

CHARITY NO: SC034085

COMPANY NO: SC343830 (Scotland)

SCOTTISH SPORTS FUTURES

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

SCOTTISH SPORTS FUTURES

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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SCOTTISH SPORTS FUTURES

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	Scottish Sports Futures
Charity Number	SC034085
Company Number	SC343830
Trustees	M McGonigle A Marley A Lynn C Beaton R Gillies D Lowry C Calvert G Walker J Sandhu N Flynn (appointed 6 th December 2023) H Fullerton (appointed 16 th March 2024) S McCutcheon (appointed 6 th December 2023)
Chief Executive	Douglas Millen
Principal Office	Suite 3/4 Brook Street Studios 60 Brook Street Glasgow G40 2AB
Independent Auditors	Wbg (Audit) Limited 168 Bath Street Glasgow G2 4TP
Bankers	Bank of Scotland 8 Morningside Road Edinburgh EH10 4DD
Solicitors	Burness Paull LLP 31 York Street Glasgow G2 8AS

SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

SSF Trustee Report

2023-2024



★
“It makes me feel recognised, like I’ve got a special place.”

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Welcome

We are delighted to introduce SSF's Trustee Report, which captures an incredible past year for our charity and the young people we are privileged to work with. During 23/24 we committed to redoubling our efforts to leading change across Scotland to ensure more young people were better understood, supported and more physically active.

Increased emphasis was placed on engaging those who would benefit most, embedding trauma informed approaches throughout our team and beyond. We shared practice and learning across partners and sectors creating a ripple effect across the country.

We expanded our work to provide education and training to more young people and those who support them across Scotland's Local Authorities. We offered high quality opportunities to gain skills and expertise to help address the widespread challenges faced by society. More impassioned young people have gone back into communities as a force for good supporting others to lead healthier and happier lives.

We commenced new work in primary schools, engaging children through Active Play. Ensuring that opportunities for all are offered even earlier to ensure equality and support for those communities that need it most.

It has been an exceptionally challenging year for many as deepening poverty continues to rise. The response of our team has been truly exceptional, and this report outlines those achievements.

Dougie Millen, Chief Executive & Maureen McGonigle, Chair

Each year it never ceases to amaze me the fantastic work delivered here at SSF. I love hearing and seeing all the amazing work carried out each day and the real positive impacts that are happening in the lives of those we work with. This year we have continued to expand and develop our programmes to meet the needs of our young people, families and communities. We continue to see increased demand for our programmes and services, which are vital to those we work with as these sessions have real life changing impacts.

A highlight of my year was our annual SSF Awards night that celebrates all the amazing achievements of our participants and volunteers. The event this year gave a platform for people to not only be recognised but to share their amazing stories and serve as a reminder of the great work that continues to happen, as well as the work that is still needed.

Finally, I would like to thank the amazing young people who continue to come to our programmes and help us to grow and learn as people and as an organisation. I can't wait for the year ahead and look forward to all the incredible things that are going to happen.

Andrew Marley, Youth Director

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Our charity

Our vision & purpose

A world in which every young person fulfils their potential.

Our mission

We use sport as a catalyst to enable young people to be healthier, more confident and more resilient, so they are better prepared to combat the effects of poverty, trauma and adversity.

What we do

We enable young people, living in challenging environments, to become champions for good in society.

We are

Connecting, listening, and acting.
Educating and enabling others to expand our impact.
Creating spaces for young people to feel safe and welcome.
Harnessing the power of sport.

Our values

Empathy: We are compassionate, understanding, always listening.
Leadership: We are decisive, ground-breaking, experts in what we do.
Inclusivity: We are diverse, equitable and inclusive by design.
Passion: We approach our work with dedication, love and care.

Transforming young lives through sport

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Our team

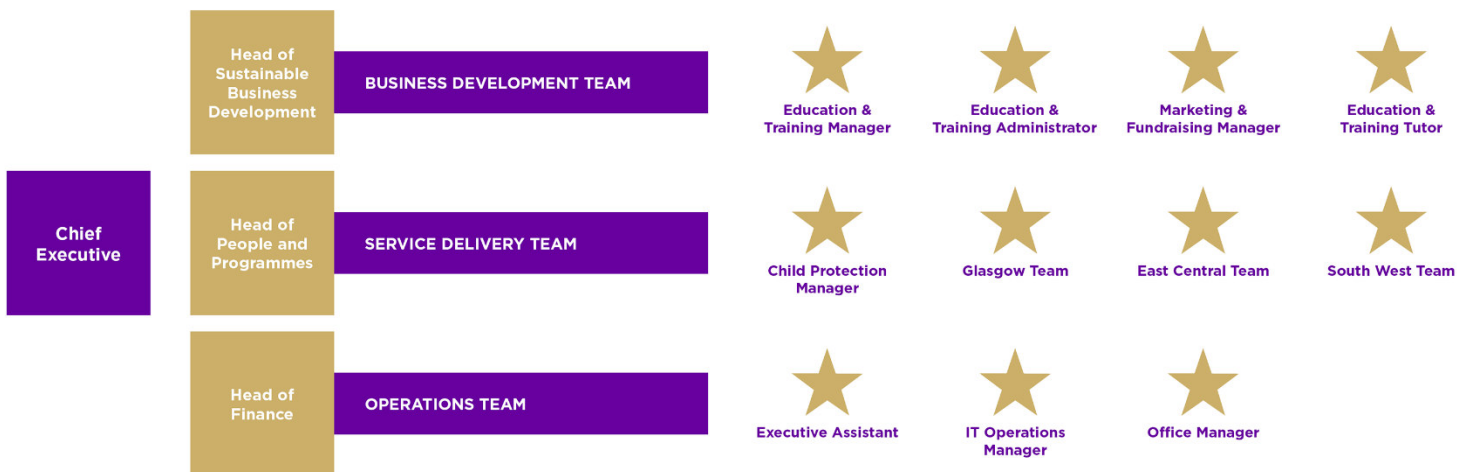
Staffing Changes

CEO Kirsty McNab went on maternity leave in December 2023. Strengthening our partnership with **sportscotland**, Lead Manager, Dougie Millen was appointed as CEO until January 2025.

Board Recruitment

The diversity and expertise of the board was strengthened with the appointments of new trustees, Nicole Flynn, Sally McCutcheon and Hollie Fullerton. Bringing additional experience to support our EDI priorities and corporate partnerships links.

Our new team structures were fully embedded in 23/24 and we moved all our sessional staff working in regions to contracts of employment providing additional employee benefits.



“They (SSF) have like this trusting thing about them. Like I really trust them, I trust them with my life. They’re the best, they’re actually amazing.”
SSF Young Person

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Governance and management

Board

SSF began 2023 with 9 board members. The trustees lead strategy and govern with expertise in business planning, charity governance, HR, social enterprise, marketing, communications and finance. They also hold committee roles across 3 sub-groups: Finance Audit & Risk, Equality Diversity Inclusion (ED&I) and Business Sustainability.

We have placed significant emphasis on supporting diversity of across board roles ensuring that we have lived experience and representation across a range of protected characteristic groups. The chair of our ED&I working group is a specialist in this area of work and was influential in us achieving LGBT charter status. We have a trustee who is our safeguarding champion and sits on the children's panel which brings specific knowledge and understanding of wellbeing and protection, and the legislative and regulatory requirements for safeguarding children at risk. This experience supports the work of our Child Protection Manager which is critical as the needs of our young people have intensified since Covid. Our youth director stepped back from that thematic aspect of the role and was re-elected as a trustee, ensuring that their experience and knowledge of working within the care sector is reflected within our board.

Following a skills gap and board diversity analysis open recruitment was initiated. The organisation is delighted to have inducted and onboarded the following new trustees with Hollie Fullerton now leading as our youth trustee. Our new trustees bring skills, experience and knowledge to our board.

- Nicole Flynn – Experience of working in girls and women's sport
- Sally McCutcheon – Experience fundraising and developing corporate relationships
- Hollie Fullerton – Experience supporting young people, equalities and communities

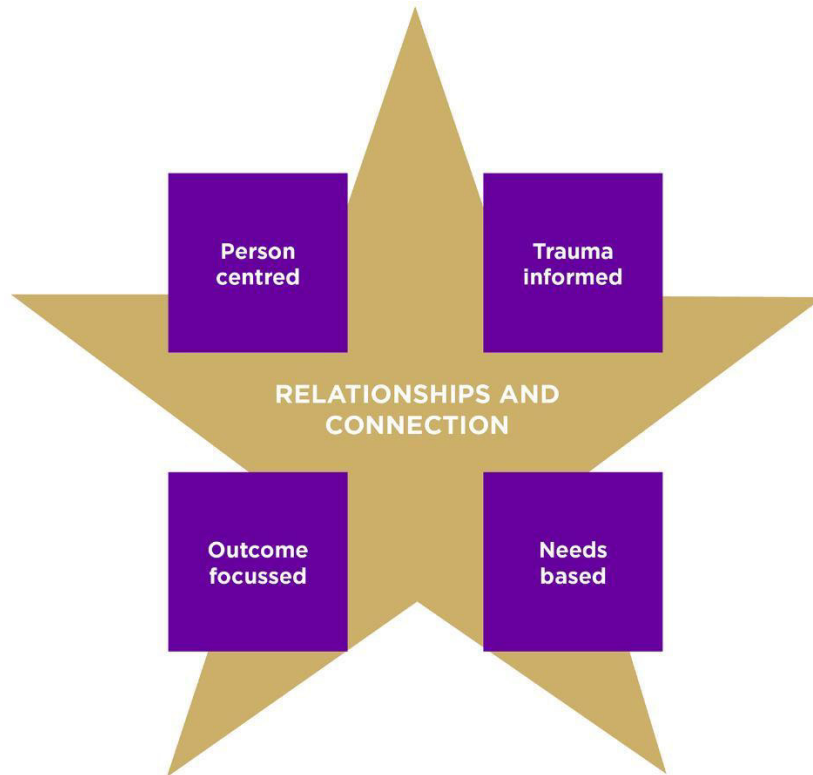
This takes total number of board trustees to 12:

- | | |
|-----------------------------|------------------|
| • Maureen McGonigle – Chair | • Robin Gillies |
| • George Walker – Vice Char | • Jaswant Sandhu |
| • Andrew Marley | • Alan Lynn |
| • Chris Beaton | • Cat Calvert |
| • Dorothy Lowry | |

Every year the board undertake a skills and training analysis and a training plan is developed from there. Each new trustee completes a comprehensive induction and onboarding which includes reviewing all governance documents, discussing strategy and business plan. Having terms of reference for each working group, meeting the staff team and board and visiting programmes.

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Our approach



Relationships and connection

Central and key to our work is relationships and human connection to ensure people feel seen, heard, and valued. Without connection, positive relationships cannot be formed.

Person centred

Our approach is person centred, we work alongside people, we co-produce solutions with young people, giving them choice and autonomy. Things are done that way because it works for them.

Trauma informed

We recognise the presence of trauma symptoms and acknowledge the role trauma may play in an individual's life.

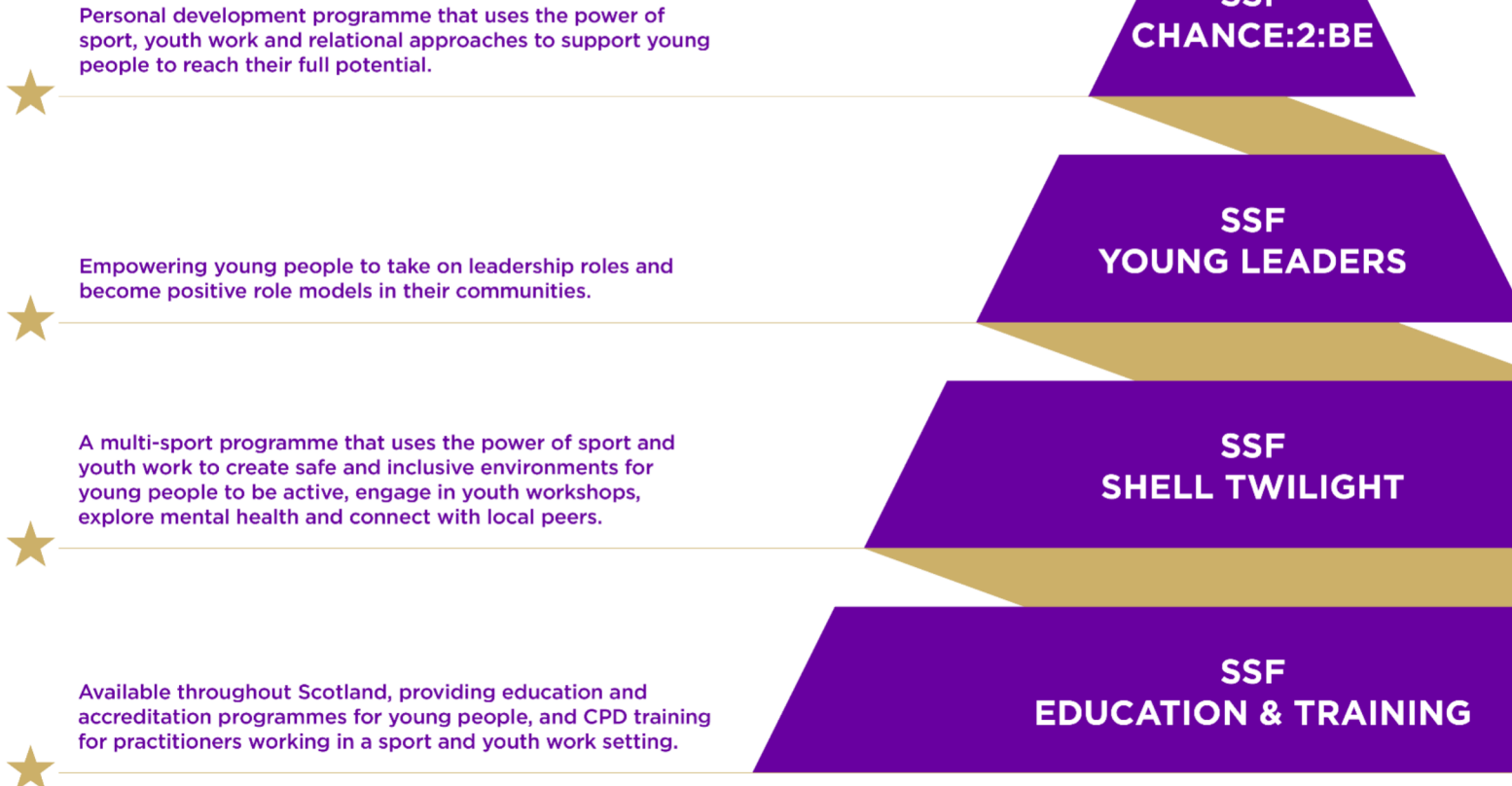
Outcome focused

We focus on the changes and differences we hope to make.

Needs based

We connect with young people and communities to understand their needs, what is missing and what needs are not being met.

Our programme



**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Active Play

Children in Scotland are still not as active as we would like to them to be, resulting in them being less healthy and less happy.

The Active Play programme was conceived to address problems related to low levels of physical activity during childhood that led to a range of preventable mental, physical and social problems. Active Play was established in 2011, through a unique third sector partnership that has brought together a range of expertise in play, physical activity, policy, funding, training, research and evaluation.

Through existing relationships and strong partnerships with Inspiring Scotland and Actify, in August 2023, SSF were invited to become an Active Play charity partner to deliver programmes in primary schools across North Ayrshire.

Active Play is a programme which supports and enables children to play actively outdoors through structured games and free play, developing physically, socially, emotionally, and cognitively through the process. Each session contains fun, active and inclusive games designed to improve children's physical literacy and increase their physical activity levels. The Active Play model is very much aligned to SSF's vision and as an organisation, getting more young people active, through creative, fun and innovative initiatives is a key priority for us. We are delighted to have successfully delivered the Active Play programme across primary schools in North Ayrshire and are looking forward to delivering more in the coming months.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Our year

1758
SSF participants

29
local authorities receiving SSF Education & Training

2681
qualifications achieved

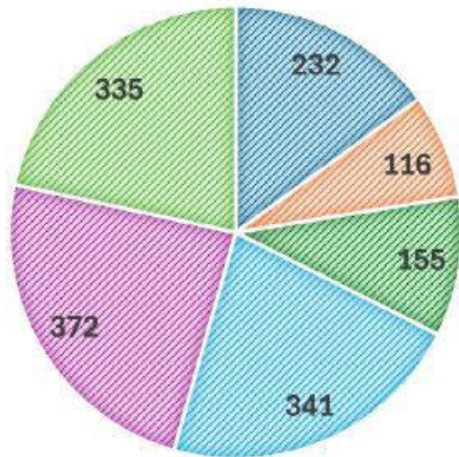
56
SSF Young Leaders volunteering within their communities

6470
hours of youth volunteering

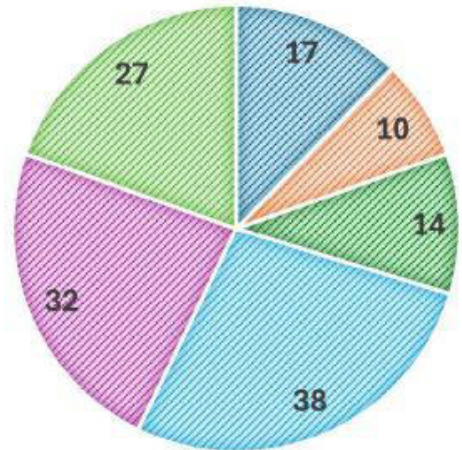
1155
hours of SSF employee training

SSF Education & Training

SCQF ACCREDITATIONS ACHIEVED



SCQF MODULES DELIVERED



- Working with Young People in Sport
- Human Connection
- Planning Effective Physical Activity Programmes
- Communication
- Goal Setting
- Conflict Resolution

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Our strategic priorities

Developing people

We provide young people with opportunities to enhance their learning and future employment opportunities. We educate and train practitioners to provide inclusive, accessible and outcome focused sport and physical activity.

Strengthening communities

We empower young people led community development that recognises the strengths of the people, knowledge and resources within that place.

We deliver environmentally sustainable practices across all our work, supporting our young people to lead change.

We work with organisations to understand and address needs to achieve the greatest impact for the community.

Improving health and wellbeing

We purposefully use sport and physical activity as a tool to improve wellbeing, resilience, and self-care.

We work to reduce the stigma attached to mental health and buffer effects of trauma and adversity.

Developing people case studies

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Scottish Football Association

As a result of multi-year funding through CashBack, we were able to agree a 3-year programme of SSF Education & Training with the Scottish Football Association (SFA). Having previously included our modules as part of their workforce education, the SFA recognise the value of our training, particularly our focus on relationship building and taking a person-centred approach. They were keen to continue to embed our modules within their training programmes to add value and additional knowledge and skill development.

“100% recommend SSF modules to other governing bodies or schools just because the variety of modules they offer is brilliant. Working with SSF, they like to adapt things so much to the group as well – they put the person first which is really important.”

SFA Education Officer

This year we have delivered 11 modules to 131 participants on the Volunteer and Inspire Programme, which is for emerging football coaches. They have collectively achieved 189 SCQF accreditations and developed skills in areas such as communication, resolving conflict, teamwork and leadership. Improvements in confidence and engagement with local communities was also noted, with participants applying what they have learned into their own coaching and community work.

“The experience I’ve had with SSF has been great. I would really encourage other coaches to do it because you’re learning about real world scenarios that are tough to deal with that you might not be able to learn about in other environments. So, coming here and doing their modules is really beneficial because you’re learning new things that you will take into your coaching practice on a day to day basis.”

SSF Education & Training Participant



**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Lourdes Secondary School

We collaborated with Lourdes Secondary School to deliver a bespoke SSF Education and Training programme aimed at addressing the needs of 12 young people in S3, aged 14-15. During the 20-week programme they would have the opportunity to achieve 6 SCQF qualifications, accredited to level 4 and 5 on the SCQF framework, participate in 5 SSF Wellbeing Workshops, and gain an SCQF Level 2 Youth Scotland Hi-5 award.

The school nominated students who faced challenges such as low confidence, low school attendance and a likelihood of not attaining qualifications through the traditional school curriculum.

Although the programme began with 12 students, attendance stabilised at 9 per session. The group had a great interest for playing football and other active games, which were incorporated into the module activities during their weekly sessions. However, despite their enthusiasm for the activity-based learning, we had to implement diverse teaching strategies to support the young people with the written components of the module.

It took time to build a relationship and trust between our tutor and the students. In the early stages, engagement and challenges with managing behaviour were evident for one tutor. To address this we brought in a second tutor, allowing for better support and a more conducive learning environment. After building trust, the group found support within the programme, embracing it as a safe space to express themselves and explore their capabilities.

“I feel like I can be myself. We get time to talk about stuff that we need to get out.”

SSF Education & Training participant

For many, the supportive atmosphere acted as a catalyst for improved school attendance, encouraging a renewed sense of purpose and motivation, while enhancing the young people's engagement and performance in other areas of school.

“ It helped me keep up my attendance by giving me a reason to go to school.”

SSF Education & Training participant

“ The young people are engaging better in their classes following the session with SSF.”

Jonny Carroll, Deputy Head Teacher, Lourdes Secondary School

Achieving qualifications provided tangible pathways to future opportunities. The young people valued the practical benefits, seeing the qualifications as more than just academic achievements but as crucial steps towards further education and employment. These qualifications opened doors to brighter futures, instilling confidence and ambition in the participants.

“ I enjoy coming here because we do fun activities, and we will get qualifications for our future.”

SSF Education & Training participant

Beyond academic pursuits, the programme provided a platform for personal growth and improved wellbeing as it sparked enthusiasm and engagement, contrasting with experiences in traditional classroom settings.

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

“I don't have much energy in class, but coming here brings out my energy.”

SSF Education & Training participant

A further benefit of the programme was that students, initially from different friendship groups, formed strong bonds and built new relationships. They found common interests, shared experiences, and built trust, evolving from classmates to a cohesive group.

“I got to make new friends and meet new people in my year group.”

SSF Education & Training participant

We are proud of our impactful partnership with Lourdes Secondary School, delivering a successfully tailored educational experience. In total participants achieved 59 SCQF qualifications and completed 43 SSF Wellbeing Workshops, a testament to the young people's dedication and the programme's effectiveness in fulfilling their potential.

“SSF have been a welcomed partner, with them delivering within our school an engaging, dynamic and innovative course to extend the reach of our curriculum to further meet the needs and improve outcomes for a targeted group of young people.”

Jonny Carroll, Deputy Head Teacher, Lourdes Secondary School

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Spencer

Spencer (15), North Ayrshire, became involved with SSF programmes in 2023 as he found school hard to engage and attend as he did not enjoy it. This led to Spencer displaying behaviour that the school found hard to manage. In the wider community, Spencer was getting involved in trouble with other peers and found it difficult to walk away from arguments, which often resulted in being wrapped up in conflict. He reported feeling no sense of connection or belonging to his community; as well as finding it difficult expressing himself and creating connections with adults, thus living with a lot of anger and confusion.

Spencer was nominated for the SSF Chance:2:Be programme through his pastoral teacher. They felt his involvement in a non-traditional learning environment would suit him well and support him to achieve accreditations, improve his mental health and relationship with school. Since beginning the SSF Chance:2:Be programme, Spencer demonstrated a desire to improve himself and take up opportunities available to him. He had consistent attendance and thrived within a different learning environment. He threw himself into new experiences and continued to push himself out of his comfort zone, all whilst building impactful relationships with SSF staff, something which he had struggled with previously due to his lack of trust in others. These new-found relationships also supported Spencer to become much more aware of his emotions, and he now noticeably talks through his emotions much more openly with staff.

"It turns out I love stuff like this. Being outside, just getting stuck in. Who knew!"

Since participating in the SSF Chance:2: Be programme Spencer has gained 5 accreditations SCQF level 2-5, completed a first aid workshop, participated in outdoor education activities, team building, and a careers visit to a local building company. He has also re-engaged in school, reduced his risk-taking behaviour and is now focused on achieving his goal of joining the Armed Forces.

He has worked closely with our staff and has committed himself to re-engaging in education and gaining additional qualifications this year to support this ambition.

"I'm not getting into fights anymore and I've stopped vaping. I know I need to screw the nut if I am going to get into the army."

Spencer was recognised at our SSF Awards 2024 for his outstanding commitment to his personal development and was a finalist in the "Inspiring Journey of the Year" category.

"Aye man its good I canny believe it, if you had told me I would be up for an award back in August I would have laughed at you. This programme has defo helped me to keep more calm about things – less reaction towards things I would usually flip out at. I know where I want to go after school and feel the staff at SSF have got my back to support me."

Spencer was adamant he was leaving school however, throughout the after-care programme and our collaborative work with the school, he decided he would like to stay to achieve his goal of getting more qualifications for his future.

"Spencer has decided he would prefer to stay on to 5th year at school and gain more qualifications! He also spoke to me about becoming a Mentor/Volunteer for SSF's new young people that come onto the programmes?"

Spencer Parent

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Spencer's outcomes:

- Diverted from antisocial, criminal behaviour and involvement with the Justice system.
- Improved learning, employability & employment options.
- Improved health, mental health and wellbeing.
- Built personal skills, resilience, and benefited from strengthened support networks and reduce risk taking behaviour.



Watch
video
here.



Improving health & wellbeing case studies



SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Girls on the Pitch programme

Active Schools and with support from the Sweaty Betty Foundation, we have delivered a girls only physical activity and wellbeing programme with young girls aged 11+.

The aim of the programme was to:

- Increase levels of physical activity
- Improve young girls' knowledge of wellbeing
- Improve young girls wellbeing
- Use sport and youth work as a method of connection during the transitional period from primary to secondary school
- Bring young people together in a positive manner

A significant element of the programme was peer to peer delivery, with local female teenagers co-designing and co-delivering the programme. The SSF Young Leaders have been instrumental in the planning and delivery of the programme and have led on consultation, programme creation, delivery of activities, promoting health and wellbeing and monitoring and evaluation. This is a huge achievement for the SSF Young Leaders, putting all their leadership skills into practice, committing their time every week to the programme and being excellent role models for their younger peers.

"The best thing about being involved in the Sweaty Betty programme is it's helped build my confidence to become a coach and pushed me out my comfort zone to take a lead on games. I've seen so many more faces and smiles on the girls since the start of the programme. This programme has made me feel like I have a positive future in coaching."

SSF Young Leader

As part of the programme the young girls were given hoodies and sports bras so they always had kit to come along to the session. The girls participated in 60 minute sessions involving activities such as football, basketball, cricket, dodgeball and tennis. We also discussed topics that may impact mental health and wellbeing, particularly in relation to transitioning from P7 to S1. Examples of this include relationships, importance of consent, making healthy choices, anxiety and stress and the link between physical and mental health.

"Look, we got cool jumpers and can't wait to come back next week and take part in more of these activities."

P7 participant

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Caldervale High School

We delivered an SSF Wellbeing Workshop on the topic of Anxiety to a group of 15 S3 girls from Caldervale High School. They had been nominated by the school to participate as they had been identified as being low in confidence and were disengaging from classes.

When the session started, it was evident that the group were nervous about the workshop and unsure of our tutors. This resulted in a lack of engagement and difficulty connecting to begin with.

We prioritised building trust and encouraging contributions by creating a safe and welcoming environment. We delivered a range of introductory activities, and outlined the purpose of the workshop which is to learn about how sport and physical activity can be used to manage anxiety and how to incorporate the SAMH 5 ways to wellbeing into daily routines.

As the workshop progressed the group increased in confidence, engaging with the tutors and were comfortable contributing to group discussions and activities.

The young people left the session feeling more confident in understanding what anxiety is, how to identify signs and symptoms and how to create a self-care routine to manage anxiety levels throughout their daily lives. They also created new relationships with each other and the SSF tutors.

*“Before the session I was nervous, at the end I was happy, but now I’m sad that it’s over.”
SSF Wellbeing Workshop participant*

By the end of the session the young people were enthusiastic and motivated and keen to continue with more wellbeing workshops.

Since completing the workshop, the group have developed in confidence and have been assisting with sports sessions in their local community.

“They have since used their skills to help with coaching delivery to younger pupils at a local primary school.”

Active Schools Coordinator

Strengthening communities case studies

**SCOTTISH SPORTS FUTURES
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Govan Youth Information Project

When looking at how SSF can support and strengthen communities, we take a sustainable approach to community driven development that recognises the assets such as, people, Places and partners. Our aim is always to address need through creating new provision in partnership or enhancing existing provision, ensuring we avoid duplication. Genuine, open and meaningful partnership working is key and we have been very lucky to have been working alongside Govan Youth Information Project (GYIP), who are the main youth work provider for children and young people in Govan, to strengthen the offer of youth provision and opportunities for young people. Together with GYIP, we joined forces to:

- Co-deliver a multi-sport and youth work programme on Friday nights, focusing on mental health and wellbeing. The programme provided the young people with a safe space within their local community to connect with their peers, local staff and explore the topic of mental health and wellbeing through physical activity. Each session consisted of physical activity, youth work and wellbeing activities and all young people received food whilst at the session.

“Since coming to the session, my mental health has changed as I have been able to go out and play football every week.”

SSF Young Person

- Co-deliver an alternative education programme for young people in Govan and surrounding areas. Young people, who were finding it difficult to attend school and services within the community were nominated to attend SSF and GYIP’s 24 week Chance:2:Be personal development programme. The programme was delivered 2 days per week and supported 10 young people to complete 4 accreditations and achieve a positive destination which included returning to school, gaining a place on personal development or employability programme and successfully applying to apprenticeships.

“I can’t believe the change in him, before this programme he spent most of the time in his room and wasn’t engaged in anything. He is now back in school, thinking about his future and happy. Thank you so much.”

SSF Young Persons Parent

- Support young people to contribute towards their community positively and into leadership roles within the Govan Community.
- Recruit 6 young people from Govan to participate in the SSF Young Leaders programme, attending a 3-day training residential to Inverclyde to complete their SSF leadership induction. They are now supporting their local community, volunteering with GYIP to deliver youth work, sport and physical activity.

“I’ve been helping all summer at holiday programme, I love working with the young people.”

SSF Young Person

**SCOTTISH SPORTS FUTURES
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*“I have been able to help with GYIP this summer and really enjoyed it.”
SSF Young Person*

Through our partnership, young people have become members of GYIP’s Positive Role Models Volunteer Programme, which has allowed them to put their learning into practice through volunteering at GYIP’s holiday programmes supporting others with their wellbeing.

*“We see a big change in the confidence of the young people. They are involved more with our (GYIP Positive Role Models Programme) sessions and want to help in the community.”
Ethan McNally, Sessional Worker, GYIP*

Our people

★ SEX IDENTITY

Male	47%
Female	41%
Non-binary	1%
Prefer not to say/Don't know	1%
No Data	9%

★ SEXUAL ORIENTATION

Heterosexual/Straight	69%
Gay/Lesbian	1%
Bisexual	1%
Other	<1%
Prefer not to say/Don't know	6%
No Data	23%

★ AGE PROFILE

Under 10	1%
10 – 15 years	52%
16 – 18 years	37%
19 – 24 years	6%
25+ years	5%

★ SIMD PROFILE

0-20%	75%
20-30%	6%
30-40%	4%
40-50%	7%
50-100%	9%

★ DISABILITY/IMPAIRMENT/MENTAL HEALTH CONDITION*

Vision	1%
Hearing	1%
Mobility	<1%
Dexterity	<1%
Learning, understanding or concentrating	6%
Memory	<1%
Stamina, breathing or fatigue	2%
Socially or behavioural	4%
Mental Health	2%
None of the above	44%
Other	3%
Prefer not to say/Don't know	7%
No data	25%

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

★ ETHNICITY

Total young people from a minority ethnic group (including white minority ethnic groups)**	9%
White – Scottish	67%
White – Other British	3%
White – Irish	<1%
White -Traveller	<1%
White – Polish	1%
White – Roma	1%
White – Showman/Showwoman	0%
White – Other	1%
Mixed or multiple ethnicity	1%
Pakistani, Scottish Pakistani or British Pakistani	<1%
Indian, Scottish Indian or British Indian	<1%
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	<1%
Chinese, Scottish Chinese or British Chinese	<1%
Other Asian ethnicity	2%
African, Scottish African or British African	1%
African – other African ethnicity	<1%
Black – Caribbean	<1%
Black – Other Black ethnicity	0%
Arab, Scottish Arab, British Arab	1%
Other ethnicity not listed above	0%
Prefer not to say/Don't know	2%
No Data	20%

★ RELIGIOUS BELIEFS

None	53%
Church of Scotland	4%
Roman Catholic	8%
Other Christian	3%
Muslim	3%
Buddhist	0%
Sikh	0%
Jewish	<1%
Hindu	<1%
Pagan	<1%
Other religion	<1%
Prefer not to say/Don't know	6%
No Data	23%

* Note that young people may report more than one condition listed and so percentages against each disability will not combine to give the overall total. This figure is the total young people reporting any one or more disability, impairment, and/or mental health condition overall. This statistic excludes 'prefer not to say' and 'don't know' responses, and those who did not consent to their data being gathered for this purpose.

** For analysis purposes, we have grouped all categories other than 'White (Scottish)', 'White (Irish)' and 'White (Other British)' as ethnic minority. This statistic excludes 'prefer not to say' and 'don't know' responses, and those who did not consent to their data being gathered for this purpose.

Our recognition highlights

The background of the slide is a solid gold color with a pattern of overlapping, semi-transparent gold stars of various sizes and orientations, creating a textured, celebratory effect.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Our recognition highlights

Social Media

Over the last year we have been purposeful in using social media to raise awareness and profile of equality, diversity, and inclusion topics. As a result, we have:

- Regular meetings with our EDI working group, working on our strategic action plan to ensure we are meeting the needs of our people.
- Used social media to help gain our LGBT charter status (Silver level accreditation) through LGBT Youth Scotland.
- Refined our social media themed campaigns calendar to reflect the needs and advocate for our people on socials. Campaigns such as; Pride, National Coming Out Day, #NoWrongPath, Scottish Women and Girls in Sport Week, Challenge Poverty Week, Mental Health Awareness Week.

SSF Awards 2024 Press Coverage

- Five North Ayrshire young folk up for major sports awards. - [Five North Ayrshire young folk up for major sports awards | Largs and Millport Weekly News \(largsandmillportnews.com\)](https://www.largsandmillportnews.com)
- Unsung Hero of the Year award for Lochgelly's Erynn McGrath. - [Unsung Hero of the Year award for Lochgelly's Erynn McGrath | Central Fife Times](https://www.fifetimes.com)
- Irvine's Zara named youth worker of the year at SSF awards. - [Irvine's Zara named youth worker of the year at SSF awards | Ayrshire Today \(ayrshire-today.co.uk\)](https://www.ayrshire-today.co.uk)
- Young Fifer crowned unsung hero at awards for her commitment and dedication. - [Young Fifer crowned unsung hero at awards for her commitment and dedication \(fifetoday.co.uk\)](https://www.fifetoday.co.uk)

External Events

Scottish Government

- Presenting and facilitating at the ACEs and Trauma Network meeting about our work and approach to trauma informed practice.
- Ministerial acknowledgment at Parliament from Maree Todd, the Minister for Social Care, Mental Wellbeing and Sport, who explained how the support of our SSF programmes and partnerships is helping to reduce barriers to participation and encourage the important conversations.
- Presented at the CashBack Portfolio Partners Event.

Corra Foundation

- Presented at the Corra Conference 2024, sharing SSFs story and experience of understanding impact and gathering learning to transform young lives through sport.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Stirling University

- Presented to 3rd year Sport Management students about Sustainability in Sport and Policy in Action.
- Presented to Msc Sport Management Students about Sport Management Challenges and Sustainability.

sportscotland

- Presented at the Coaching Symposium about the culture of SSF, person-centred coaching and trauma informed practice.
- Presented and facilitated a workshop for disabled people undertaking modern apprenticeships in sport.

Developing the Young Workforce (DYW)

- Presented at the DYW Partner Event for Glasgow.

Awards

We are proud to have been recognised nationally for transforming young lives through sport.

We were finalists in the following awards:

- The Glasgow Business Award for 'Fair and Healthy Workplace'
- The Glasgow Business Award for 'Green Champion'
- The Herald & GenAnalytics Diversity Awards for 'Diversity in Sport'
- National Good Lottery Awards for 'Project of the Year'
- The Ayrshire Community Trust (TACT) Organisation of the Month Award

Our events



SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Our events

Scottish Women and Girls in Sport Event

To celebrate Scottish Women and Girls in Sport Week 2023, we hosted a girls-only, multi-sport event at Meadowbank Sports Centre, Edinburgh. After consultation with young women from across our programmes, it highlighted the need for events like this to help understand the barriers that young women continue to face in sport.

Sports Minister, Maree Todd MSP joined us on the day as well as partners from across Scotland including, **sportscotland**, Badminton Scotland, Basketball Scotland, Scottish Athletics and Scottish Disability Sport. The Minister joined participants as they took part in variety of different sports including wheelchair basketball and new age curling.

The young women have attended a number of sessions throughout the year supported by the Sweaty Betty Foundation and met with the Sports Minister at last year's event. They were presented with sports apparel which included a sports bra from Sweaty Betty and Netball Scotland kit.

Comedy Night Fundraiser!

On the 6th December 2023 Barclays hosted a comedy fundraiser at The Stand Comedy Club, Glasgow, on behalf of SSF. The evening was hosted by SSF Ambassador, Chris Forbes, and joined by comedians Gita Blaze, Rosco McClelland, Stuart Mcpherson and Susan Riddell. Having the support from the team at Barclays during the lead up to the event as well as on the night support with the raffle from four volunteers was an incredible help. The evening was a great success raising £2000.

We remain grateful to Barclays for their continued support with our fundraising efforts, both financially and through participation on our Business Sustainability Working Group.

Tenner to Tons

Tenner to Tons is an SSF entrepreneurial challenge encouraging teams to create a business with a focus on sustainability. Teams are provided with a starting capital of £10 and have an aim to transform their £10 into as much money as possible through any means of entrepreneurship.

This year, The University of the West of Scotland (UWS), 3rd year Sports Development students took on the challenge as part of their Enterprise module. The challenge saw teams raise £2000 for SSF with ideas ranging from bake sales to sponsored/guided walks. The support and enthusiasm from UWS has been incredible over the semester with plans to roll out the Tenner to Tons challenge again next year.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

SSF Awards 2024

We welcomed young people, friends and partners to the voco Grand Central Hotel on Thursday 22 February 2024, for the annual SSF Awards 2024 sponsored by **sportscotland**. The evening was undoubtedly the highlight of the year and was an emotional and inspirational reminder of what can be achieved through partnership working and putting young people at the heart of everything. It provided the ideal opportunity to recognise the successes and learnings of our young people, coaches, youth workers and partners.



Watch
video
here.

Our finances



**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Our finances and funders

	2023/24 £	Increase from last year
Income	£1,289,734	-9%
Expenditure	£1,291,965	-18%
Training Modules	£36,458	53%

Financial Review

SSF felt the effects of the cost of living crisis this year and saw some long time funders unable to continue support. The organisation posted a small deficit but through the expansion of the Education and Training work there was a generous surplus in unrestricted funds.

The nature of the sector means that SSF relies heavily on grant income from local and national governments. We are very grateful to the number of funders that are providing multi-year support and this remains a focus of the organisation to secure these types of grants, ensuring stability for the young people and staff.

SSF aims to hold three months operating expenditure to protect against unexpected costs, ensure a strong cash flow and to allow the Trustees to invest in new areas of work as required. General Reserves are £368,488 which is in line with the Reserves Policy.

The Trustees hold the reserves in cash across several bank accounts using a cash platform to benefit from the best possible interest rates and FSCS protection. Banks on the platform are checked to ensure that they are ethical and share the values of SSF. No cash is invested in shares or bonds. The organisation does not hold any funds on behalf of others.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Funders

- BBC Children in Need
- Clyde Gateway
- Comic Relief
- Cycling Scotland
- European Capital of Sport – Glasgow
- Garfield Weston Foundation
- Glasgow Chamber of Commerce
- Glasgow Climate Action Hub
- Glasgow Life
- Hugh Fraser Foundation
- Inspiring Scotland
- National Lottery Improving Lives
- National Lottery Young Start
- North Ayrshire Council
- Scottish Government – Active Scotland
- Scottish Government – CashBack for Communities
- Shell UK
- **sportscotland**
- Sweaty Betty Foundation
- The Robertson Trust
- West of Scotland Housing Association

Our equality, diversity and inclusion progress

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Our equality, diversity and inclusion progress

Our Equality, Diversity and Inclusion (EDI) working group continues to be the driving force to developing policies and practices organisationally. Throughout 23/24 we have endeavoured to make our programmes more inclusive and reach a more diverse range of young people. During the last year we prioritised having a more diverse workforce across all parts of our organisation and establishing new partnerships to look at innovative ways of achieving this. We also took steps to better support employees and participants from the LGBTQ+ community.

Modern apprenticeship programme

This year we were selected alongside 7 other partners working in the sporting system to take part in an employability initiative led by Enable and **sportscotland**. The Modern Apprenticeship (MA) programme supports people with a disability into work providing them with skills, knowledge, confidence, college experience and a work placement. Enable is a charity that supports people, employers, and communities across the country. They believe in an equal society where everyone has the right to live, work and participate as active and respected citizens in the communities of their choice.

Charlotte Holder, Enable Work's Equity, Diversity and Inclusion Consultant said:

“Every modern apprentice has the opportunity for support from their employer or Glasgow City college to ensure that they are progressing in their course. We provide extra targeted support for individuals who have experienced barriers throughout education or employment creating opportunities for them to develop transferable skills”.

Throughout this programme we have provided staff with training to build an understanding of how best to support colleagues. We have also utilised newly established networks to strengthen how we advertise and recruit in a more inclusive way and better support staff by making reasonable adjustments.

As part of our newly formed partnership with Enable, they sponsored one of the award categories at our SSF Awards 2024 and invited us to the Europe in Action conference. It has been hugely positive working together and we intend to build from this great start.

LGBT Youth Scotland's Silver Charter Award

We are proud to say we have been awarded the LGBT Youth Scotland's Silver Charter Award! We have been taking proactive steps to ensure LGBTQ+ staff, volunteers, and service users feel safe, supported, and included at SSF. We have reviewed and developed our policies, practices and resources for people connected to SSF. Being awarded the LGBT Silver Charter Award makes a clear statement that equality and diversity are at the heart of our organisation.

Scottish Government policy areas

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

UNCRC

(UN Convention on the Rights of the Child)

Young people's views, rights and voices are integral to our work. Increasing awareness of the UNCRC and the impact that the UNCRC Incorporation (Scotland) Act 2024 will bring is essential, both internally but also with our partner organisations.

We have enhanced our policies and prioritised educating, training and developing our people:

- Children in Scotland, Childrens Rights Training is completed at the point of recruitment.
- Attended the recent Children 1st conference, "A Conversation about Children's Human Rights in Sport".
- Our Child Protection Policy has been written in language that is accessible to our young people and includes trauma informed language.
- Our previous referral process has been reviewed and now renamed to "our nomination process" This was based on young people's feedback, that "referral" had negative connotations and associations and was not trauma informed.
- Our SSF Young Leaders have participated in sportscotland's "Safeguarding for Young Leaders" course. This includes a detailed examination of what rights they have as children themselves but also what rights they have in their role as a young leader.

To the right are examples of how we are ensuring our delivery is aligned to the UNCRC.

Article 12 Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.

Article 13 Every child must be free to say what they think and to seek and receive all kinds of information, as long as it is within the law.

- Consultation is built into each of our sessions and is also done more formally quarterly and yearly to ensure young people are having a say on matters affecting them.
- We have commenced the process of recruiting an SSF Youth Advisory board to ensure that young people are involved in the decision making of the charity and their opinions are heard, valued and taken seriously.
- Young People influence the location our services are delivered from to ensure this is a place where they feel safe both in the session and traveling to and from the venue. Our Govan sessions have recently been relocated following feedback from our participants.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Article 31 Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

Article 15 Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.

- We deliver services for young people which allow them to connect with people and their community safely, access physical activity and youth work and take part in a variety of activities which allow them to learn creatively.
- Our commitment to ensuring young people have access to free, safe activity which supports their physical, social and emotional development is continuing to grow and recently we have started delivering Active Play across North Ayrshire in three school settings. Active Play is a proven programme which supports primary aged children to become more physically active and is designed to develop physical literacy and improve children's fundamental movement skills (FMS). We are embedding learning from the Active Play programme within our current programmes.

Fair Work Framework

We are a member of the Living Wage Foundation and committed to paying at least the real Living Wage.

Appropriate Channels for effective worker's voice

- All employees undertake a variety of "conversations" recorded in Clear Review – our People and Learning system. These will take the form of check-ins, quarterly objective settings, wellbeing and annual performance review.
- We undertake pulse surveys throughout the year on a variety of issues, most recently on employee wellbeing.
- We hold quarterly all employee meetings after Board meetings to update on relevant decisions and gather feedback.

Investment in the Workforce Development

- All employees undertake at least 16 hours of training every year. This objective was surpassed in the last financial year.
- We offer learning loans to employees who wish to pay for more expensive training such as university/college courses relevant to their jobs and provide paid time off to attend these courses.

No inappropriate use of zero hours contracts

- We do not use inappropriate zero hours contracts. We made the decision to restructure the use of sessional staff to ensure that there are guaranteed number of minimum hours where possible and these staff will be moved to contracts of employment.

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

- We have an EDI working group to help create amore diverse workplace which has representation at all levels of the organisation including Board.
- We aim to ensure that no-one gender will represent more than 60% of the Board and workforce. This is currently being met.
- Our staff are paid on a scale agreed with the Board on an annual basis and all employees join at the bottom of the scale unless there are exceptional circumstances. This ensures that all employees are paid equally.

Offer flexible and family friendly working practices for all workers from day one of their employment

- We offer flexible working from an employees first day and in addition do not limit the number of times this can be applied

Oppose the use of fire and rehire practice

- We do not use fire and rehire practices and will not consider it.

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026

A: Providing the opportunities and integrated support parents need to enter, sustain, and progress in work.

- We offer SSF training and accreditations to adult learners across Scotland
- We have flexible work options for all staff including young parents to fit with childcare requirements.

B: Maximising the support available for families to live dignified lives and meet their basic needs.

- In Glasgow, the city's public, third and housing sector partners have committed to tackling child poverty as the key priority in Glasgow, through person-centred and place-based approaches. To lead the way on this ambition, a multi-agency Child Poverty Pathfinder has been established, working in partnership with the Scottish Government and the city's Community Planning structures and plans. SSF have signed up to the No Wrong Door network which is a network of service providers and organisations that contributes to the Pathfinder. It promotes and develops tools for holistic working and case management to provide a person-centred approach. It will reshape how organisations in the city work together, ensuring that citizens can access support seamlessly from multiple organisations.
- We continue to promote and introduce young people and families to local support services and continue to play a key role as "community connector", ensuring communities are connected and aware of the services available to them.
- We provide food, hygiene products, access to food vouchers and back to school packs after holiday times for young people in a dignified and person-centred way.

C: Supporting the next generation to thrive - Embed the GIRFEC approach.

All SSF delivery is based on the GIRFEC principles and values.

- We are supporting young people to grow and thrive by providing afterschool and evening physical activity and youth work provision, alternative curriculum provision, holiday programmes, wellbeing support along with providing clothing.
- We offer intervention and prevention programmes for young people, meaning young people have the opportunities to engage in positive activity to improve their lives, wellbeing and develop skills.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

- Many of the young people we are working with are affected by the poverty related attainment gap and as an organisation we are committed to closing this gap. We offer accessible SCQF accreditations level 2-5 so young people receive tangible recognition for their work. Being able to provide recognised accreditations for the young people contributes towards the poverty related attainment gap, building young people's skills for the future and supporting young people to gain employment.
- We build connections, trust and relationships adopting a trauma informed approach. We will have activity on during the day as well as in the evening, to encourage young people to leave their homes, engage in positive activity and reduce isolation.
- We provide young people with 1-2-1 personal development support, a safe place to talk about trauma and challenges, complete accreditations, and qualifications.
- We use physical activity to regulate stress and buffer effects of poverty and provide young people with opportunities to take part in activities out with communities and comfort zones.
- Young people, through participation in creative workshops learn about budgeting, financial awareness to increase their understanding and knowledge about their entitlements and support them to access these when required.

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Climate Change Action Plan

As part of our commitment to wider sustainability, we have been working to improve our environmental practices and reduce our emissions. Key to the Scottish Government's Climate Change Plan is delivering a just transition to ensure that fairness is at the heart of climate action and that individuals and communities are not left behind.

The work that we do aims to combat the effects of poverty and buffer against trauma and adversity and we know that often the effects of climate change can impact more negatively on those living in poverty. For this reason a key focus of the goals and actions we identified through our Environmental Impact Strategy are to engage and enable young people to make climate action and live sustainably. By doing so we aim to reach communities and contribute towards achieving the outcomes outlined Climate Change Plan in a just and fair way.

We believe in collaborative working to make the biggest impact and have established some strong partnerships to help us to achieve mutual goals in tackling climate change and enabling young people to take action on this topic.

What we are doing

Climate Education for Young People

In order to engage on this topic in a meaningful way with our young people, we collaborated with Sustainable Pathways to create a fun, interactive and action-oriented workshop which will be embedded across all of our programmes. We recently secured funding to upskill all of our delivery team to enable them to deliver the workshop. This means that all our young people will participate in a workshop on the topic of climate change and they will learn about the problems caused by climate change, and sustainable solutions which they can embed into their daily lives which will have a positive impact on our planet. The workshop covers areas such as **transport and travel; what we buy; recycling and re-use; how we eat and energy.**

Sustainable Transport and Active Travel

We've been encouraging staff to use a sustainable travel hierarchy when thinking about how they travel. We are working towards reducing the number of miles traveled by car and promoting active and sustainable travel options where possible. To help enable active travel we secured funding for a secure bike pod and clothes drying unit for our Glasgow office. We have been working towards achieving the Cycling Friendly Award and this will help us to achieve that. Access to the bike pod and clothes dryer will be available to our young people meaning that all our young people in Glasgow will have barriers removed to travelling actively and this is another area where we will influence and encourage our young people to take climate action.

In addition to this, we support all of our young people to apply for their concessionary bus travel passes to enable them to travel using public transport.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Waste and the Circular Economy / What We Buy

We collaborated for the second year with ApparelXchange (AXC) on our sportswear donation drive. Through this collaboration we want to reduce the amount of clothing going to landfill and increase access to clothing for those who need it most. We want to raise awareness of the problem of over-consumption and influence consumers towards buying pre-loved clothing. This is a topic that we pick up with young people through our workshop, and we have plans to take participants from our programmes to the AXC warehouse to provide education about the impact of fast fashion and over-consumption on the planet. Compared to 2022, our reach increased, and we had an over 500% increase in donations. The active wear that we receive is processed and re-distributed to young people from SSF and other partners, addressing the barrier of access to suitable clothing for participation in sport and physical activity.

We've started to establish a partnership with Scottish Water. They have pledged to donate 180 re-usable water bottles for distribution to our young people participating in our programmes. Part of our focus is on reducing the use of single use plastics, and the introduction of re-usable water bottles will support this. We also plan to use the opportunity to educate our young people about the negative impacts of single use plastics, the pollution caused by plastics entering our waterways, over-use of water and highlight potential apprenticeship and employment opportunities through Scottish Water.

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Active Scotland Outcomes Framework

We have continued to strengthen our work with Scottish Governments Active Scotland Division (ASD) to support more young people be more active, more often and deliver against the Active Scotland Outcomes Framework. Providing access to opportunities to experience the many benefits of physical activity and sport is a right we want every young person to have.

We have:

- Collaborated and led multi-sectoral partnerships to ensure physical activity can contribute to different policy areas such as health, education, skills development, and communities.
- Shared our robust evidence base with partners regarding working with communities experiencing challenge. Sharing practice on how best to get children living with poverty active and stay active.
- Allocated time, expertise and investment towards young people and communities who are least active and facing the greatest barriers to participation to help reduce inequalities.
- Empowered young people to complete training, education, accreditations and go back into their communities to be a force for positive change in society.
- Developed and delivered education and training around trauma informed approaches in sport. We will work strategically with ASD to strategically embed this with more partners working in sport and communities.

Children's rights and wellbeing impact assessment

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Children's rights and wellbeing impact assessment

We are committed to protecting and promoting children's human rights and ensuring that our young people are at the heart of and involved in our decision making. From our youth trustees to the involvement of young people in our programme development, we use our [CRWIA](#) to ensure that children's human rights are embedded in our policy and practice.

Our annual outcomes

**SCOTTISH SPORTS FUTURES
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024**

Our annual outcomes

★ Young people develop physical and personal skills

Young people report an increase in their skills	98%
Other stakeholders report young people's skills increasing	100%
Young people have got better at budgeting and managing their money	64%
Total number of individuals completing accreditations	1759
Total number of accreditations achieved	2027

★ Young people improve their learning, employability, and employment options

Young people report their attendance and/or attainment at school improving	72%
Total number of young people taking part in learning and training	1677
Total number of young people progressing to employment/internships/modern apprenticeships	41

★ Young people improve their health and wellbeing

Young people report increases in wellbeing against SHANARRI indicators	96%
Other stakeholders report increases in young people's wellbeing against SHANARRI indicators	100%
Young people report the programme has helped with their mental health	78%
Young people report they are more active since joining the programme	88%

★ Young people contribute positively to their communities

SSF Young Leaders volunteering within their community	56
Number of volunteer hours completed by young people	6470
Young people complete community focused awards	154
Total number of community focused awards completed by participants	192
Young people feel their contribution, links with communities, and social interaction are improving	66%
Other stakeholders report improvement in young people's contribution, links with communities, and social interaction	100%

★ Young people improve their confidence

Young people report increased confidence	95%
Young people report they are able to do new things	93%
Other stakeholders report increasing confidence	100%

★ Young people build resilience and aspirations

Young people think more about their goals for the future	92%
Young people feel more positive about themselves, their lives, or their futures	82%
Young people feel more able to tackle problems and overcome challenges	87%
Other stakeholders report increases in young people's resilience	97%
Other stakeholders report increases in young people's aspirations	98%

★ Young people have strengthened support networks

Young people build positive relationships with others	91%
Young people feel more supported by others in their community	86%
Young people report increased knowledge and access of local services available to them	82%

★ Young people reduce risk taking behaviour

Young people report positive changes in behaviour	86%
Other stakeholders report positive changes in young people's behaviour	94%
Young people are more aware of the risks around harmful substances	74%
Young people report being less involved in antisocial and/or criminal behaviour	85%

SCOTTISH SPORTS FUTURES REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

Trustees' responsibilities in relation to the financial statements

Company law requires the charity trustees to prepare financial statements for each year which 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 the financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- 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 financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006.

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

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 legislations in other jurisdictions.

Statement of Disclosure to the Auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the charity 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.

This report has been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime of the Companies Act 2006.

Approved by the trustees on 14th November 2024 and signed on their behalf by:

Signed by:
Name: 
0B148BAB6B5747B...

Maureen McGonigle

SCOTTISH SPORTS FUTURES

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH SPORTS FUTURES FOR THE YEAR ENDED 31 MARCH 2024

Opinion

We have audited the financial statements of Scottish Sports Futures (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the 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 Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH SPORTS FUTURES FOR THE YEAR ENDED 31 MARCH 2024

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH SPORTS FUTURES FOR THE YEAR ENDED 31 MARCH 2024

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 49, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of 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 charity'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 charity 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 Act 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.

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:

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

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures response to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

In identifying and assessing the risks or material misstatements in respect of irregularities, including fraud and non-compliance with laws and regulations we considered the following;

- The nature of the charity, the environment in which it operates and the control procedures implemented by management and the trustees; and
- Our enquiries of management and trustees about their identification and assessment of the risks of irregularities.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH SPORTS FUTURES FOR THE YEAR ENDED 31 MARCH 2024

Based on our understanding of the charity and the sector we identified that the principal risks of non-compliance with laws and regulations related to, but were not limited to;

- Regulations and legislation pertinent to the charity's operations; and

We considered the extent to which non-compliance might have a material impact on the financial statements. We also considered those laws and regulations which have a direct impact on the preparation of the financial statements, such as the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, and the Charities Accounts (Scotland) Regulations 2006. We evaluated management and trustees' incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of management override of controls), and determined that the principal risks were related to;

- Management bias in accounting estimates.
- Posting inappropriate journal entries.

Audit response to the risks identified;

Our procedures to respond to the risks identified included the following;

- Gaining an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- Enquiring of management, trustees and legal advisors concerning actual and potential litigation and claims.
- Reading minutes of meetings of those charged with governance;
- In addressing the risk of fraud as a result of management override of controls, testing the appropriateness of journal entries and other adjustments; evaluating rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of 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.

A further description of our responsibilities is available on the Financial Reporting Council's website at: to <https://www.frc.org.uk/library/standards-codes-policy/audit-assurance-and-ethics/auditors-responsibilities-for-the-audit/> . This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF SCOTTISH SPORTS FUTURES FOR THE YEAR ENDED 31 MARCH 2024

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006.

Our audit work has been undertaken so that we might state to the charitable company's members and 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 charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

Wbg (Audit) Limited

142BED1F16784DD...

Rory McCall BAcc, CA (Senior Statutory Auditor)
For and on behalf on Wbg (Audit) Limited, Statutory Auditor
168 Bath Street
Glasgow
G2 4TP

Date: 14 November 2024

Wbg (Audit) Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

SCOTTISH SPORTS FUTURES
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDING 31 MARCH 2024

(Including an Income and Expenditure account)

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Income and endowments from:							
Donations and legacies	4	53,143	-	53,143	128,116	-	128,116
Charitable Activities	5	70,939	1,164,963	1,235,902	56,086	1,217,581	1,273,667
Other trading activities	6	2,489	-	2,489	19,074	-	19,074
Total Income:		126,571	1,164,963	1,291,534	203,276	1,217,581	1,420,857
Expenditure on:							
Raising funds							
Other trading activities	7	23,299	-	23,299	21,270	-	21,270
Charitable Activities	8	34,417	1,235,216	1,269,633	187,207	1,363,621	1,550,828
Total Expenditure		57,716	1,235,216	1,292,932	208,477	1,363,621	1,572,098
Net income/(expenditure)		68,855	(70,253)	(1,398)	(5,201)	(146,040)	(151,241)
Transfers between funds	17	2,756	(2,756)	-	-	-	-
Net movement in funds	17	71,611	(73,009)	(1,398)	(5,201)	(146,040)	(151,241)
Funds reconciliation							
Total funds brought forward	17	307,939	124,935	432,874	313,140	270,975	584,115
Total funds carried forward		379,550	51,926	431,476	307,939	124,935	432,874

Statement of Financial Activities includes all gains and losses recognised in the year.


All income and expenditure derive from continuing activities


**SCOTTISH SPORTS FUTURES
BALANCE SHEET AS AT 31ST MARCH 2024**

	Note	2024 £	2023 £
Tangible Fixed Asset	13	12,062	17,277
Current Assets			
Debtors	14	16,136	32,645
Cash at bank and in hand	20	505,351	536,182
Total current assets		521,487	568,827
Liabilities:			
Creditors falling due within one year	15	(102,073)	(153,230)
Net Current Assets		419,414	415,597
Net Assets		431,476	432,874
The funds of the charity			
Unrestricted Funds	17	379,550	307,939
Restricted Funds	17	51,926	124,935
Total Funds		431,476	432,874

These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the company.

Approved by the trustees and authorised for issue on 14th November 2024 and signed on their behalf by:

Signed by:

0B148BA66B5747B...
 Name: Maureen McGonigle

DocuSigned by:

F09EEE258BB94E6...
 Name: George Walker

Company Number: SC343830 (Scotland)

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDING 31 MARCH 2024**

	Note	Total Funds 2024 £	Total Funds 2023 £
Cash flows from operating activities:			
Net cash (used in) operating activities	19	(25,546)	(135,802)
Cash flows from investing activities:			
Purchase of other fixed assets		(5,285)	(11,240)
Net cash (used in) investing activities		(5,285)	(11,240)
Change in cash and cash equivalents brought forward		(30,831)	(147,042)
Cash and cash equivalents brought forward	20	536,182	683,224
Cash and cash equivalents carried forward	20	505,351	536,182

SCOTTISH SPORTS FUTURES

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

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

(b) Funds structure

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created funds for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed, or through the terms of an appeal.

Further details of each fund are disclosed in note 17.

(c) Income recognition

Income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations, are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

SCOTTISH SPORTS FUTURES

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting Policies (continued)

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 16).

(d) Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (f) below.

- Costs of raising funds comprise the costs of commercial trading including certain legal fees and their associated support costs;
- Expenditure on charitable activities includes staff costs, delivery costs, property costs, professional fees, vehicles costs, evaluation costs and other activities undertaken to further the purposes of the charity and their associated support costs;

Irrecoverable VAT is charged as a cost against the activity for which the expenditure is incurred.

(e) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

(f) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on time spent. The allocation of support and governance costs is analysed in note 9.

SCOTTISH SPORTS FUTURES

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting Policies (continued)

(g) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged as follows:

	Basis
Fixtures and Fittings	33% straight line method
Motor Vehicles	33% straight line method

This is a change from previous years where both classes of assets were depreciated on a 33% reducing balance method. Depreciation in the year has been calculated to reflect this method. Under the previous policy, a depreciation charge of £4,246 would have been incurred in the year compared to £9,085 under the updated policy.

(h) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(i) 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.

(j) 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 normally recognised at their settlement amount after allowing for any trade discounts due.

(k) Financial instruments

The Charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(l) Taxation

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

(m) Employee Benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****2. Legal status of the Charity**

The Charity is a registered Scottish charity.

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. Related party transactions and trustee's expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2023: £nil). No expenses were paid to trustees in the year (2023: £nil).

There have been no other disclosable transactions by any Trustee or other person related to the charity during the year (2023: none).

4. Income from donations and legacies

	2024	2023
	£	£
Sponsorship	36,650	40,700
Donations	16,493	87,416
	<u>53,143</u>	<u>128,116</u>

5. Income from charitable activities

	2024	2023
	£	£
Provision of sporting facilities, education & training	1,235,902	1,273,667
	<u>1,235,902</u>	<u>1,273,667</u>

6. Income from other trading activities

	2024	2023
	£	£
Fundraising Events	2,489	19,074
	<u>2,489</u>	<u>19,074</u>

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****7. Raising funds – expenditure of other trading activities**

	Direct Costs £	Support Costs £	Total 2024 £
Staff Costs	-	23,299	23,299
	-	23,299	23,299

	Direct Costs £	Support Costs £	Total 2023 £
Staff Costs	-	21,270	21,270
	-	21,270	21,270

8. Analysis of expenditure on charitable activities

	Provision of sporting facilities, education and training £	Total 2024 £
Staff costs	836,085	836,085
Delivery costs	191,336	191,336
Property costs	34,930	34,930
Professional Fees	17,114	17,114
Other costs	20,562	20,562
Governance costs (note 9)	22,716	22,716
Support costs (note 9)	146,890	146,890
	1,269,633	1,269,633

	Provision of sporting facilities, education and training £	Total 2023 £
Staff costs	733,215	733,215
Delivery costs	561,072	561,072
Property costs	59,789	59,789
Professional Fees	180	180
Other costs	14,737	14,737
Governance costs (note 9)	23,092	23,092
Support costs (note 9)	147,076	147,076
	1,550,828	1,550,828

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****9. Allocation of governance and support costs**

The breakdown of support costs and how these were allocated between governance and other support costs is shown in the table below:

Cost Type	Total Allocated 2024	Governance Related	Other Support Costs	Basis of apportionment
	£	£	£	
Staff Costs	185,711	18,644	167,067	Staff Time
Total	185,711	18,644	167,067	

Cost Type	Total Allocated 2023	Governance Related	Other Support Costs	Basis of apportionment
	£	£	£	
Staff Costs	183,845	18,385	165,460	Staff Time
Total	183,645	18,385	165,460	

Governance Costs	2024	2023
	£	£
Auditor's remuneration	7,194	7,593
Support costs (see above)	18,644	18,385
	<u>25,838</u>	<u>25,978</u>

Allocation of governance and other support costs	Support Costs	Governance	Total 2024
	£	£	£
Provision of sporting facilities, education and training	146,890	22,716	169,606
Raising Funds	20,177	3,122	23,299
Total Allocated	<u>167,067</u>	<u>25,838</u>	<u>192,905</u>

Allocation of governance and other support costs	Support Costs	Governance	Total 2023
	£	£	£
Provision of sporting facilities, education and training	147,076	23,092	170,168
Raising Funds	18,384	2,886	21,270
Total Allocated	<u>165,460</u>	<u>25,978</u>	<u>191,438</u>

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****10. Analysis of staff costs and remuneration of key management personnel**

	2024	2023
	£	£
Salaries and wages	774,568	747,574
Social Security Costs	76,095	76,867
Pension Costs	36,767	33,611
Total staff costs and employee benefits	<u>887,460</u>	<u>858,052</u>

	2024	2023
	£	£
Key management personnel remuneration	<u>210,734</u>	<u>217,629</u>

No employees had employee benefits in excess of £60,000 (2023 Nil).

	2024	2023
	No.	No.
The average weekly number of persons, by headcount, employed by the charity during the year was:	<u>43</u>	<u>54</u>

11. Net income/Expenditure for the year

This is stated after charging:	2024	2023
	£	£
Depreciation	9,085	6,709
Audit fees	7,194	7,593
Loss on disposal of fixed assets	<u>1,415</u>	<u>-</u>

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****12. Government Grants**

	2024	2023
	£	£
Scottish Government – Cashback for Communities	459,599	612,062
Scottish Government – Investing in Communities	-	43,569
Scottish Government – Active Scotland	40,000	-
Scottish Government – Glasgow Climate Action Hub	3,500	-
Sportscotland	193,000	193,000
Sportscotland – Scottish Physical Recreation Fund	16,079	-
Inspiring Scotland – Active Pay	12,000	-
Fife Council	-	5,696
North Ayrshire Council	1,000	-
Glasgow City Council	-	111,348
Glasgow Life – European Capital of Sport	3,750	-
Clyde Gateway URC	30,000	20,000
Corra Foundation - The Children , Young People, Families and Adult Third Sector Fund	126,964	-
	<u>885,892</u>	<u>985,675</u>

There are no unfilled conditions and contingencies attached to the grants or any indications of other forms of government assistance.

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****13. Tangible Fixed Assets**

	Fixtures, fittings and equipment	Total
	£	£
Cost or valuation		
As at 1 st April 2023	29,800	29,800
Additions	5,285	5,285
Disposals	(4,147)	(4,147)
As at 31 st March 2024	<u>30,938</u>	<u>30,938</u>
Depreciation		
As at 1 st April 2023	12,523	12,523
Charge for the year	9,085	9,085
Disposals	(2,732)	(2,732)
As at 31 st March 2024	<u>18,876</u>	<u>18,876</u>
Net book value		
As at 31 st March 2024	<u>12,062</u>	<u>12,062</u>
As at 31 st March 2023	<u>17,277</u>	<u>17,277</u>

14. Debtors

	2024	2023
	£	£
Trade Debtors	4,705	29,638
Other Debtors	1,075	929
Prepayments	10,021	1,695
Accrued Income	335	383
	<u>16,136</u>	<u>32,645</u>

15. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade Creditors	20,392	25,687
Accruals and Deferred Income	52,649	86,020
Taxation and Social Security	17,440	21,754
Other Creditors	11,592	19,769
	<u>102,073</u>	<u>153,230</u>

SCOTTISH SPORTS FUTURES
NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

16. Deferred Income

Included in accruals and deferred income:

	£
Balance as at 1 April 2023	19,050
Amount released to income from charitable activities	(19,050)
Amount deferred in year	32,460
	<hr/>
Balance as at 31 March 2024	<u>32,460</u>

Deferred income comprises grant and training income received in advance.

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****17. Analysis of Fund Movements**

Analysis of fund movements 2024	Balance b/fwd £	Income £	Expenditure £	Transfers, (gains) and losses £	Fund c/fwd £
Unrestricted Funds					
Fixed Asset fund	17,277	-	9,085	3,870	12,062
Human Resources ST Fund	15,469	-	-	(15,469)	-
Education through Cashback	793	-	-	(793)	-
Diversionsary Programme	8,501	-	-	(8,501)	-
Shell Twilight Programme	7,500	-	-	(7,500)	-
Total designated funds	49,540	-	9,085	(28,393)	12,062
General funds	258,399	126,571	48,631	31,149	368,488
Total unrestricted funds	307,939	126,571	57,716	2,756	379,550
Restricted funds					
BBC Children in Need – Well Being	-	10,000	6,428	-	3,572
BBC CIN Main Grant N Ayrshire	-	35,374	35,374	-	-
ClydeGateway	-	30,000	30,000	-	-
Corra Foundation	-	126,964	126,964	-	-
Forteviot Charitable Trust	5,964	-	4,312	-	1,651
National Lottery Young Start	-	31,186	31,186	-	-
Sweaty Betty Foundation (Stirling)	-	2,000	862	-	1,138
Hugh Fraser Foundation	-	8,000	8,000	-	-
Big Lottery Improving Lives (Govan)	-	65,376	65,376	-	-
Glasgow Life European Capital of Sport	-	750	750	-	-
Glasgow University – Find a Solution	-	1,744	1,744	-	-
Scottish Government Cash Back for Communities	-	459,599	459,599	-	-
Scottish Government Active Scotland	11,554	40,000	46,411	-	5,143
Sport Relief (Made to Move)	59,969	86,457	144,917	-	1,509
Sportscotland	14,440	193,000	207,440	-	-
Sportscotland – Scottish Physical Recreation Fund	-	16,079	8,533	-	7,546
Sweaty Betty Foundation	1,954	800	2,754	-	-
The Robertson Trust	10,547	25,000	25,494	-	10,053
Inspiring Scotland – Active Play	-	12,000	3,270	-	8,730
Garfield Weston Foundation	20,000	-	20,000	-	-
Glasgow Chamber of Commerce – Step up to Net Zero	507	3,184	3,691	-	-
Cycling Scotland – Cycling Friendly Development	-	9,950	-	(2,756)	7,194
N Ayrshire Participatory Budget	-	1,000	1,000	-	-
Glasgow Climate Action Hub	-	3,500	1,110	-	2,390
Glasgow European Capital of Sport	-	3,000	-	-	3,000
Total Restricted Funds	124,935	1,164,963	1,235,216	(2,756)	51,926
TOTAL FUNDS	432,874	1,291,534	1,292,932	-	431,476

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024**

Analysis of Fund movements 2023	Balance b/fwd £	Income £	Expenditure £	Transfers, (Gains) & Losses £	Fund c/fwd £
Unrestricted funds					
Fixed Asset fund	12,746	-	6,709	11,240	17,277
Human Resources ST Fund	15,469	-	-	-	15,469
Education Through Cashback	793	-	-	-	793
Diversionary Programme	8,501	-	-	-	8,501
Shell Twilight Programme	7,500	-	-	-	7,500
Total designated funds	45,009	-	6,709	11,240	49,540
General funds	268,131	203,276	201,678	(11,240)	258,399
Total unrestricted funds	313,140	203,276	208,477	-	307,939
Restricted fund					
BBC Children in need Next Steps Fund	-	-	1,030	1,030	-
BBC Children need Wellbeing post	-	10,000	19,992	9,992	-
BBC CIN Main Grant N Ayrshire	-	33,738	33,738	-	-
BOS Foundation -Change Grant 032317C	-	-	33,741	33,741	-
Clyde Gateway	-	20,000	30,936	10,396	-
Forteviot	-	5,000	4,036	5,000	5,964
Foundation Scotland	-	-	3	3	-
SSF Families Programme	34,712	-	-	(34,712)	-
GCC Glasgow Community Fund	-	111,348	111,348	-	-
Glasgow University - Find a Solution	-	1,151	1,151	-	-
SSF Twilight	22,622	-	-	(22,622)	-
Scottish Government Cash Back for Communities	-	612,062	612,062	-	-
Scottish Government Active Scotland	-	-	46,766	58,320	11,554
SG IIC (Investing in Communities)	-	43,569	54,036	10,467	-
SPIRIT 2012 MENTAL HEALTH	-	-	6,622	6,622	-
Sport Relief 2020-24 made2Move	-	137,529	110,618	33,058	59,969
Sportscotland	-	193,000	256,121	77,561	14,440
Youngstart 20-23 Core	-	-	24,245	24,245	-
Education through cashback	58,218	-	-	(58,218)	-
SSF Wellbeing	63,323	-	-	(63,323)	-
Chance 2 Be	57,329	-	-	(57,329)	-
Sweaty Betty (Fife)	34,771	-	-	(34,771)	-
The Robertson Trust	-	2,000	46	-	1,954
Garfield Weston Foundation	-	25,000	14,453	-	10,547
Garfield Weston Foundation	-	20,000	-	-	20,000
Glasgow Chamber of Commerce - Step up to Net Zero	-	3,184	2,677	-	507
Total restricted funds	270,975	1,217,581	1,363,621	-	124,935
TOTAL FUNDS	584,115	1,420,857	1,572,098	-	432,874

SCOTTISH SPORTS FUTURES

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

a) The unrestricted funds are available to be spent for any of the purposes of the charity.

The Trustees have created the following designated funds:

- **Fixed Assets Fund** – The fixed asset fund reflects the fund tied up in the net book value of the fixed assets.
- **Human Resources ST Fund** – Funds for short term resourcing needs.
- **Education Through Cashback** – The Education Through Cashback reflects funds to be used for training costs in the upcoming financial year to 31st March 2023.
- **Diversionsary Programme** - reflects fund to be used for delivery costs in the upcoming financial year to 31st March 2023.
- **Shell Twilight Programme** - support funding for the financial year ending 31st March 2023.

As the Human Resources ST Fund, Education and Cashback, Diversionsary Programme and Shell Twilight Designated Funds had not been utilised the Board of Trustees agreed to transfer them into General Funds to be used for the furtherance of the charitable objectives.

b) Restricted funds comprise:

- **BBC Children in Need – Well Being** – Costs of delivering Wellbeing workshops
- **BBC CIN Main Grant N Ayrshire** - 3 year grant to fund the cost of the Regional Manager.
- **ClydeGateway** – fund the Twilight diversionsary programmes in Dalmarnock.
- **Corra Foundation** – 2 year grant to contribute to core costs.
- **Forteviot Charitable Trust** – grant to cover education and training work in Perthshire
- **National Lottery Young Start** - 3 year grant to fund Co-ordinator salaries and contribute to project costs in Stirling.
- **Sweaty Betty Foundation (Stirling)** – grant to cover a transitions programme for girls in the Stirling area.
- **Hugh Fraser Foundation** – grant to contribute to costs of Twilight programme in Barrowfield, Glasgow.
- **Big Lottery Improving Lives (Govan)** – 3 year grant to cover salaries of Manager and Co-ordinator working in our Govan projects.
- **Glasgow Life European Capital of Sport** – grant to encourage participation of sport in Glasgow programmes.
- **Glasgow University – Find a Solution** – grant to cover salaries of a short-term placement to research Marketing methods.
- **Scottish Government Cash Back for Communities** – 3 year grant to provide Twilight, Young Leaders, Chance2Be and Education through Cashback (ETC) programmes in Glasgow, North Ayrshire, Fife and Stirling, with Education and Training throughout Scotland.
- **Scottish Government Active Scotland** – to support wellbeing and resilience in communities through physical activity and sport. To improve opportunities to participate, progress and achieve in sport.

SCOTTISH SPORTS FUTURES

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

- **Sport Relief (Made to Move)** - to work in partnership with SAMH to offer young people physical activity as a tool to support positive mental and physical wellbeing.
- **Sportscotland** – to identify, plan and deliver shared priorities for sport and physical activity
- **Sportscotland – Scottish Physical Recreation Fund** – supporting disabled people into employment.
- **Sweaty Betty Foundation** – small grant for girls programmes.
- **The Robertson Trust** – towards the cost of Youth Development Coordinator in North Ayrshire
- **Inspiring Scotland – Active Play** – to deliver outdoor play activities to support better childhood health and wellbeing outcomes in designated Primary Schools in North Ayrshire.
- **Garfield Weston Foundation** – to contribute to core costs of the organisation.
- **Glasgow Chamber of Commerce – Step up to Net Zero** – to provide funding for a short term placement to assist the organisation make progress towards Net Zero.
- **Cycling Scotland – Cycling Friendly Development** – to fund one bike pod and drying cabinet to encourage cycling.
- **N Ayrshire Participatory Budget** – to provide winter giftbags and wellbeing boxes for participants in North Ayrshire.
- **Glasgow Climate Action Hub** – to develop programmes to engage young people on the topic of climate change.
- **Glasgow European Capital of Sport** – grant to support the project costs in Barrowfield Twilight programmes.

18. Net assets over funds

	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Fixed Assets	12,062	-	12,062
Debtors	8,942	7,194	16,136
Cash	460,619	44,732	505,351
Current Liabilities	(102,073)	-	(102,073)
	379,550	51,926	431,476

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Fixed Assets	17,277	-	17,277
Debtors	32,645	-	32,645
Cash	411,247	124,935	536,182
Current Liabilities	(153,230)	-	(153,230)
	307,939	124,935	432,874

SCOTTISH SPORTS FUTURES**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024****19. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2024	2023
	£	£
Net (expenditure) for the year (as per the Statement of Financial Activities)	(1,398)	(151,241)
Adjusts for:		
Loss on disposal of fixed assets	1,415	-
Depreciation charges	9,085	6,709
Increase/(Decrease) in debtors	16,509	(21,745)
(Increase)/Decrease in creditors	(51,157)	30,475
Net cash (used in) operating activities	<u>(25,546)</u>	<u>(135,802)</u>

20. Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in Hand	505,351	536,182
Total cash and cash equivalents	<u>505,351</u>	<u>536,182</u>

21. Operating lease commitments

At 31 March 2024 the charity had annual commitments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Due in less than one year	12,443	11,733
Due in > 1 year < 5 years	1,034	13,480
Total	<u>13,477</u>	<u>25,213</u>

SCOTTISH SPORTS FUTURES

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

22 Judgments and key sources of estimation uncertainty

In the application of the company'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 to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Depreciation of fixed assets – fixed assets are depreciated over the useful life of the asset. The useful lives of fixed assets are based on the knowledge of senior management, with reference to assets expected life cycle.

Allocation of expenditure between activities – Support costs are allocated between charitable activities and governance based on the time spent by senior management on undertaking the charity's activities.