



**Trustees' Report  
& Accounts  
Year Ended  
31 March 2025**

# Reference & Administrative Information

<b>Charity Number</b>	SC011330
<b>Company Number</b>	SC036524
<b>Registered Office</b>	Vantage Point, 24 St John's Road, Edinburgh EH12 6NZ
<b>Chief Executive</b>	Brian Logan
<b>Company Secretary</b>	Andrew Philip, Director of Finance & Resources

## Committee Members & Officials

<b>Patron</b>	Her Royal Highness The Duchess of Edinburgh GCVO
<b>President</b>	The Rt Hon. Lord Hardie KC
<b>Honorary Life Members</b>	George D Holmes CV FRSE FICFor James Sinclair

### Board of Trustees

<b>Chair</b> Alexander Cameron CBE	Ben Supple
Annalu Waller OBE	Amanda Britain
Chris Johnston	David Hourston
Chris Gilmour	Lisa McPherson
Malcolm Payton	Gavin Thomson
Brian Bingham	Stuart Alexander (resigned 30 September 2024)

For the purposes of the Companies Act 2006, the Trustees of the charity are the directors of the company.

<b>External Auditors</b>	Henderson Loggie LLP, The Stamp Office, Level 5, 10-14 Waterloo Place, Edinburgh, EH1 3EG
<b>Internal Auditors</b>	WBG, 168 Bath Street, Glasgow G2 4TP
<b>Bankers</b>	The Royal Bank of Scotland, 36 St Andrew Square, Edinburgh, EH2 2YB
<b>Solicitors</b>	Morton Fraser MacRoberts LLP Solicitors, 2 Lister Square, Edinburgh, EH3 9GL Brodies, LLP Solicitors, 110 Queen Street, Glasgow, G1 3BX Turcan Connell, Princes Exchange, 1 Earl Grey Street, Edinburgh, EH3 9EE

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# Trustees' Annual Report incorporating the Strategic Report for the year ended 31 March 2025

The Trustees present their Annual Report incorporating the Strategic Report and audited financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with Capability Scotland's Memorandum of Association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations and Accounting & Reporting by Charities: Statement of Recommended Practice applicable to charities.

## Structure, Governance and Management

Capability Scotland is a company limited by guarantee (SC036524) and a registered charity in Scotland (SC011330). The management of Capability Scotland is the responsibility of a Board of Trustees, under the terms of the Memorandum and Articles of Association dated 5 June 1961 and altered by special resolutions passed on 8 October

1997, 11 October 2006, 8 October 2008, and 7 December 2017. The Memorandum and Articles of Association are currently being reviewed and a revised version is expected to be laid before a Special General Meeting of members during 2025/26.

The membership of Capability Scotland shall not exceed 300 and the power to admit new members is exercisable only by the Board of Trustees. Members are required to contribute an amount not exceeding £1 in the event of the charity winding up.

Trustees are invited on to the Board from people who have relevant experience and expertise, and a commitment to furthering the aims and objectives of Capability Scotland. The Board consists of not less than five members, with a requirement for one third of its membership to retire from office each year but eligible for reappointment at the Annual General Meeting. An induction programme of information meetings with senior staff and visits to services is arranged for each new Trustee, and internal training events

are arranged for all Trustees on strategic themes such as governance, safeguarding, risk management and financial awareness.

The Board is responsible for strategic direction and policy and normally meets four times in each calendar year. There are subsidiary committees covering Finance, Audit & Resources and Service Quality that also meet four times per year, and a Remuneration & Nominations Committee that meets as required.

Day-to-day management is delegated to the Chief Executive and senior managers responsible for Services & Business Development, and Finance & Resources.



# Our Strategic Statement 2024-2028: *One Capability, Our Capability.*



Our strategic statement *One Capability, Our Capability* has been developed in consultation and with feedback from our staff, the people we support, and internal and external stakeholders. It sets the course of Capability Scotland's practice and direction from 2024 to 2028 to deliver our mission:

**What we believe in** - An inclusive Scotland where everyone has the opportunity to have their voice heard, contribute to society and fulfil their potential.

**Who We Are** - We are the trusted not-for-profit provider of quality care, support and education, enabling people with diverse needs to live their best life.

**What We Do** - We deliver exemplary services for disabled children, young people and adults in communities across Scotland.

The work we undertake to deliver our strategic statement is supported by our operational plan, financial plan and risk register.

## Our Values



**Kind:** We will show all of our people kindness, dignity and compassion through our actions and words.



**Inclusive:** We will treat people with respect, value the opinions of others and celebrate diversity.



**Open & Honest:** We will always strive to do the right thing and will build trust by being transparent.



**Aspirational:** We will enable one another to achieve our ambitions and will seek to always do better.



**Creative:** We will push boundaries, explore alternatives and seek new innovative solutions.

## Our Strategic Priorities

The Trustees identified the following priorities for our Strategic Statement 2024-2028, and these continue to be our focus:

- **Voice** - We put the people we support at the heart of everything we do and make sure their voices are heard loud and clear.
- **Excellence** - We strive to deliver the highest quality services, tailored to the individual needs of disabled people, their families and carers.
- **Flexibility** - We create innovative solutions which enable the people we support to achieve their goals.
- **Thriving** - We invest in our talent, developing the highest quality employees, all built on strong financial foundations and sustainable services.

These priorities drive our decisions and actions, and by doing so, the difference we make leads to:

- Improved health & wellbeing
- Increased opportunities
- Social inclusion

We provide care, support and education to disabled children, young people and adults with the most complex needs through the provision of day and residential schools, further education, residential care, respite services, housing support services, care in people's own homes and a range of creative and exciting day opportunities in the community and in buildings.

We promote independence and quality of life for disabled people throughout their lives through the application of our specialist knowledge and the delivery of our broad range of flexible services. We also campaign with disabled people on issues that matter to them. We undertake voluntary fundraising activities to enable us to continue to achieve these objectives and activities and add value to the services we deliver.

The Trustees continue to receive information and feedback throughout the year to scrutinise performance and measure success in meeting Capability Scotland's aims and objectives. This includes detailed reports and risk assessments, service quality indicators, customer feedback, external feedback including Care Inspectorate reports and financial monitoring reports. The reports are scrutinised by the Board and its sub-committees (Finance, Audit & Resources, Service Quality and Remuneration & Nominations) with matters referred to the respective sub-committees, as required, for additional oversight, monitoring and action.

The Trustees receive feedback directly from the Have Your Say group meetings and feedback forms. The Have Your Say group is a representative body of those who use our services and provides a mechanism to ensure that the Trustees and senior management hear the voice of the people we support. This provides the Trustees with invaluable insight into the impact our services have on the people we support.

The Trustees acknowledge the amount and speed of change that the organisation faces on an ongoing basis and are committed to continue to drive forward with the need to modernise and develop our services despite the challenging financial and regulatory environment in which we operate.

The Trustees recognise the contribution made by our dedicated volunteers. We acknowledge the tremendous amount of time and expertise that volunteers make to raising funds through their participation in events and other activities and to all those who support our services.

## Trustees' Section 172 Statement

The Trustees continue to be mindful of their responsibility to promote the long-term success of Capability Scotland. As a Board, we consider our decision-making process to be in the best interests of our stakeholders and charitable reputation.

As Trustees, our aim is to continually support Capability Scotland to ensure that we deliver our mission. In doing so, we are an organisation that guarantees effective stewardship and management of resources, raises income, builds influence and demonstrates impact, whilst keeping the people we support at the heart of everything we do.

Our staff are fundamental to the execution of our vision. Staff wellbeing is prominent in the board's decision-making process. The communication on all Capability Scotland activities and performance, which is relevant to them, are regularly updated through our internal newsletter "In the Loop", email communications, team meetings and our Viva Engage (Yammer) social media site. The integration of new staff to Capability Scotland, through our induction process, is of paramount importance to the Board as a method of instilling our vision and values.

The Trustees are committed to monitoring and reducing any negative impact Capability Scotland's activities may have on the environment. Energy and Carbon reporting has increased our awareness of energy costs and consumption across Capability Scotland and provides data to inform the adoption of energy efficient measures to be delivered through our sustainability plans aimed at reducing our impact on climate change.

## Staff Engagement and Involvement

The Trustees greatly appreciate the dedication and commitment of our staff, and it is a credit to our staff that services to the people we support continue to thrive in the current challenging environment.

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The Trustees were pleased to visit many of our services during the year. We have held Board and Service & Quality Committee meetings at our services, where we have met with staff in person. We attended the Staff Conference and awards ceremony in Glasgow in September 2024 and were pleased to participate in the celebrations and recognition of staff for their achievements and commitment to Capability Scotland. The Trustees have also contributed to the staff newsletter, 'In the Loop', throughout the year.

Staff involvement is key at Capability Scotland. We have mechanisms in place to ensure staff and their representatives have opportunities to contribute when key decisions are being discussed. This has included a Recognition Agreement with our five trade union partners (Unison, Unite, Royal College of Nurses, Educational Institute of Scotland, and Chartered Society of Physiotherapists). This Agreement ensures regular communication with our Executive Team to discuss organisational matters.

As part of this agreement, we have created individual negotiating forums with the respective unions that allow focused discussions on the matters that impact upon the different staffing groups. This increased dialogue will help to improve communication and feedback between management, representatives, and staff.

# Review of Achievements & Performance During 2024/25



**Our Strategic Statement was developed in 2023, setting the course of Capability Scotland's practice and direction from 2024 to 2028. It was developed in consultation and with feedback from our staff, the people we support, and internal and external stakeholders.**

Our Operational Plan has been updated to reflect the challenges we face moving forward. It underpins the Strategic Statement to ensure Capability Scotland is best placed to respond to changes in the external environment. The Operational Plan is monitored regularly by the Executive Team with updates submitted to the Board twice per year. The achievement of our strategic objectives will be through development, delivery, outcomes, and empowerment.

The Trustees remain alert to changes to the social care landscape, particularly the current challenges to funding for our services and the implementation of Scottish Government strategies such as Coming Home and the withdrawal of funding for Grant-Aided Special Schools (GASS). Coming Home implementation relates to out of area placements for people with learning disabilities and complex needs, which may have implications for the people we support, particularly those in residential care.

Following the Doran Review and the Scottish Government's subsequent decision to realign the GASS funding to a new national strategic commissioning programme, the current grant scheme is set to end in 2029. For Corseford School, this transition has already resulted in significant financial constraints. In addition,

local authority funding streams are no longer sustainable in the face of declining demand. We made the difficult decision in June 2025 to close Corseford School at the end of the 2024/25 academic year. This decision has not been taken lightly. It followed a thorough review of the long-term viability of the school, shaped by external policy developments, significant reductions in pupil numbers and changes to funding mechanisms that are now having a critical impact.

Unfortunately, with no pending referrals, it is no longer viable to operate Corseford School sustainably.

Stanmore House School remains unaffected by the decision to close Corseford, and will be the focal point of our refreshed Schools Business Development Strategy, ensuring continued delivery of high-quality education, care, and therapy services.

Our ambitious plans to relocate our largest service provision from Upper Springland to a new site in Perth continues to gather momentum. The project, named Our Inclusive Community Project (OICP), is a hugely challenging project for Capability Scotland requiring substantial capital investment to deliver this exemplar facility. Our preferred site is located within the centre of Perth and offers significant potential for long-term sustainability, integration with the wider community, and meaningful partnership with local services and residents. We remain committed to openness and collaboration, and we will continue to engage with local communities, and all those with an interest in the future of inclusive support in Perth. We

are proud of the input already received from individuals, families, and professionals, and their voices will remain central as we shape the next chapter of this project.

The OICP project team is led by the Director of Services & Business Development and supported by a team of professionals to develop the project to planning stage. A project board reports directly to our Board of Trustees, and has four workstreams in place covering Service Design, Building Design, Communications and Finance & Fundraising, to progress the project and inform the way forward. The ongoing continuity of services at our Upper Springland site remains a key priority for Capability Scotland in conjunction with our aspirational plans for the new development.

During the year, we created a subsidiary Development Company (OICP Development Company) to account for the development costs of the project separate from our main business. The Development Company has a separate registration with Companies House and governance is provided by its own Board of Directors comprising representatives of Capability Scotland's Trustees and Executive Team (Chair of the Board, Chair of Finance, Audit & Resources Committee, Chief Executive and Director of Finance & Resources).

The Final Salary Pension Scheme buy-out process has progressed significantly following the strong pension valuations reported as at 31 March 2021 and 31 August 2021. In May 2022, the pension trustees executed a full member insurance buy-in transaction, which meant the Pension Scheme is no longer exposed to any market risk associated with the pension valuations. A Project Group, consisting of membership of pension trustees, their advisers, and Board and Executive Team representatives will oversee the transition from buy-in to buy-out of the pension scheme. This is expected to be concluded by December 2025.

We were delighted to receive confirmation that HRH The Duchess of Edinburgh had agreed to be our Royal Patron. This was very welcome news across the organisation. Her

Royal Highness visited our Edinburgh service at Craigmillar in May 2024 where she engaged with the people we support in a number of activities. This followed her previous visit to Riccarton, Edinburgh in June 2022.

## VOICE

Our newsletter for the people we support "Connect", continues to be published twice a year for all our customers. The newsletter has been warmly received by the people we support and features inspiring stories from across Capability Scotland's services.

At Capability Scotland we strive to enable the people we support to influence, co-produce and shape the services they receive. Meaningful engagement and co-production are crucial if we are to effectively meet the aspirations, needs and wishes of our supported people. By adopting this approach and using our skilled staff team, we will continue to provide exemplary care and support to those who use our services. Our Inclusive Communications Co-ordinator supports those who have communication difficulties or are non-verbal to have the ability to communicate with us using a variety of tools such as: Talking Mats, Makaton and assistive electronic communications aids.

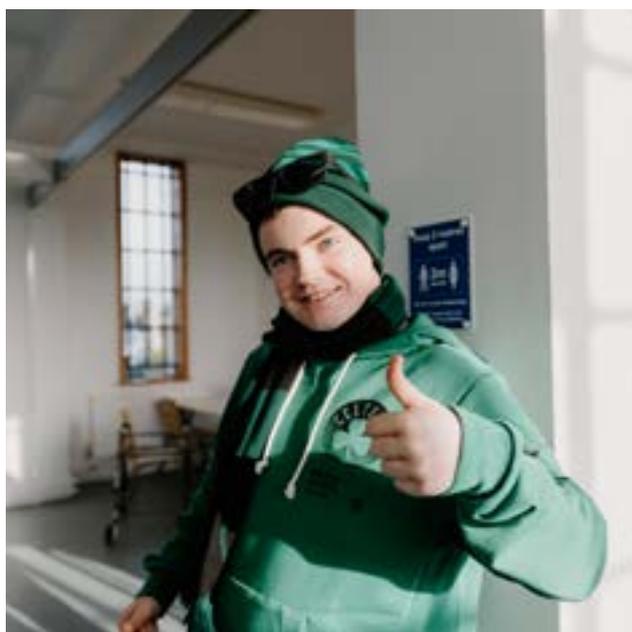
Have Your Say is an internal feedback process for the people we support to highlight positive or negative experiences. The feedback is provided through a range of accessible formats, including paper and digital forms. Have Your Say meetings are facilitated four times a year and are open to those we support. This forum provides the people we support the opportunity and platform to raise any issues they may have or to give positive feedback on their service delivery. Safeguarding is a standing agenda item and topical disability issues are also discussed.

The Co-Production Lead for the Our Inclusive Community Project in Perth, has ensured the aspirations of our customers, families and staff are incorporated in our service modelling and design plans, a process positively received by the Care Inspectorate. Development of a comprehensive Design

Statement and Design Brief in partnership with architects, has helped shape early concept designs to deliver inclusive, enabling, accessible services and buildings that promote health, well-being and opportunities for personal growth and independence, at the heart of this new community.

During the year those we support have been enabled to take part in external organisations research projects. Four students from Corseford College participated in research interviews with Dr Jane Cullingworth from Glasgow University, as part of a research project entitled 'Disability and Youth Transitions'. A resident from Wallace Court participated in a project by Social Security Scotland (SSS), which aimed to improve the experiences of people with additional communication needs and their interaction with SSS.

## EXCELLENCE



In 2024/25, we supported 1,155 children, young people, and adults through our schools, college, services, and projects.

Our direct service provision can vary from a few hours of support each week from a community enablement service through to being resident at one of our residential care homes or 'living-in' at Stanmore House School.

We contract directly with nine key Local Authority/ HSCP and have services based in these areas, with further spot-purchase contracts with another 19 Local Authorities. Both our schools and care homes support children and adults from a wide range of areas and operate as national services.

Within our services, no two support packages are the same, and this is increasingly the case as we respond flexibly to people's individual needs and outcomes, and self-directed support expectations and requirements. Our models of care are designed to ensure that they are able to provide flexible and responsive care, support and education based on individual needs and aspirations.

We currently have 25 registered care services and continue to receive positive external certifications from the Care Inspectorate for those services inspected. Six inspections were undertaken during the year. Key messages from the Care Inspectorate across Capability Scotland services note:

- People and their families gave positive feedback about the service and explained the difference it has made to their lives. Positive outcomes included people being supported to form friendships, join social clubs, gain voluntary employment, and learn new skills. These achievements had significantly improved people's confidence, health, and wellbeing.
- Staff worked well as a team. Newer staff appreciated support from more experienced staff in developing their skills and knowledge of people's needs, especially around communication methods. People were well supported and there was a caring and relaxed atmosphere in our services.
- Individual care plans included comprehensive details about a person's interests and needs, their life

history, likes and dislikes, and what was important to them. Our person-centred planning provided detailed descriptions of the support each individual required for staff to follow.

- Many young people were supported to develop warm and nurturing relationships with comfort and reassurance from staff. Staff used several communication aids, and many staff understood subtle cues. The strength in communication limited young people's frustrations in making their needs and wants known.

Safeguarding continues to be at the heart of everything we do. Our Adult and Child Protection policies and procedures and the implementation of our Values Statement; Equality, Diversity & Human Rights Policy; and Positive Behaviours Framework ensures the people we support, our staff and volunteers of Capability Scotland feel safe and supported at all times.

Throughout 2024/25, we continued to prioritise the development of our Schools to meet the needs of children and young people with complex additional support needs. Both Stanmore House and Corseford Schools are supported through the Scottish Government's Grant Aided Special Schools (GASS) programme. They continue to provide vital care, support and education and allied health provision in accordance with legislative and policy drivers, principally Curriculum for Excellence.

They aim to achieve outcomes for the children and young people in line with the principles of GIRFEC (Getting It Right For Every Child) and SHANARRI (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included).

Our schools continue to perform well, meeting all educational standards. The annual visit from Education Scotland in 2025 to Stanmore House School resulted in glowing feedback about how the school is performing, with our effective use of communication aids in particular being cited as best practice for the sector.

In line with Scottish Government expectations, both Schools have detailed School Improvement Plans in place and are working closely with Education Scotland to ensure that we continue to grow and develop our education provision. A Business Plan for 2025/26 for our Schools has been submitted to the Scottish Government, which will shape the future direction of our education provision and map out our response to the proposed phased withdrawal of the GASS grant from 2025/26.

The decision to close Corseford School at the end of the 2024/25 academic year has not been taken lightly. It followed a thorough review of the long-term viability of the school, shaped by external policy developments, significant reductions in pupil numbers and changes to funding mechanisms that are now having a critical impact.

Growing Stanmore House School remains a focus. We have developed a Business Strategy for Stanmore and are exploring opportunities to increase pupil numbers and strengthen our school provision. A therapy-led Toddlers Group has been launched with a view to creating a pipeline of new pupils. Information sessions are planned for 2025/26 aimed at families to potential pupils, and education professionals and commissioners.



Funded by the Scottish Government, local authority partners and the RS MacDonald Trust, Corseford College provides an opportunity for people with complex needs

to continue their education post-school leaving age. The College Oversight & Advisory Board provides an overview of the College operations and reports to our Board of Trustees.

Corseford College started its third year with a further intake of 10 students, taking our total number to 36. Third year students have prepared for their transition from college, undertaking various placements, visit and employability options as part of their programme. Their graduation ceremony was held in June 2025.

We have welcomed a number of influential visitors to Corseford College during 2024/25 as our campaign for sustainable funding continued its momentum. Alison Ann-Dowling, Renfrewshire Local Councillor and Alison Taylor MP visited the college and met the students in late 2024. Councillor Ann-Dowling raised a motion supporting the College at Renfrewshire Council meeting in December, receiving cross-party unanimous backing.

The BBC visited the College for filming in December and January, with the resulting news piece receiving prominent coverage across all BBC News channels.

We welcomed visits from Willie Rennie, Liberal Democrat MSP, Ross Greer, Green MSP and Pam Duncan-Glancy, Labour MSP during the first quarter of 2025, who all pledged their support for the College and their commitment to seek ways of moving Corseford College to fundable status through legislation.

Whilst our ambitions for sustainable funding for Corseford College continue to gain support, we were delighted to have continued funding for Corseford College specifically identified in the Scottish Government's Budget for 2025/26. The funding award is subject to external evaluation and is proposed for 2025/26 and 2026/27 financial years. A firm of independent consultants have been appointed to undertake the evaluation award, following agreement of a specification with the Scottish Government. The evaluation commenced in April 2025 and will be concluded by the end of June 2025.

Our education provision at Corseford College continues to be provided at Inchinnan, near Renfrew, having been relocated to alternative accommodation in November 2023 due to a structural issue with the Corseford building.

Occupancy levels within our care homes improved during 2024/25 with a number of long-term vacancies filled. Under-occupancy represents a key financial risk to Capability Scotland and we were pleased to see vacancies at Upper Springland, Lanarkshire Houses and Fife Houses filled during the year.

The internal audit programme continued in 2024/25, providing assurance on the internal controls and systems across the organisation. Internal audits covering reviews of Sustainability (climate change), Payroll management, key financial controls at Upper Springland, in-year forecasting and the new HR/Payroll system were conducted by our



Internal Auditor in 2024/25 and reported to the Executive Team and Finance, Audit & Resources Committee. Five reviews are planned for 2025/26; Fundraising administration, key financial controls at Junction 52, absence management, cyber security, and the new finance system.

## FLEXIBILITY

Capability Scotland remains flexible in our ability to contract with Local Authorities and Health & Social Care Partnerships (HSCP) through a variety of funding mechanisms. We still have a small number of services that are contracted through historic 'block contract' arrangements, whilst others are dependent on packages of support secured from our placement on Local Authority/ HSCP Frameworks. There is additional complexity as each Local Authority/ HSCP has interpreted self-directed support slightly differently. We are now operating with a multiplicity of funding arrangements across the country, and sometimes even in the same area.

We remain well placed in terms of tendering and framework agreements for new and existing services. Tendering activity has increased in 2024/25, with five tenders successfully accepted for framework agreements for children's residential care and education, home and community-based care and support, and employability services. We expect tendering activity to increase momentum in the coming year.

Our Little Acorns scheme invites staff to suggest improvements to their workplace, our services and the lives of the people we support. All suggestions are reviewed by our Leadership Team and outcomes communicated to all staff through our staff newsletter "In The Loop." In 2024/25 we received eight ideas, four of which we have taken forward and implemented.

In 2023 we created the Change Makers programme, an ideas to action initiative consisting of a series of workshops that enabled participants to develop professionally, collaborate with others across the organisation and develop a compelling

case that could lead to a financial investment from Capability Scotland. The programme culminated in an Investment Panel event where participants got to "pitch" to a group of colleagues with the aim of securing funding for their idea.

Four amazing ideas were pitched to the Investment Panel, and all secured funding from the £15,000 Investment Fund. Two of the ideas have really flourished in 2024, with one securing sustainable external funding.

**Capability Connectz** - Capability Connectz brings together young people (16-25 years) living with a learning disability within Dumfries and Galloway, who would otherwise be excluded from educational or social care opportunities. The project supports the young people to gain life skills, make steps towards independence, and will aim to bridge the gap between education and social care. After a successful first year, we were delighted the project secured external Trust funding to ensure the sustained delivery of the service.

**Craigmillar Creatives** - Craigmillar Creatives is a social enterprise that enables the people we support to participate in arts, crafts, digital and other creative activities. They have been successfully selling their work and raising funds and are now looking for help to build an enterprise model to self-fund their future projects and have access to the enterprise income, along with help with their marketing, website development and social media presence.

Work continues to develop the other two projects and support the participants to bring their ideas to life. A new programme of Change Makers is currently being developed for 2025/26.

## THRIVING

In December 2024, we were delighted to be reaccredited by Investors in People (IiP) following our successful award in 2021, but at the higher Silver accreditation. The accreditation recognises the good practice by our teams throughout Capability Scotland, and that our values are well-embedded across

our organisation. We were pleased that the liP assessors commended the passion and commitment of our staff, and that the sense of One Capability was so clearly evidenced. We have already started planning for our next reaccreditation in 2027 and included the learning from liP in our People Action Plan for 2024-2027.

Our second staff conference took place in Glasgow in September 2024 and was a great success. Over 220 members of staff from across Capability Scotland services attended the event, participating in a diverse range of workshops including inclusive communications, assistive technology, financial wellbeing, boccia, and sensory storytelling. The conference culminated with our annual staff awards ceremony. Over 150 nominations were received across six categories: Outstanding Act of Kindness, Outstanding Customer Service, Living Our Values Everyday (LOVE), the Little Acorns award for Creativity, Outstanding Leadership and Team of the Year. The award ceremony presented the perfect opportunity to celebrate success, and the level of engagement has been positive.

In addition to our annual staff awards, our Making your Mark recognition scheme recognises colleagues who live our values daily. Staff can nominate anyone who they see displaying our values in the day-to-day role, with a badge recognising their contribution awarded.

Staff development and training continues to be delivered through blended learning, mixing online and face-to-face, with 286 individual courses delivered across 2024/25, an increase of 18 on the previous year.

Our e-learning platform, LearnPro delivers online learning to support classroom courses. The nine mandatory courses are Adult Protection, Child Protection, Data Protection, Equality & Diversity, Fire Safety, Health & Safety, Duty of Candour, Infection Control and Food Safety. In total, 13,311 courses were completed during 2024/25 (12,624 in 2023/24), including 5,715 completed role-specific courses like Mental Health at Work

and Postural Care.

We provided specialised training for new staff, particularly for classroom-based courses in Medication, Moving & Assisting, Epilepsy and Enteral feeding, in addition to our Mandatory e-learning courses.

The Scottish Social Services Council (SSSC) introduced changes to registration, qualifications, continuous professional learning and codes of practice during 2024. Care staff supporting customers are required to complete seven NHS Education for Scotland infection control modules for Care, and there is a requirement for registered staff to maintain continuous professional learning. The additional cost of these requirements has been met by Capability Scotland in 2024/25 as the funding previously provided by the Scottish Government's Flexible Workforce Development Fund to organisations who pay the Apprenticeship Levy is no longer available for training and qualifications. The FWDF allocation in 2023/24 was £15,000.

We have been successful in securing additional funding to support our continued staff development; £62,400 to deliver 52 SVQs and modern apprenticeships; and £9,300 to support staff with postural care training.

We are committed to increasing the Health and Wellbeing of the people we support and staff. Our BeWell+ programme continues in earnest, ensuring that staff health and wellbeing remains at the top of our agenda. Activities have included Step Count Challenges, Random Acts of Kindness days and "Capabili-tea" coffee mornings to foster a sense of team working across our services. Our Employee Assistance Programme, with an innovative Live Chat/WhatsApp service, is available to help those who don't feel comfortable discussing their mental or financial health on the phone. Our portfolio of e-learning modules continues to increase to support staff and raise awareness of key health and wellbeing themes.

We remain committed to the principles of the Fair Work Framework, which are embedded in our recruitment, induction, and learning and

development policies and procedures.

Staff recruitment and retention continues to be a significant challenge to Capability Scotland and the wider social care sector. Staff turnover of around 26% continues to be our greatest risk and this has an enormous pressure on service delivery. We continue to take various actions to mitigate the position, but it is a common story across all social care providers and indeed in a number of other sectors. The Recruitment Business Partner in our HR team, continues to make an impact and focused efforts have resulted in a number of offers being made to fill vacancies. There is an increased focus on growing our pipeline, creating partnerships with multiple agencies such as the Department of Work and Pensions, Remploy, and multiple colleges and schools throughout the country.



In 2024/25, we employed 40 sponsored workers on Skilled Workers visas, which has had a positive impact on our staff turnover. We are disappointed that the changes to UK Government guidance in April 2025 has resulted in more restrictive eligibility criteria for sponsored roles. This means we are unable to sponsor any new applicants until such times as our funding settlements from local authorities allows us to do so.

During 2024/25, we moved to the Scottish

Government-recommended £12.00 per hour for our main grade of care and support workers. Whilst this uplift was good news for our social care services, we were frustrated by the lack of funding to maintain pay differentials and for staff other than main grade care and support workers. Despite this shortfall in government funding for our services, the Trustees approved the implementation of a pay uplift to all staff, in recognition of their commitment and continued dedication to the people we support. This additional cost was borne by Capability Scotland.

Our IT transformation continues to advance. The implementation of our new Case File Management System (CAMI) is currently being rolled out across all services, with new devices including laptops, tablets and mobile phones, provided to staff to access the system in a manner most suited to their role. The HR/Payroll system (iTrent) is being further developed with a new module on recruitment and a self-service facility for all staff for annual leave and updates to personal details planned for 2025. In February 2025 we successfully migrated the payroll system used to pay personal assistants in Dumfries & Galloway to iTrent, delivering this local authority-commissioned service more efficiently whilst strengthening the security arrangements from the previously desktop-based system.

In June 2024, we received Cyber Essentials Plus re-accreditation for the consecutive third year which is a major achievement for Capability Scotland and provides assurance in our cyber security controls and arrangements. Our reaccreditation will be assessed in June 2025.

Following the development and implementation of our Fundraising Strategy in 2021 Capability Scotland has made significant progress in embedding fundraising activity across the organisation, working with staff, the people we support and external stakeholders to enhance and grow fundraising activity.

Our corporate partnerships continue to generate unrestricted income enabling us to

provide additionality to our services. We were delighted to announce a new partnership in March 2025 with Aitken Design. The team at Aitken Design have kicked off the partnership by signing up for several challenge events this summer and we are most grateful for their fundraising efforts to date.

Events fundraising continues to go from strength to strength with people taking part in various third-party events throughout the year, these include the Edinburgh, Glasgow and Dundee Kiltwalks, Zip Slide the Clyde, Falkirk Wheel Abseil, Edinburgh Marathon Festival and the first ever adapted HYROX race.

We were delighted to be chosen as the beneficiary of Murray and Currie Property's annual charity football game 'The Big Match.' Over £21,000 was raised and donated to towards the renovation of the outdoor play areas at Edinburgh Children Services.



In January we partnered with Olympic swimmer Dan Wallace to create 'Swim the Distance' a virtual challenge event where participants swam 10km, 20km or 30km throughout the month of January. All monies raised will contribute towards the new hydrotherapy pool at Our Inclusive Community Project.

It has been another successful year for Trusts and Foundations, grants income is now our best performing income stream after Legacies/Gifts in Wills. A significant number of grants have been secured supporting work across Capability Scotland this includes but is not limited to supporting the development of a new service in Dumfries, Capability

Connectz, funding for the third and final year of the Corseford College pilot and enabling the development of a new postural care policy and training plan, the first of its kind in any social care charity across Scotland.

Fundraising for Our Inclusive Community Project continues to go from strength to strength with significant gifts pledged towards the Hydrotherapy Pool and Sensory spaces. Unrestricted donations from individuals, the Power of Five campaign and dedicated OICP events are supporting the broader development of the project, and we look forward to more public facing fundraising activities in the next financial year.

Marketing and Communications activity continues to focus on building our social media reach, developing how we communicate with our varying audiences, both internal and external as well as expanding our work in public relations.

We have introduced digital mailings via Online Express, these have been used for internal and external communications. The Online Express platform provides data analytics that will enable us to develop targeted communications resulting in increased income generation and the tools to ensure our messaging is reaching the correct audiences.

Across the organisation staff engagement with Viva Engage (Yammer) continues to improve. We now operate 75 communities where staff can engage with others on specific topics, share best practice and keep up to date on what's going on across Capability Scotland.

In addition to creating several internal and external publications including our community magazine CS Matters, monthly staff newsletter In the Loop and accessible magazine Connect, dedicated to the people we support the communications team has also facilitated several events across Capability Scotland. This included the planning and execution of our biannual Staff Conference; feedback was overwhelmingly positive and the Communications team look forward to facilitating this event again in 2026.



## Monitoring Achievement

Achievement is monitored by the Board, and its Finance, Audit & Resources, and Service Quality sub-committees on a quarterly basis. The Remuneration and Nominations sub-committee meets as required. The remit of the Finance, Audit & Resources Committee encompasses the monitoring of financial performance including the review of all financial statements, monitoring of compliances and internal controls, and monitoring of the People Strategy and its action plan. The Service Quality Committee's remit includes performance management, quality assurance and statutory compliances. The remit of the Remuneration and Nominations Committee is to review and approve the remuneration for the Executive Team and undertake succession planning and recruitment of Board members.

## Financial Review

The parent charity statements of financial activities, which incorporates the income and expenditure account, reports net

expenditure of £263,512, which compares to net expenditure of £98,921 in 2023/24. The net movement in funds after actuarial gains/(losses) on the defined benefit pension scheme is £232,488 (2023/24 £219,079).

Total income for 2024/25 was £31,801,101, which is an increase of £2,719,331 on the previous year. Income from Charitable Activities (note 2) for the delivery of services to disabled people increased year on year by £2,231,090 to £30,284,884. The principal sources of funding were grants and contracts with local authorities and the Scottish Government.

Fundraising income this year was £898,144, which is an increase of £195,387 on the previous year. The increased income is due to fundraising activities for Our Inclusive Community Project. The costs associated with raising funds was £363,275 (2023/24 £273,885).

Total expenditure for 2024/25 was £32,064,613, which is an increase of £2,883,920 on the previous year.

The final salary pension scheme valuation under FRS102 rules, which shows a positive position of £478,000 (2023/24 £886,000), has not been recognised as an asset because the scheme is now closed. The Trustees have plans in place to ensure the full triennial valuation liability is managed while securing members' benefits.

Due to the non-material trading of the newly incorporated subsidiary company, Capability Scotland OICP Development Company Ltd, the consolidated results of the group are not materially different from the parent charity for 2024/25.

## Reserves Policy

The Trustees have considered the requirement for General Reserves that are not designated for specific purposes or otherwise committed. In doing so, they have considered the need for adequate working capital in services and to provide protection against adverse financial circumstances in the future.

Capability Scotland's policy is to hold the sum of net current assets attributable to unrestricted funds (note 9(d)) being equivalent to three months' expenditure. At 31 March 2025, free unrestricted net current assets, expressed as current assets less current liabilities (note 9(d)), totalled £8,032,918 which is 100% of the target amount. This compares to £6,775,993 and 93% in 2023/24.

The Trustees will continue to take action to improve the financial position of the organisation and maintain the free reserves position in line with our stated policy. At 31 March 2025, restricted funds totalled £389,291 (2023/24 £445,664).

## Risk Management

The Trustees have reviewed the Register of Strategic Risks, looking into specific risk areas and the systems in place to mitigate those risks. Where appropriate, actions and procedures required to strengthen existing systems have been identified and instigated as part of the Strategic Risk Register and progress is monitored by the Executive Team. The Board has received reports and is satisfied that systems are in place to mitigate our exposure to the major risks.

The principal strategic risks relate to the recruitment and retention of staff; the financial sustainability of our schools and college due to existing funding arrangements; continued pressure on available public funds and the effect that this is having on our ability to continue to deliver high quality individualised services; the safeguarding of vulnerable beneficiaries, staff and volunteers, and that some of our buildings are no longer fit for purpose. The risks are mitigated through continued dialogue and negotiation with Local Authorities/HSCP and the Scottish Government, business continuity planning, and by ensuring our policies and procedures, recruitment, training and supervision provide best practice safeguards for staff and the people we support.

During the year, the Strategic Risk Register has been reviewed, using the previous year's register as the basis and with reference to

the Risk Management Policy. The Business Risk Register underpins the Strategic Risk Register and outlines the main business risks monitored and reviewed by the Executive Team and senior managers. The Strategic and Business risk registers inform each other, and risks can be escalated and de-escalated upon review by the Board of Trustees and Executive Team respectively.

## Equal Opportunities

Capability Scotland aims to promote equality, diversity, and human rights in everything we do. We aim to work inclusively across the whole organisation at all times. These principles are upheld in behaviours and practices through our provision of care, support, and education, and as an employer. We aim to excel beyond legislative requirements and be an exemplar of best practice.

We will break down all barriers of discrimination, prejudice, fear, or misunderstanding, which can damage the effectiveness and impact of our care, support, and education on the lives of our customers and our employment practices.

Capability Scotland uses the Equality and Human Rights Commission's nine protected characteristics to help focus our equality and diversity work. We will have due regard to advancing equality for people who identify with the relevant protected characteristics. Capability Scotland recognises that there are others that are not yet protected in legislation but are important to be mindful of to ensure that Capability Scotland creates an inclusive environment.

We recognise that the people we support, and our employees are a diverse group of individuals and that they should all be treated as such. Each person has different strengths and by adapting our approach accordingly we create an environment where individuals can develop and grow, accessing their human rights, benefitting those we support, our staff and the organisation.

We ensure that all employees have equal access to the same opportunities. We further

demonstrate this through our commitment to the Disability Confident Standard, and our accreditation as a Disability Confident Leader, which is the highest category of this programme.

In March 2025, we published our Gender Pay Gap figures in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Our Gender Pay gap figures show an average gap of 0.85% (2024: 1.91%).

### Key Management Personnel Remuneration

The Remuneration and Nominations Committee, a sub-committee of the Board, is responsible for setting pay and remuneration for key management personnel. Capability Scotland's Executive Team comprises the Chief Executive, Director of Services & Business Development, Director of Finance & Resources and Deputy Director of Services.

The Chief Executive is appointed by the Board to manage the day-to-day operation of the charity. To facilitate effective operation, the Chief Executive has delegated authority, as approved by the Board, for all operational matters.

#### Chief Executive

Brian Logan

#### Director of Finance & Resources

Andrew Philip

#### Director of Services & Business Development

Callum MacGregor

#### Deputy Director of Services

Sean Donachie





## Plans for the Future

We have built a strong foundation for the future during 2024/25.

Our future plans include:

- Explore business opportunities in areas of high population and low provision and redevelop existing services to meet changing priorities.
- Improve existing models of high intensity care, support and education provision and develop a range of new models to meet individual needs that embrace transition and the ability for progression and lifelong learning.
- Develop the business case for Our Inclusive Community Project in Perth and progress to planning stage.
- Develop long-term plans for Stanmore House School and Corseford College

and support this using best practice and benchmarking.

- Develop the next stage of our IT Roadmap, exploring opportunities to utilise technology more effectively across Capability Scotland, implementing IT solutions to support our business processes, such as digital technologies and a new finance system.

Following the success of our second staff conference in September 2024, we will hold our second awards ceremony for staff in October 2025 to celebrate success and recognise achievements made during the year. This will bring together as many staff as possible with the purpose of motivating and connecting various disparate parts of the organisation and celebrating all the good things that we do.

# Streamlined Energy & Carbon Reporting

A summary of the 2024/25 Streamlined Energy and Carbon Reporting (SECR) report for Capability Scotland is set out below. This is required under The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. It considers:

- Scope 1 direct emissions
- Scope 2 indirect emissions
- Scope 3 indirect emissions (SECR mandatory) related to fuel used in personal/hire cars on business use (including fuel for which Capability Scotland reimburses its employees following claims for business mileage).

The market-based method for calculating scope 2 emissions with respect to electricity consumption has been applied. Total emissions account for our efforts in purchasing low-carbon electricity across our estate. The location-based method is provided for disclosure only, and all emissions shown are calculated using the Scope 2 market-based method.

Our reporting period covers 1 April 2024 to 31 March 2025.

## Methodology

The methodology used is the Greenhouse Gas Protocol, using UK Government conversion factors produced by the Departments for Business, Energy & Industrial Strategy and Energy Security & Net Zero for the relevant year. The SECR report has been prepared in line with the UK Government's 'Environmental Reporting Guidelines including streamlined energy and carbon reporting guidance' (dated March 2019).

We have changed our base year to 2022/23 from 2021/22 to account for the impact of COVID-19 on our business and the distorted picture it created for our energy usage.

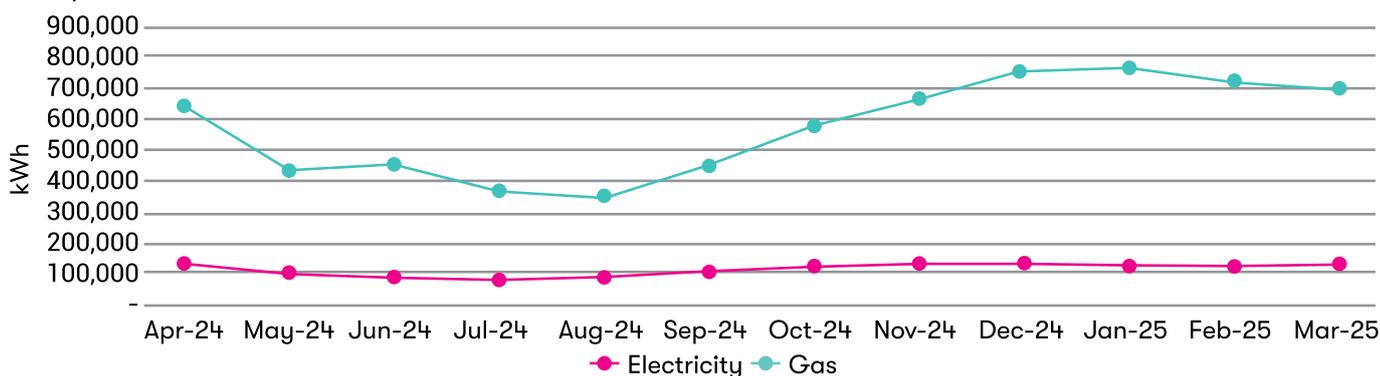
## Energy Consumption

The energy consumption used to calculate our emissions was 7,363,185 kWh, which although higher than the level of consumption for the previous year, it is broadly comparable to the consumption for our baseline year (2022/23).

Scope	Category	Unit	2024/25	2023/24	2022/23
Scope 1	Facilities – Stationary combustion	kWh	5,641,812	5,282,181	5,713,027
	Facilities – Fugitive emissions	kWh	-	-	-
	Vehicles – Fuel	kWh	262,006	302,949	261,623
Scope 2	Facilities – Purchased electricity	kWh	1,260,207	1,276,856	1,264,565
Scope 3	Indirect emissions related to fuel used in personal/ hire cars on business use (including fuel for which Capability Scotland reimburses its employees following claims for business mileage)	kWh	199,160	188,785	114,796
<b>Total Consumption Reported</b>		<b>kWh</b>	<b>7,363,185</b>	<b>7,050,771</b>	<b>7,354,010</b>

Our total transport energy consumption increased by 84,747 kWh from our baseline reporting year, as a result of the relocation of Corseford College and School to Inchinnan during 2023/24. Conversely, there was a decrease in gas and electricity energy consumption from our base year

of 75,573 kWh, which resulted in a net increase in total energy consumption of only 0.1% (9,175 kWh).



The monthly profile of our electricity and gas consumption shows that 82% of the energy we consume within our facilities is driven by natural gas consumption for space heating, and the production of domestic hot water.

### Greenhouse Gas (GHG) Emissions

Capability Scotland's total emissions for 2023/24 is 1,252.32 tCO<sub>2</sub> eq. (2022/23 1,383.29 tCO<sub>2</sub> eq.)

Scope	Category	Unit	2024/25	2023/24	2022/23
Scope 1	Facilities – Stationary combustion	tCO <sub>2</sub> eq.	1,031.89	966.26	1,042.86
	Facilities – Fugitive emissions	tCO <sub>2</sub> eq.	0.57	3.60	3.60
	Vehicles – Fuel	tCO <sub>2</sub> eq.	62.09	71.98	62.71
Scope 2	Facilities – Purchased electricity (location-based)	tCO <sub>2</sub> eq.	260.93	264.40	244.54
	Facilities – Purchased electricity (market-based)		303.21	210.48	274.13
Scope 3	Indirect emissions related to fuel used in personal/hire cars on business use (including fuel for which Capability Scotland reimburses its employees following claims for business mileage)	tCO <sub>2</sub> eq.	45.38	44.96	28.55
Total GHG emissions – Location-based		tCO <sub>2</sub> eq.	1,400.86	1,351.20	1,382.25
<b>Total GHG emissions – Market-based</b>		<b>tCO<sub>2</sub> eq.</b>	<b>1,443.14</b>	<b>1,252.32</b>	<b>1,383.29</b>

Our total energy consumption has remained relatively similar since our base year, and our market-based emissions have increased by 4%.

### Energy Efficient Actions

During the reporting year, we have taken several energy efficiency actions as part of our Capital Programme. At our Upper Springland Campus in Perth, we replaced our two boilers with new high-performance boilers. The roof at Corseford School has also undergone some significant improvements, helping improve energy efficiency. The benefits can be seen in the 1% reduction in our overall gas consumption since our base year.

Our new company fleet is more fuel efficient than older models. In November 2024, we moved from our Wishaw site into a modern leased office building in Motherwell which saw our EPC rating move from an E to a C. We have also decommissioned our Corseford site during the reporting period and have moved into more energy efficient premises at Inchinnan and Linwood.

We have invested in fabric improvement at Stanmore Residential, Riccarton, Upper Springland and at Dumfries during the reporting year on a planned maintenance basis. Upgrades to our heating plant, and laundry plant, at Oakfield and Stanmore respectively. We will monitor the reduction in our energy consumption and emissions at these sites.

Our utilities contracts have been procured from mixed sources, the carbon content of which is driven by a high proportion of thermally generated fossil fuel sources. We intend to review our utility procurement strategy to optimise the renewable content therein and reduce our market-based emissions.

Looking ahead, we are installing new boilers at Stanmore in 2025/26 and are repairing the roof in Summer 2025 and so we will receive energy saving benefits for this site in future years.

Working with ECO3 Partnership Limited, we continue to use a smart cloud-based energy and carbon monitoring system/portal which has allowed us to measure, manage, control, and monitor our energy and carbon effectively. The management dashboard delivers a clear insight into our energy consumption across our entire portfolio of energy consuming assets, buildings, processes and transport.

# Statement of Trustees' Responsibilities

The trustees (who are also the directors of Capability Scotland for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP (FRS 102).
- make judgements and 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 accounts.
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

In so far as the trustees are aware, there is no relevant audit information of which the charitable company's auditor is unaware and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees Annual Report is signed by the Chair on behalf of the Board of Trustees. The Trustees also approve the Strategic Report, which is contained within the Trustees Annual Report, in their capacity as company directors.



**Professor A Cameron CBE, Chair**

**26 June 2025**

# Independent Auditor's Report to the Members and Trustees of Capability Scotland

## Opinion

We have audited the financial statements of Capability Scotland (the 'parent charitable company') and its subsidiary ('the group') for the year ended 31 March 2025 which comprise the Parent Charity Statement of Financial Activities, the Consolidated Statement of Financial Activities, the Group and Charity Balance Sheets, the Group and Charity Cash Flow Statements and notes to the financial statements, including a summary of 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 group's and parent charitable company's affairs as at 31 March 2025 and of the group's and parent charitable company's incoming resources and application of resources, including the group's and the parent charitable company's 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 Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006.

## Basis of Opinion

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 group and parent 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' (who are also the directors of the charitable company for the purpose of company law) 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 group and parent 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 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 our audit:

- the information given in the Strategic Report and the Trustees' Annual Report which includes the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Trustees' Annual Report which includes the Directors' Report have 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 Strategic Report and the Trustees' Report, which includes the Directors' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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, 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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.

## Extent to which the audit was considered capable of detecting irregularities, including fraud.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the charitable company has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud.
- We reviewed internal audit reports presented to the Finance and Audit Committee.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable company. We determined that the following areas were most likely to have a material impact on the financial statements: Health and Safety; Care regulations; charity law; employment law (including the Working Time Directive); and compliance with the UK Companies Act.
- We considered the incentives and opportunities that exist in the charitable company, including the extent of management bias, which present a potential for irregularities and fraud to be perpetrated, and tailored our risk assessment; accordingly, and

- Using our knowledge of the charitable company, together with the discussions held with management at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Inquiring of management about any known or suspected instances of non-compliance with laws and regulations and fraud.
- Reading correspondence with regulators including the Care Inspectorate, Health and Safety Executive and OSCR.
- Reviewing board and sub-committee meeting minutes.
- Challenging assumptions and judgements made by management in significant accounting estimates, in particular in relation to depreciation rates; valuation of investment properties, items accounted for at fair value and the pension valuation; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

Owing to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognize the non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees.

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

This report is made solely 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 parent charitable company'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 parent charitable company, 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.



**Keith Macpherson (Senior Statutory Auditor)**

For and on behalf of Henderson Loggie LLP  
Chartered Accountants, Statutory Auditor

Eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

The Stamp Office  
Level 5, 10-14 Waterloo Place, Edinburgh, EH1 3EG  
30 June 2025

# Consolidated Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31 March 2025

		2025			2024
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
<b>Income From:</b>					
Donations and Legacies	5	318,586	579,558	898,144	702,757
Charitable Activities	2	26,664,002	3,620,882	30,284,884	28,053,795
<b>Other Trading Activities:</b>					
Investments	4	618,071	2	618,073	325,220
<b>Total</b>		<b>27,600,659</b>	<b>4,200,442</b>	<b>31,801,101</b>	<b>29,081,772</b>
<b>Expenditure On:</b>					
Raising Funds	3	238,737	124,599	363,336	273,885
Charitable Activities	3	27,559,122	4,142,216	31,701,338	28,906,808
<b>Total</b>		<b>27,797,859</b>	<b>4,266,815</b>	<b>32,064,674</b>	<b>29,180,693</b>
<b>Net Income/(Expenditure)</b>					
		<b>(197,200)</b>	<b>(66,373)</b>	<b>(263,573)</b>	<b>(98,921)</b>
<b>Transfers between Funds</b>					
	9				-
		<b>(197,200)</b>	<b>(66,373)</b>	<b>(263,573)</b>	<b>(98,921)</b>
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension scheme	13	496,000	-	496,000	318,000
<b>Net Movement in Funds</b>		<b>298,800</b>	<b>(66,373)</b>	<b>232,427</b>	<b>219,079</b>
<b>Reconciliation of Funds:</b>					
Funds brought forward at 1 April 2024		14,730,185	455,664	15,185,849	14,966,772
Issuance of share capital		100	-	100	-
<b>Funds carried forward at 31 March 2025</b>		<b>15,029,085</b>	<b>389,291</b>	<b>15,418,376</b>	<b>15,185,849</b>

All of the above are derived from continuing activities.

The net movement in funds after actuarial gains/(losses) on the defined benefit pension scheme is £232,427 (2023/24: £219,079).

The analysis between restricted and unrestricted funds for 2024/25 is detailed in note 14. The notes on pages 34 to 53 form part of the Accounts.

# Parent Charity Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31 March 2025

		2025			2024
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
<b>Income From:</b>					
Donations and Legacies	5	318,586	579,558	898,144	702,757
Charitable Activities	2	26,664,002	3,620,882	30,284,884	28,053,795
Other Trading Activities:					
Investments	4	618,071	2	618,073	325,220
<b>Total</b>		<b>27,600,659</b>	<b>4,200,442</b>	<b>31,801,101</b>	<b>29,081,772</b>
<b>Expenditure On:</b>					
Raising Funds	3	238,676	124,599	363,275	273,885
Charitable Activities	3	27,559,122	4,142,216	31,701,338	28,906,808
<b>Total</b>		<b>27,797,798</b>	<b>4,266,815</b>	<b>32,064,613</b>	<b>29,180,693</b>
<b>Net Income/(Expenditure)</b>					
		<b>(197,139)</b>	<b>(66,373)</b>	<b>(263,512)</b>	<b>(98,921)</b>
Transfers between Funds					
	10	-	-	-	-
		<b>(197,139)</b>	<b>(66,373)</b>	<b>(263,512)</b>	<b>(98,921)</b>
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension scheme	13	496,000	-	496,000	318,000
<b>Net Movement in Funds</b>		<b>298,861</b>	<b>(66,373)</b>	<b>232,488</b>	<b>219,079</b>
<b>Reconciliation of Funds:</b>					
Funds brought forward at 1 April 2024		14,730,185	455,664	15,185,849	14,966,772
<b>Funds carried forward at 31 March 2025</b>		<b>15,029,046</b>	<b>389,291</b>	<b>15,418,337</b>	<b>15,185,849</b>

All of the above are derived from continuing activities.

The net movement in funds after actuarial gains/(losses) on the defined benefit pension scheme is £232,427 (2023/24: £219,079).

The analysis between restricted and unrestricted funds for 2024/25 is detailed in note 14. The notes on pages 34 to 53 form part of the Accounts.

# Balance Sheet

As at 31 March 2025

	Notes	2025		2024
		Group	Charity	Charity only
		£	£	£
<b>FIXED ASSETS</b>				
Tangible Assets	6	6,996,128	6,996,128	7,954,190
Investments	7	-	100	-
		<b>6,996,128</b>	<b>6,996,228</b>	7,954,190
<b>CURRENT ASSETS</b>				
Debtors	8	5,218,661	5,311,435	3,893,549
Cash at bank and in hand		8,551,550	8,458,737	7,610,658
		<b>13,770,211</b>	<b>13,770,172</b>	11,504,207
Creditors: amounts falling due within one year	9	(5,347,963)	(5,348,063)	(4,272,548)
<b>NET CURRENT ASSETS</b>		<b>8,422,248</b>	<b>8,422,109</b>	7,231,659
<b>TOTAL ASSETS less CURRENT LIABILITIES</b>		<b>15,418,376</b>	<b>15,418,337</b>	15,185,849
<b>Liabilities:</b>				
Creditors: amounts falling due after more than one year		-	-	-
<b>TOTAL NET ASSETS</b>		<b>15,418,376</b>	<b>15,418,337</b>	15,185,849
<b>FUNDS OF THE CHARITY</b>				
Unrestricted Funds	10	15,029,085	15,029,046	14,730,185
Restricted Funds	10	389,291	389,291	455,664
<b>TOTAL FUNDS</b>		<b>15,418,376</b>	<b>15,418,337</b>	15,185,849

The Accounts were approved by the Board on 26 June 2025 and signed on their behalf by:



**Professor A Cameron CBE**

Chair

The notes on pages 34 to 53 form part of the Accounts.

Company Number SC036524

# Statement of Cash Flows

For the year ended 31 March 2025.

		2025	2025	2024
		Group	Charity	Charity only
	Notes	£	£	£
<b>Cash flows from operating activities</b>	11	565,260	472,547	585,414
<b>Net cash provided by (used in) operating activities</b>				
<b>cash flows from investing activities:</b>				
Dividends, interest and rents from investments		618,073	618,073	325,216
Purchase of investments		-	(100)	-
Proceeds from the sale of property, plant and equipment		252,525	252,525	7,980
Purchase of property, plant and equipment		(484,403)	(484,403)	(869,515)
<b>Net cash provided by (used in) investing activities</b>		386,195	386,095	(536,319)
<b>Cash flows from financing activities:</b>				
Repayments of borrowings		(10,563)	(10,563)	(10,823)
<b>Net cash provided by (used in) financing activities</b>		(10,563)	(10,563)	(10,823)
<b>Change in cash and cash equivalents in the reporting period</b>		940,892	848,079	38,272
<b>Cash and cash equivalents at the beginning of the reporting period</b>		7,610,658	7,610,658	7,572,385
<b>Cash and cash equivalents at the end of the reporting period</b>		8,551,550	8,458,737	7,610,658

# Notes To The Accounts For The Year Ended 31 March 2025

## ACCOUNTING POLICIES

### Status of the Company

Capability Scotland is a company limited by guarantee registered in Scotland with the registered number and address as listed at page 2. Each member has undertaken to contribute an amount not exceeding one pound towards any deficit arising in the event of the company being wound up.

### Basis of accounting

The financial statements have been prepared to fully comply with the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. The accounts have been prepared under the historical cost basis of accounting modified to include investments at market value, the revaluation of certain land and buildings, and in accordance with applicable accounting standards.

Capability Scotland meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity rounded to the nearest £.

The charity has availed itself of S396 of the Companies Act 2006, as permitted in paragraph 4(1) of Sc 1 of SI 2008 No. 409, and adapted the Companies Act formats to reflect the special nature of the charity's activities.

### Basis of consolidation

The consolidated financial statements include the financial statements of the charity and its subsidiary undertaking, from the subsidiary's date of incorporation on 12 July 2024, up to 31 March 2025. The activities of the subsidiary company have been consolidated on a line-by-line basis. No comparatives are available for the group as a group did not exist in the previous financial year.

### Going concern

The charity's business activities, together with the factors likely to affect its future development, performance and position, are set out in the Trustees' Annual Report.

As detailed in the Trustees report, Capability Scotland has responded to changes in funding and continues to monitor the position carefully to ensure it has adequate financial resources to be placed to manage its business risks sufficiently despite the current uncertain economic outlook.

The Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future being at least 12 months from the date of approval of these financial statements and consider that the going concern basis of accounting in preparing the financial statements is appropriate.

## Funds

Funds are classified as either Restricted funds or Unrestricted funds, defined as follows:

**Restricted funds** are funds subject to specific trusts, which may be declared by the donor or with their authority (e.g. by the restrictive wording of an appeal). Some are restricted income funds expendable at the discretion of the Board in furtherance of a particular activity, such as central and local government grants and fees for a specific school or service, and funds raised for particular client groups or activities.

**Unrestricted funds** are expendable at the discretion of the Board in furtherance of the objects of Capability Scotland. If part of the unrestricted funds is earmarked at the discretion of the Board for a particular project, it is designated as a separate fund. This designation has an administrative purpose only and does not legally restrict the Board's discretion to apply the fund.

## Income

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

### Grants and fees receivable from statutory sources

Grants and fees receivable include Scottish Government grants and receipts under other funding arrangements from central and local government and their agencies which are of a revenue nature. This includes income recognised as earned (as the related services are provided) under contract or where entitlement to grant funding is subject to specific performance conditions. Grant income included in this category provides funding to support activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Where grants and fees have been received but are in relation to services not yet provided, or the grant conditions state that the funding relates to a future period, the income is deferred and included in Other Creditors and Provisions.

## Legacies

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion, legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

### Donated Services and Gifts in Kind

Donated services and facilities are included at the value to the charity where this can be quantified which is the value the charity would have paid on the open market. No amounts are included in the financial statements for services donated by volunteers.

Gifts in kind including donated goods for resale are recognised at fair value in the financial statements when received. Donated goods sold under the Gift Aid scheme earn a commission of 1%, which is recognised when goods are sold.

## Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis

consistent with use of the resources.

Costs to Raise Funds are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Governance costs are the costs associated with the governance arrangements of the Charity, which relate to the general running of the Charity as opposed to those costs associated with fundraising or charitable activity.

Support costs, which include corporate functions such as general management, payroll administration, budgeting and accounting, information technology and human resources are allocated across the categories of charitable expenditure, governance costs and the costs of generating funds.

The basis of the cost allocation has been explained in note 3 to the accounts.

Irrecoverable VAT is charged as a cost to the Statement of Financial Activities.

Redundancy and termination payments are recognised in the financial statements when there is a legal or constructive obligation, and it is probable that a payment will be made.

## Debtors

Trade and other debtors are recognised at the settlement amount due. A suitable provision is made should any amounts become doubtful. Prepayments are valued at the amount prepaid net of any known deductions that are available.

## Cash at bank and in hand

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

## Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their full settlement amount.

## Leases

Assets acquired under finance leases or hire purchase contracts are capitalised and the outstanding future lease obligations net of finance charges held as a liability within creditors. The finance and operating lease rentals are charged to the Statement of Financial Activities on a straight-line basis over the life of the lease.

## Fixed assets and depreciation

Purchases of fixed assets over £1,000 are capitalised. Fixed assets are included in the Balance Sheet at cost, or valuation in certain cases.

Certain properties are held under an operating finance lease to earn rental income. Investment properties are accounted for as follows:

1. Investment properties are initially recognised at cost, which includes purchase cost and any directly attributable expenditure.
2. Investment properties whose fair value can be measured reliably are measured at fair value. The surplus or deficit on revaluation is recognised in the Statement of Financial Activities.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less estimated residual value of each asset evenly over its expected useful life as follows:

- Leasehold improvements - Equal instalments up to the end of the period over which funding for the improvements will be received
- Other Buildings (incl. Long Leasehold properties) - 50 years
- Improvements to buildings - equal instalments over the remaining life of the original asset
- Plant and machinery - 5 years
- Furniture and fittings - 5 - 20 years
- Vans and minibuses - 6 years
- Motor cars - 4 years

### Buildings purchased or improved using unrestricted funds

In certain cases, where a building has been built or improved using unrestricted funds in hand at the time (i.e. there is no intention to recover the cost subsequently through its use) the Board creates a designated fund reflecting the book value of the asset, which is then reduced over the useful economic life of the asset in line with its depreciation.

### Dilapidations

Where leases require the reinstatement of buildings in line with a surveyor's report, the cost of dilapidations are recognised in the financial statements when they can be reasonably estimated.

### Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

### Exceptional items

Items are treated as exceptional items whereby virtue of their size or nature they need to be disclosed separately in order to give a true and fair view.

### Defined benefit pension scheme

The charity operates a defined benefit pension scheme, which is closed to new members and to future accrual. The assets for the scheme are held separately from those of the charity.

Pension scheme assets and liabilities are measured by a qualified actuary using the assumptions set out in note 14. The pension scheme surplus (to the extent that it is recoverable) or deficit is recognised in full on the Balance Sheet. The movement in the surplus/deficit is split between other income and actuarial gains/losses on the Statement of Financial Activities.

In May 2022, a 'buy-in' of the defined benefit pension scheme by an insurance company was achieved, resulting in the assets and liabilities of the scheme transferring to the new provider, following a positive valuation of the fund in 2021. The 'buy-out' process is expected to continue to December 2025, when final transfer values are confirmed.

## Employee benefits

The charity contributes to a group personal pension scheme on behalf of certain employees. The assets of this scheme are held separately from those of the charity. The amount charged to the Statement of Financial Activities represents the contributions payable to the scheme in respect of the accounting period. Other short-term employee benefits are recognised in the period as an expense in the period in which they relate.

## Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered relevant. Actual results may differ from these estimates.

In preparing these financial statements, the Trustees have made the following judgements:

- Determine whether leases entered into by the charity as a lessor are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease-by-lease basis.
- Tangible fixed assets are depreciated over a period to reflect their estimated useful lives. The applicability of the assumed lives is reviewed annually, considering factors such as physical condition, maintenance and obsolescence.
- Fixed assets are also assessed as to whether that are indicators of Impairment. This assessment involves consideration of the economic viability of the purpose for which the asset is used.

Capability Scotland's key sources of estimation uncertainty are as follows:

The value of the deficit in the defined benefit pension fund is determined using an actuarial valuation. The actuarial valuation involves making assumptions about discount rates, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of the liabilities, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The mortality rate is based on publicly available mortality tables. Future pension increases are based on expected future inflation rates.

The value of investment properties and value of donated property assets is determined using a qualified chartered surveyor. The valuation involved making assumptions about the price per sq. ft of similar property in a similar area, such estimates are subject to a degree of uncertainty as the true value can only be obtained in the open market.

## 1. STAFF NUMBERS AND COSTS

a) The aggregate remuneration and associated costs of Capability Scotland's employees were:

	Group & Charity	Charity
	2025	2024
	£	£
Wages and salaries	18,647,539	16,324,079
Redundancy payments	70,342	37,030
Social Security costs	1,653,382	1,355,203
Pensions costs - defined benefits	324,000	642,000
Pensions costs - defined contributions	616,153	604,226
Agency Fees	2,473,662	3,233,453
	<b>23,785,078</b>	<b>22,195,991</b>
	Number	Number
The average number of employees of Capability Scotland during the year was:	<b>819</b>	798

The above costs include Redundancy Costs of £70,342 (2024: £37,030) payable to staff at termination of employment. While Capability Scotland takes every step to avoid redundancy the nature of our funding makes such decisions necessary.

The remuneration and benefits paid to key management personnel is £419,453 for the year (2024: £322,964). Included within this amount are pension contributions of £20,864 (2024: £23,755) which were paid to a defined contributions pension scheme. Employees receiving salaries, plus benefits in kind, of more than £60,000 were in the bands £60,001 - £70,000 2 (2024: 1); £70,001 - £80,000 1 (2024: 3); £80,001 - £90,000 2 (2024: 0); £110,001 - £120,000 0 (2024: 1); £120,000 - £130,000 1 (2024: 0).

External Agencies are used to provide staff in Services where vacancies are not filled and, in some circumstances to cover for staff absences, to ensure continued service delivery.

### b) Trustees' Remuneration and Related Parties

No Trustees received remuneration in the year. Expenses of £nil (2024: £nil) were paid to Trustees in the year in respect of Travel Expenses. Trustee indemnity insurance is provided as part of the overall insurance policy for the organisation.

### c) Defined Contributions Pension Scheme

The contributions payable to the defined contribution pension schemes at the year-end was £61,720 (2024: £73,128).

## 2. NET INCOME

<b>a) Net Income is stated after charging:</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Auditor's remuneration - audit	<b>32,250</b>	<b>32,250</b>
- other	<b>2,150</b>	<b>535</b>
Depreciation of tangible fixed assets (note 6)	<b>1,427,513</b>	<b>1,050,238</b>
Rental charges under operating leases	<b>573,976</b>	<b>461,322</b>
Rental Income under operating leases	<b>112,368</b>	<b>146,809</b>
<b>The surplus is stated after charging:</b>		
Gain on disposal of tangible fixed assets	<b>237,573</b>	<b>7,980</b>

<b>b) Income for Charitable Activities by funding source is made up as follows:</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Local Authorities	<b>26,406,384</b>	24,116,856
Scottish Government	<b>3,486,011</b>	3,491,563
Benefits Agency	<b>229,982</b>	288,879
Other	<b>162,507</b>	156,497
<b>Total</b>	<b>30,284,884</b>	28,053,795

Scottish Government income above relates to grants for supporting children and young people with additional support needs £3,051,391 (2024: £3,051,391).

<b>c) Income for Charitable Activities is made up as follows:</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Schools	<b>5,274,568</b>	5,249,148
Other Children's Services	<b>323,694</b>	272,100
Adult Day Services	<b>4,769,456</b>	4,238,241
Adult Residential Services	<b>12,700,912</b>	10,775,547
Community Living Services	<b>5,777,130</b>	6,319,923
College Education & Support	<b>1,149,132</b>	916,746
Other Services and Activities	<b>289,992</b>	282,090
	<b>30,284,884</b>	28,053,795

### 3. EXPENDITURE

	Direct activities	Support costs	2025 Total	2024 Total
a) Expenditure:	£	£	£	£
Raising funds - charity (a)	317,563	45,712	363,275	273,885
Raising funds - group (b)	317,624	45,712	363,336	-
<b>Charitable Activities</b>				
Schools	4,469,590	490,412	4,960,002	4,650,070
Other Children's Services	317,581	30,314	347,895	220,192
Adult Day Services	3,869,307	437,492	4,333,799	3,764,433
Adult Residential Services	11,352,227	1,187,492	12,539,719	11,983,618
Community Living Services	5,137,497	532,681	5,670,178	6,000,581
College Education & Support	1,185,612	112,392	1,298,004	1,038,388
Other Services	1,789,605	(57,864)	1,731,741	607,526
Pension Adjustment	820,000	-	820,000	642,000
Total Charitable activities (c)	<u>28,968,419</u>	<u>2,732,919</u>	<u>31,701,338</u>	<u>28,906,808</u>
Total per the Charity Statement of Financial Activities (a) + (c)	<u>29,285,982</u>	<u>2,778,631</u>	<u>32,064,613</u>	29,180,693
Total per the Group Statement of Financial Activities (b) + (c)	<u>29,286,043</u>	<u>2,778,631</u>	<u>32,064,674</u>	-

#### b) Raising funds

Capability Scotland employs dedicated staff, supported by volunteers, to undertake fundraising activities to generate donations and legacies. Activities include arranging events or supporting events arranged by other bodies on behalf of the charity, submitting funding applications to trusts and corporate bodies and representing the organisation when meeting with such bodies and maintaining our database of committed givers. Our fundraisers also manage our legacy initiatives, direct mailing campaigns and collection boxes.

#### c) Support Costs

Support Costs of £2,778,631 (2024: £2,599,767) are included in Note 3a) above. Support Costs relate to corporate functions including general management, finance, payroll administration, human resources and information technology. Support costs have been allocated to expenditure on Raising Funds and Campaigning, Policy, Information and Influencing on an estimated usage basis. Support Costs allocated to Operations is on the same basis as direct expenditure incurred in undertaking an activity. Governance costs of £123,630 (2024: £115,638) have been included in Support Costs.

#### d) Costs relating to the Defined Pension Scheme

The costs relating to the Defined Pension Scheme are administrative expenses incurred during the year.

#### 4. INVESTMENT INCOME - GROUP & CHARITY

	2025	2024
	£	£
Bank and other Interest	505,705	172,720
Rental Income	112,368	152,500
	<b>618,073</b>	<b>325,220</b>

#### 5. DONATIONS AND LEGACIES - GROUP & CHARITY

	2025	2024
	£	£
Donations received	692,879	409,008
Legacies	205,265	293,749
	<b>898,144</b>	<b>702,757</b>

#### 6. FIXED ASSETS - GROUP & CHARITY

a) Tangible Assets	Land & Buildings	Improvements to Short Leaseholds	Motor Vehicles	Furniture, Fittings & Equipment	Total
Cost or Valuation	£	£	£	£	£
At beginning of year	9,556,389	867,164	888,250	4,832,961	16,144,764
Additions	-	13,409	178,565	292,429	484,403
Disposals	(29,904)	-	(116,636)	-	(146,540)
Transfers	81,191	-	-	(81,191)	-
At end of year	9,607,676	880,573	950,179	5,044,199	16,482,627
<b>Depreciation</b>					
At beginning of year	4,385,055	383,566	583,135	2,838,918	8,190,574
Provided for year	678,945	90,151	127,051	531,366	1,427,513
Disposals	(11,952)	-	(116,636)	-	(131,588)
Transfers	(106,900)	232,358	-	(125,368)	-
At end of year	4,942,058	706,075	593,550	2,838,818	9,486,499
<b>Net Book Value</b>					
At 31 March 2025	4,665,618	174,498	356,629	1,799,384	6,996,128
At 1 April 2024	5,171,334	483,598	305,115	1,994,144	7,954,190

<b>The carrying amount of land &amp; buildings comprises:</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Investment property at fair value:		
Long leaseholds	<b>885,000</b>	885,000
Other properties at cost:		
Long leaseholds	<b>42,870</b>	85,739
Freeholds	<b>3,737,748</b>	4,200,595
	<b>4,665,618</b>	5,171,334

The investment property was purchased in the year to 31 March 2017 and has been revalued at 31 March 2024 at £885,000 by Dr Niall Gunn, BSc MRICS, Partner of J&E Shepherd, Chartered Surveyors. The valuation was prepared in accordance with the RICS – Global standards 2020 incorporating the IVSC international Valuation Standards. In the opinion of the Trustees, there has been no material change in the valuation as at 31 March 2025.

### **b) Contingent Liability**

In certain circumstances, grants received for refurbishment works on School buildings may become repayable. The total of such grants is £278,000 (2024: £278,000).

### **c) Assets held under hire purchase contracts**

The net book value of assets includes amounts of £nil (2024: £nil) in respect of assets held under hire purchase contracts. The depreciation charge for the year on these assets was £nil (2024: £nil).

## **7. INVESTMENTS**

The investment held by the charity is 100 shares in Capability Scotland OICP Development Company Ltd.

Capability Scotland OICP Development Company Ltd is a company registered in Scotland (SC816293) and a wholly owned subsidiary of Capability Scotland. The trustees of Capability Scotland have the authority to appoint the board of directors of the subsidiary company. The principal activities of the subsidiary company is that of overseeing the preparation and development of the future care facility for the parent charity, Capability Scotland.

A summary of the results of the trading activities of the subsidiary is set out below:

	<b>2025</b>
	<b>£</b>
Turnover	<b>172,422</b>
Cost of sales	<b>(160,263)</b>
Administration costs	<b>(12,159)</b>
Interest payable and similar costs	<b>(61)</b>
Loss for the financial period	<b>(61)</b>

## 8. DEBTORS

	2025 Group £	2025 Charity £	2024 £
Fees and grants due	4,365,400	4,365,400	3,341,150
Amounts owed by subsidiary undertaking	-	100,000	-
Other debtors	45,621	38,395	1,790
Prepayments and accrued income	807,640	807,640	550,609
	<b>5,218,661</b>	<b>5,311,435</b>	<b>3,893,549</b>

## 9. CREDITORS

	2025 Group £	2024 Charity £	2024 £
Trade creditors	327,546	327,546	332,244
Social Security costs and other taxes	387,378	387,378	323,910
Accruals and deferred income	1,935,481	1,935,481	1,247,418
Other creditors and provisions	2,697,558	2,697,658	2,358,413
	<b>5,347,963</b>	<b>5,348,063</b>	<b>4,261,985</b>
Hire purchase instalments	-	-	10,563
	<b>5,347,963</b>	<b>5,348,063</b>	<b>4,272,548</b>

## 10. FUNDS

### a) Statement of Funds

As at 31 March 2025	Balance 1 Apr 24 £	Income £	Expenditure £	Transfers £	Gains / (Losses) £	Balance 31 Mar 25 £
<b>Restricted Funds - group and charity</b>						
Education Services	-	3,066,708	(3,066,708)	-	-	-
Amenity Funds	243,026	67,381	(177,546)	-	-	<b>132,861</b>
OICP Project Funds	8,829	264,692	(273,521)	-	-	-
Other Funds	203,809	801,661	(749,040)	-	-	<b>256,430</b>
	<b>455,664</b>	<b>4,200,442</b>	<b>(4,266,815)</b>	-	-	<b>389,291</b>
<b>Unrestricted Funds</b>						
<b>Designated</b>						
Capital Reserve	4,143,571	-	(707,410)	-	-	3,436,161
Other Funds	1,500,000	300,000	0	-	-	1,800,000
	<b>5,643,571</b>	<b>300,000</b>	<b>(707,410)</b>	-	-	<b>5,236,161</b>
Revaluation Reserve	110,000	-	-	-	-	110,000
General group	8,976,614	27,300,659	(27,090,449)	-	496,100	<b>9,682,924</b>
General charity	8,976,614	27,300,659	(27,090,388)	-	496,000	<b>9,682,885</b>
<b>TOTAL UNRESTRICTED</b>	<b>14,730,185</b>	<b>27,600,659</b>	<b>(27,797,859)</b>	-	<b>496,100</b>	<b>15,028,985</b>
<b>Group TOTAL UNRESTRICTED</b>	<b>14,730,185</b>	<b>27,600,659</b>	<b>(27,797,798)</b>	-	<b>496,000</b>	<b>15,029,046</b>
<b>Charity</b>						
<b>TOTAL FUNDS - Group</b>	<b>15,185,849</b>	<b>31,801,101</b>	<b>(32,064,674)</b>	-	<b>496,100</b>	<b>15,418,376</b>
<b>TOTAL FUNDS - Charity</b>	<b>15,185,849</b>	<b>31,801,101</b>	<b>(32,064,613)</b>	-	<b>496,000</b>	<b>15,418,337</b>

OICP Project Funds are funds raised for Our Inclusive Community Project at Bertha Park, Perth. The funds are expected to be spent once planning has been awarded and build has commenced. This is estimated to be from 2025/26.

Charity only Prior year	Balance 1 Apr 23 £	Income £	Expenditure £	Transfers £	Gains/ (Losses) £	Balance 31 Mar 24 £
<b>Restricted Funds</b>						
Education Services	-	3,054,483	(3,054,483)	-	-	-
Amenity Funds	211,377	95,387	(63,738)	-	-	<b>243,026</b>
OICP Project Funds	-	62,272	(134,707)	81,264	-	<b>8,829</b>
Other Funds	274,128	401,273	(390,328)	(81,264)	-	<b>203,809</b>
	<b>485,505</b>	<b>3,613,415</b>	<b>(3,643,256)</b>	-	-	<b>455,664</b>
<b>Unrestricted Funds</b>						
Designated						
Capital Reserve	4,663,442	-	(519,871)	-	-	<b>4,143,571</b>
Other Funds	469,156	-	-	1,030,844	-	<b>1,500,000</b>
	<b>5,132,598</b>	-	<b>(519,871)</b>	<b>1,030,844</b>	-	<b>5,643,571</b>
Revaluation Reserve						
	110,000	-	-	-	-	<b>110,000</b>
General	9,238,669	25,468,355	(25,017,566)	(1,030,844)	318,000	<b>8,976,614</b>
<b>TOTAL UNRESTRICTED</b>	<b>14,481,267</b>	<b>25,468,355</b>	<b>(25,537,437)</b>	-	<b>318,000</b>	<b>14,730,185</b>
<b>TOTAL FUNDS</b>	<b>14,966,772</b>	<b>29,081,770</b>	<b>(29,180,693)</b>	-	<b>318,000</b>	<b>15,185,849</b>

## b) Restricted Funds

Restricted funds are made up of 36 individual funds and represent income received from funders with a specific use identified.

## c) Designated Funds

Designated funds comprise £3,436,161 (2024: £4,143,571) of capital reserve, which reflects the book value of certain buildings and is reduced over the life of the asset in line with its depreciation and £1,800,000 (2024: £1,500,000) for the Our Inclusive Community Project.

**d) Analysis of Net Assets between Funds as at 31 March 2025 - Group**

	Unrestricted	Restricted	Total
	£	£	£
Fixed Assets	6,996,128	-	<b>6,996,128</b>
Current Assets	13,380,920	389,291	<b>13,770,211</b>
Current Liabilities	(5,347,963)	-	<b>(5,347,963)</b>
	<b>15,029,085</b>	<b>389,291</b>	<b>15,418,376</b>

**Analysis of Net Assets between Funds as at 31 March 2025 - Charity**

	Unrestricted	Restricted	Total
	£	£	£
Fixed Assets	6,996,128	-	<b>6,996,128</b>
Investments	100	-	<b>100</b>
Current Assets	13,380,881	389,291	<b>13,770,172</b>
Current Liabilities	(5,348,063)	-	<b>(5,348,063)</b>
	<b>15,029,046</b>	<b>389,291</b>	<b>15,418,336</b>

**Analysis of Net Assets between Funds as at 31 March 2025 - Charity only**

	Unrestricted	Restricted	Total
	£	£	£
Fixed Assets	7,954,190	-	<b>7,954,190</b>
Current Assets	11,048,543	455,664	<b>11,504,207</b>
Current Liabilities	(4,272,548)	-	<b>(4,272,548)</b>
	<b>14,730,185</b>	<b>445,664</b>	<b>15,185,849</b>

## 11. NOTES TO THE CASH FLOW STATEMENT

### Reconciliation of net income to net cash flow from operating activities

	2025	2025	2024
	Group	Charity	
	£	£	£
Net Income for the reporting period as per Statement of Financial Activities	(263,573)	(263,512)	(98,922)
Adjustments for:			
Depreciation charges	1,427,513	1,427,513	1,050,238
Pension Fund adjustments	496,000	496,000	318,000
Dividends, interest and rents from investments	(618,073)	(618,073)	(325,220)
(Profit) on the sale of fixed assets	(237,573)	(237,573)	(7,980)
(Increase)/Decrease in debtors	(1,325,112)	(1,417,886)	(486,310)
Increase/(Decrease) in creditors	1,086,078	1,086,078	135,608
	<b>565,260</b>	<b>472,547</b>	<b>585,414</b>

Changes in net debt - Group	As at 1 April 2024	Cashflows	As at 31 March 2025
	£	£	£
Cash	7,610,658	940,892	<b>8,551,550</b>
Hire purchase liability	(10,563)	10,563	-
	<b>7,600,095</b>	<b>951,455</b>	<b>8,551,550</b>

Changes in net debt - Charity	As at 1 April 2024	Cashflows	As at 31 March 2025
	£	£	£
Cash	7,610,658	848,079	<b>8,458,737</b>
Hire purchase liability	(10,563)	10,563	-
	<b>7,600,095</b>	<b>858,642</b>	<b>8,458,737</b>

Prior year - Charity only	As at 1 April 2023	Cashflows	As at 31 March 2024
	£	£	£
Cash	7,572,385	38,272	<b>7,610,658</b>
Hire purchase liability	(21,385)	10,823	<b>(10,563)</b>
	<b>7,551,000</b>	<b>49,095</b>	<b>7,600,095</b>

## 12. CONTRACTED COMMITMENTS

### a) Capital Commitments

Total contractual commitments for the acquisition of tangible fixed assets are as follows:

	2025	2024
	£	£
Capital	<b>602,234</b>	57,650
	<b>602,234</b>	57,650

### b) Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Within one year	<b>550,686</b>	542,198
Between one and five years	<b>828,263</b>	885,716
After five years	<b>2,137,665</b>	2,173,810
	<b>3,516,614</b>	3,601,724

### c) Operating lease – rental income

Capability Scotland holds surplus office buildings as investment properties as disclosed in note 6, which are let to third parties. These non-cancellable leases have remaining terms of up to five years. Future minimum rentals receivable under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Within one year	<b>131,000</b>	131,000
Between one and five years	<b>32,500</b>	32,500
	<b>163,500</b>	163,500

## 13. PENSION SCHEMES

a) Capability Scotland contributes on behalf of teaching staff to the Scottish Public Pensions Agency (SPPA), a multi-employer final salary scheme. Contributions during the year were £68,824 (2024: £116,513). The scheme is treated as a defined contribution scheme given that the charity is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. The amount charged to the Statement of Financial Activities represents the contributions payable to the scheme in respect of the accounting year.

b) Capability Scotland operates a defined benefit plan in the UK. This is a separate trustee administered fund holding the pension plan assets to meet long-term pension liabilities. An actuarial valuation was carried out at 31 March 2018 by a qualified actuary, independent of the scheme's sponsoring employer and updated for accounting purposes to 31 March 2025. The major assumptions used by the actuary are shown below.

The most recent actuarial valuation as at 31 March 2018 showed a deficit of £370,000.

**Present values of defined benefit obligation, fair value of assets and defined benefit asset**

**(liability)**

	<b>31 March 2025</b>	31 March 2024
	<b>£'000</b>	£'000
Fair value of plan assets	13,836	15,669
Present value of defined benefit obligation	13,358	14,783
Surplus/(deficit) in plan	478	886
Unrecognised surplus	478	886
Defined benefit asset/(liability) to be recognised	-	-
Deferred tax	-	-
<b>Net defined benefit asset/(liability) to be recognised</b>	<b>-</b>	<b>-</b>

**Reconciliation of opening and closing balances of the defined benefit obligation**

	<b>31 March 2025</b>	31 March 2024
	<b>£'000</b>	£'000
Defined benefit obligation at start of the period	14,783	14,997
Interest expense	694	713
Actuarial losses/(gains)	(1,183)	(36)
Benefits paid and expenses	(936)	(891)
Defined benefit obligation at end of period	13,358	14,783

**Reconciliation of opening and closing balances of the fair value of plan assets**

	<b>31 March</b>	31 March
	<b>2025</b>	2024
	<b>£'000</b>	£'000
Fair value of plan assets at start of the period	15,669	16,168
Interest income	726	763
Actuarial gains/(losses)	(1,127)	(53)
Contributions by Capability Scotland	-	-
Contributions by plan participants	-	-
Benefits paid and expenses	(1,432)	(1,209)
Fair value of plan assets at end of period	13,836	15,669

The actuarial return on the plan assets over the period ended 31 March 2025 was £(401,000).

**Defined benefit costs recognised in profit and loss**

	<b>31 March</b>	31 March
	<b>2025</b>	2024
	<b>£'000</b>	£'000
Defined benefit costs recognised in profit and loss account	496	318

**Defined benefit costs recognised in other comprehensive income**

	<b>31 March 2025 £'000</b>	31 March 2024 £'000
Return on plan assets (excluding amounts included in net interest cost) – gain/(loss)	(1,127)	(53)
Experience gain/(loss) arising on plan liabilities	(27)	(27)
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities – loss/(gain)	1,210	113
Effects of changes in the amount of surplus not recoverable (excluding amounts included in net interest cost) – gain/(loss)	440	335
<b>Total amount recognised in other comprehensive income – loss/(gain)</b>	<b>496</b>	<b>318</b>

**Assets**

	<b>31 March 2025 £'000</b>	31 March 2024 £'000
Cash	642	1,066
Insured pensioners	13,194	14,603
<b>Total Assets</b>	<b>13,836</b>	<b>15,669</b>

None of the fair values of the assets shown above includes any direct investments in Capability Scotland's own financial instruments or any property occupied by, or other assets used by Capability Scotland.

**Assumptions**

	<b>31 March 2025 % p.a.</b>	31 March 2024 % p.a.
Discount rate	5.70	4.85
Inflation (RPI)	3.20	3.30
Inflation (CPI)	2.90	2.95
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	3.00	3.10
Allowance for revaluation payment increases of RPI or 5% p.a. if less	3.05	3.10
Allowance for revaluation payment increases of CPI or 3% p.a. if less	2.25	2.25
Allowance for commutation of pension for cash at retirement	100% of Post A day	100% of Post A day

The mortality assumptions adopted at 31 March 2025 imply the following life expectancies:

	<b>Life expectancy at age 60 (years)</b>
Male retiring in 2025	25.0
Female retiring in 2025	27.2
Male retiring in 2045	26.6
Female retiring in 2045	28.8

The best estimate of contributions to be paid by Capability Scotland to the plan for the period commencing 1 April 2025 is £nil. All plan expenses, professional fees or levies due to the Pensions Regulator and the Pension Protection Fund, are to be met separately by Capability Scotland.

**Analysis of the sensitivity to the principle assumptions of the value of the scheme liabilities:**

	Change in assumption	Approximate change in liabilities
Discount rate	Increase/decrease of 0.5%	Decrease by 4.5%/ increase by 4.9%
Rate of inflation	Increase/decrease of 0.5%	Increase by 1.2%/ decrease by 1.0%
Rate of mortality	1-year life expectancy increase	Increase by 3.1%

## 14. STATEMENT OF FINANCIAL ACTIVITIES - CHARITY ONLY (Incorporating an Income and Expenditure Account)

For the year ended 31 March 2025

		2025			2024		
		Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
<b>Income From:</b>							
Donations and Legacies	5	318,586	579,558	898,144	398,814	303,943	702,757
Charitable Activities	2	26,664,002	3,620,882	30,284,884	24,744,322	3,309,473	28,053,795
<b>Other Trading Activities:</b>							
Investments	4	618,071	2	618,073	325,220	-	325,220
<b>Total</b>		<b>27,600,659</b>	<b>4,200,442</b>	<b>31,801,101</b>	<b>25,468,356</b>	<b>3,613,416</b>	<b>29,081,772</b>
<b>Expenditure On:</b>							
Raising Funds	3	238,676	124,599	363,275	273,885	-	273,885
Charitable Activities	3	27,559,122	4,142,216	31,701,338	25,263,552	3,643,256	28,906,808
<b>Total</b>		<b>27,797,798</b>	<b>4,266,815</b>	<b>32,064,613</b>	<b>25,537,437</b>	<b>3,643,256</b>	<b>29,180,693</b>
<b>Net Income/(Expenditure)</b>		<b>(197,139)</b>	<b>(66,373)</b>	<b>(263,512)</b>	<b>(69,081)</b>	<b>(29,840)</b>	<b>(98,921)</b>
<b>Transfers between Funds</b>	9	-	-	-	-	-	-
		<b>(197,139)</b>	<b>(66,373)</b>	<b>(263,512)</b>			
<b>Other recognised gains/ (losses)</b>							
Actuarial gains on defined benefit pension scheme	3	496,000	-	496,000	318,000	-	318,000
<b>Net Movement in Funds</b>		<b>298,861</b>	<b>(66,373)</b>	<b>232,488</b>	<b>248,919</b>	<b>(29,840)</b>	<b>219,079</b>
<b>Reconciliation of Funds:</b>							
Funds brought forward at 1 Apr 2024		14,730,185	455,664	15,185,849	14,481,267	485,505	14,966,772
<b>Funds carried forward at 31 March 2025</b>		<b>15,029,046</b>	<b>389,291</b>	<b>15,418,337</b>	<b>14,730,185</b>	<b>455,664</b>	<b>15,185,849</b>

All of the above are derived from continuing activities.

The net movement in funds after actuarial gains/(losses) on the defined benefit pension scheme is £232,488 (2023/24: £219,078).

The notes on page 34 to 53 form part of these accounts.

## Thank you for your help and support

We would like to thank all the individuals and organisations who have donated to Capability Scotland in the last year and for choosing to support our work during these challenging times. These gifts enable us to create an inclusive Scotland where everyone has the opportunity to have their voice heard, contribute to society and fulfil their potential.

We thank everyone who responded to mailings, made a regular gift, organised a fundraising activity or took part in events such as the Kiltwalk, Edinburgh Marathon and Kilomathon. Thank you also to the companies and organisations who supported us by holding one of our collection boxes on their premises.

We would like to give special acknowledgement to all those who left a gift in their will to Capability Scotland or who donated to us in memory of a loved one.

With thanks to the following organisations, Trusts and Foundations:

The Hugh Fraser Foundation	NHS Tayside Charitable Foundation
The Holywood Trust	The Northwood Charitable Foundation
The R S Macdonald Charitable Trust	Thomas Tunnock Ltd
4 Square Engineering	The JTH Charitable Trust
Aitken Design	The Meikle Foundation
Blackmount Private Wealth	W Munro Rehab Ltd
W A Cargill Fund	Murdoch Forrest Charitable Trust
Davis Rubens Charitable Trust	Murray and Currie
Miss R E Duncan's Charitable Trust	The Murray Foundation
The Energy Saving Trust	The Helen A Reid Charitable Trust
Evolve DFR	Shared Care Scotland – Better Breaks Fund
The Ian Fleming Charitable Trust	Sigma Capital Group Ltd
Foundation Scotland	Slainte
The Gamma Trust	J Smart & Co
William Gibson's Trust	The St Katherine's Fund
The Guildry Incorporation of Perth	Talteg Ltd
The Hinshelwood Gibson Trust	The Templeton Goodwill Trust
The Andrew & Mary Elizabeth Little Charitable Trust	Trust Care Staffing



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