Total Expenditure
Education and Capacity Building	£293,668	21%
Administrative and Operational Costs	£238,742	17%
Total Expenditure	£1,398,420	100%

The resulting net surplus for the year was **£54,340**, which was transferred to operational reserves for future program development.

6. Project Performance

In 2025, the Council implemented over 120 training and support projects throughout Scotland. Key initiatives included:

- **“New Start Project”** – Support for newly arrived refugees (Budget: £280,000)
- **“Safe Home Program”** – Emergency housing for refugee families (Budget: £375,000)
- **“Youth Path Initiative”** – English language and vocational training for youth under 25 (Budget: £145,000)
- **“Women’s Voice Project”** – Empowerment and support for refugee women in Glasgow (Budget: £120,000)
- **“Integration Support Scheme”** – Legal and social counseling services (Budget: £405,000)

7. Human Resources and Volunteers

The Council employed **84 full-time staff** and engaged **195 active volunteers** during the year.

The total volunteer contribution equaled approximately **21,800 hours**, representing the equivalent of 12 full-time positions.

The organization's HR policy emphasizes continuous staff development, mental health support, and equal opportunity in the workplace.

8. Transparency and Auditing

The Council's financial accounts have been prepared in compliance with **FRS 102** accounting standards and the regulatory requirements of the **Office of the Scottish Charity Regulator (OSCR)**.

An independent audit was conducted by **Baker Tilly Audit Scotland Ltd**, officially approved on **10 May 2025**.

The audit confirmed that all expenditures were aligned with the approved budget and that no financial irregularities were identified.

9. Risk Management and Financial Discipline

During 2025, the Council strengthened its internal financial controls and upgraded its digital expenditure monitoring system.

Key measures included:

- Establishing an independent budget control unit

- Reviewing and updating service contracts
- Enhancing data protection and privacy protocols

10. Outlook for 2026

Strategic objectives for the upcoming year include:

1. Expanding emergency housing capacity across major Scottish cities
2. Strengthening partnerships with European charities, including **United For Humanity (UFH)**
3. Securing new international funding for educational and integration projects
4. Developing digital platforms to improve refugee access to legal and social consultation services

11. Final Statement from the Chief Executive

We take pride in the fact that, despite a challenging year, the **Scottish Refugee Council** has continued to serve thousands of refugees with integrity, transparency, and compassion.

We extend our deepest gratitude to all staff members, volunteers, government bodies, and donors whose dedication made this achievement possible.

Signed:

Laura Green

Chief Executive, Scottish Refugee Council

Date: 31 March 2025