



ANNUAL REPORT 2023

 @4pillarsuk

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www.4pillarsuk.org

33 Regent Quay, Aberdeen, AB11 5BE

Registered VAT: GB 378329065
Registered Charity Number: SC046667

four
Pillars

supporting Grampian's LGBT+ community

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REFERENCE & ADMINISTRATIVE INFORMATION

Charity Name	Four Pillars
Charity Registration Number	SC046667
Contact Address	33 Regent Quay Aberdeen AB11 5BE
Trustees	Rachael Beedie (Chair) Johnathan Doran (Vice Chair) Ross Hartley (Secretary) Steven Watt (Treasurer) *left Jan 2023 Eoin Cowie (Trustee)
Senior Management Team	Deejay Bullock
Auditors/Independent Examiners	Mint Accounting 56 King Street Aberdeen AB24 5AX
Bankers	Bank of Scotland The Direct Business Bank, Bank of Scotland PLC, Pentland House, Edinburgh

CHIEF EXECUTIVE OFFICER'S REPORT

Partnership Overview

Four Pillars has continued to maintain and grow partnerships across Grampian. With the many new services we now provide, our partnership work has grown substantially and as a result we now work with a multitude of organisations throughout the region. We are proud that those relationships develop and look forward to welcoming new partnerships in the coming months.

Projects overview

Our services have once again, for the sixth year running, grown over the last 12 months. With this continued growth we have established roots in our work across all our projects including LOC, QuEST and PATH. However, our biggest growth this year has been that within the 4 Unity hub with an average of 287 interactions per month, over the last three months, compared to an average of 150 this time last year (up 91%). We are acutely aware that the new projects established over the last 18 months, PATH, LOC, QuEST, have contributed to this growth by reaching those more isolated across Grampian and welcoming them into our space. Leaving that door open for others to follow and build on a community that, at its core, has always been there, just well hidden.

Positives

With the rapid expansion of projects and service users, we wanted to find out how people are accessing our services. With this in mind, over the last 6 weeks we asked 68 individuals how they first heard about Four Pillars, whether that be in the hub or at an outreach event. Out of the 68 asked, 43 had been encouraged to visit us by a friend or family member. A further 8 had been referred from another organisation. This highlights to me the amazing work our staff and volunteers are doing, which encourages people to talk about our services and the positive impact it has had on their life.

Challenges

Throughout the past 9 months Four Pillars has taken part in the Government-backed Long-term Unemployment (LTU) scheme. This saw 8 individuals, that had been unemployed for over 12 months, come to work with us here, to build skills and get back into the workforce. This created a huge increase in staff numbers and services. One of the biggest challenges from that was ensuring that those in the program received adequate training and support to be able to sustain long-term employment after the project. I'm pleased to say that 5/8 continue to work for Four Pillars after the project end. The team, of now 15 staff, have developed services across the organisation to ensure we support our community the best way possible and with this have set, collectively, ambitious targets for the coming fiscal year.

Going Forward

Next Year (April 2023 – March 2024) with the continued growth of Four Pillars, I'm pleased to say that we have outgrown our current space and find a need to expand into new offices. From May 2023 our office-based staff will move from 4 Unity into a space next door. Giving our teams more room to establish roots and grow their projects. I now look forward to seeing them, the organisation and of course our service user's flourish.

Deejay Bullock
CEO

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Four Pillars is a charitable Trust and governed by its Trust deed.

Recruitment and Appointment of Trustees

The Board is responsible for the governance of Four Pillars and for preparing the Trustees Annual Report and the financial statements in accordance with applicable law and regulations e.g. Charities and Trustee Investment (Scotland) Act 2005, the Companies Act 2006, OSCR (Office of the Scottish Charity Regulator), and Companies House. The Board consists of not more than 7, and not less than 3 persons drawn from the voting membership. If through resignation or other cause a vacancy occurs on the elected membership of the Board, the Board may appoint a new trustee to fill the vacancy by way of a majority vote. Four Pillars voting membership is drawn from individuals and representatives of organisations in the Grampian area (Four Pillars' 'area of benefit') interested in supporting the work of Four Pillars. Four Pillars continues to pursue expansion of its Trustees to reflect the needs of the organisation, our partners and the diverse communities who depend upon our service. The elected members of the Board, the honorary Chair, honorary Treasurer and the honorary Secretary of Four Pillars are chosen by means of a vote at the annual general meeting by the voting members of Four Pillars. All trustees are elected annually and hold office until the conclusion of the next annual general meeting. Subject to their annual renewal of commitment to Four Pillars every individual member nominated in writing to serve on the Board or in any honorary office is asked to accept the nomination in writing within 14 days of the closing date for nominations, which is 28 days prior to an AGM, and to sign a declaration stating that they will seek to promote the objects of Four Pillars, and fulfil their share of the responsibilities in the operation of Four Pillars. All members who have been full individual or affiliated members of Four Pillars continuously for a period of six months prior to the election are eligible to be nominated for election to the Board and to any honorary office and nominate for and to vote in such election. The trustees are responsible for administering and managing Four Pillars, in accordance with relevant legislation, in a manner consistent with Four Pillars' purposes, and compliant with the duties placed on them by the Charities and Trustee Investment (Scotland) Act 2005.

New Trustees receive an Induction Pack and training for Charity Trustees.

The Induction Pack covers:

1. Introduction to Four Pillars and its Services
2. Four Pillars Trustees Duties & good practice advice
3. List of Current Four Pillars Trustees
4. Guidance for Charity Trustees – 'Acting with Care and Diligence.'
5. Copy of Four Pillars' Trust Deed and any appendix
6. Copy of Four Pillars' most recent Annual Report
7. Four Pillars' map
8. Copy of Four Pillars' most recent business plan

Organisational Structure

The Board conducts its business through regular meetings (normally every 3 months). Certain responsibilities are delegated to the management team and volunteers as appropriate. In addition, sub-committees can be set up for specific purposes. Such as that of the Grampian Pride committee. The sub-committee has all powers to implement its purposes in line with the Trustees wishes, which is outlined in a Terms of Reference (ToR). Any Sub-committee is chaired by a Four Pillars trustee or representative of the Boards choosing.

The Responsibility for the day-to-day running of Four Pillars is delegated to senior staff members. 'Teams' have been setup within the structure to allow "working groups" to carry out duties which will better the charities aims.

Staff Structure

The staffing structure has grown substantially over the past 12 months, growing from 4 in March 2022 to 15 members in March 2023. The team continues to work well together and have developed cross-project cooperation to ensure smooth transitions for service users and volunteers.

CEO: Deejay Bullock

Admin Assistant: Carol Stevenson

Funding Manager: Micah Daigeaun

Support & Development Worker: Reagan Broadbent | Layla Wilson | Alina Huck

LGBT+ Outreach Coordinator: Abhainn Macleod | Ruin Carroll | Tyler Green

LGBT+ Inclusion Advisor: Lauren Strachan | Robyn Benson

Path project Worker: Jakub Ivanecky

Volunteer Coordinator: Linda Reid

Training Coordinator: Jennifer Johnstone

Social media & Communications: Andrew Brown

Staff Hours

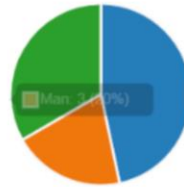
<u>Record</u>	<u>Hours</u>
Hours Worked	15,736
Holidays	1,973
Sickness	1,202
Over Time	465
Total Paid Hours	19,375

Staff demographic

15 staff members

1. Gender

Woman	7
Man	3
Non-binary	5
Other	0



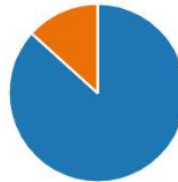
2. Gender Identity

cis-gender	8
transgender	7



3. Community

Queer	13
Heterosexual	2
Other	0



4. Disability

Yes	2
No	13



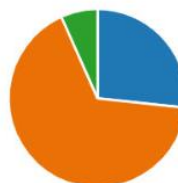
5. Ethnicity

White British	12
Other	3



6. Age

Under 25	4
25 - 50	10
50+	1
Retired	0



Data Sources

The following data has been recorded throughout the year across all projects. Whilst we have adapted the way in which we collect this data, allowing staff & volunteers to input information on behalf of the service user, if they have visited previously, it still relies on people filling out the survey:

- a). every time they come into contact with Four Pillars services and
- b). correctly.

Therefore, we estimate around 15-20% of those that use our services are not recorded accurately through this data collection tool.

Between April 2022 – March 2023 we had 3141 individual responses to the survey(s), up 88% from last year. Of those 3141, 650 individuals signed in for the first time. The results are in the following pages below:

(in the diagrams below PNTS means “Prefer Not To Say”)

OBJECTIVES AND ACTIVITIES

QuEST

Having been established over 12 months, we are pleased to announce the QuEST (Queer Equality Support Team) project has been given an extension until March 2024. Throughout 22/23 the team of 2 have logged 1519 hours, through which they have supported 36 young people and carried out 65 one-to-ones across Aberdeenshire. From the data below we can see that some young people had multiple factors for wanting/needing a one-to-one with our team and occasionally young people (7) reconnected with a LIA (LGBT+ Inclusion Advisor) for a different/additional factor than the first meeting. Whilst we do not have comparable previous year data for this project, we can clearly see the LIA team are reaching a wide range of areas across Aberdeenshire having engaged with 17 different schools across the region over the past 12 months.

Individual sessions

Previous Visit	Yes	No								Total
	29	36								65
Change in need	Yes	No								
	7	22								29
Statement	Care Experienced	Gypsy/Traveller	Disability	LGBT+	BAME	EAL	PNTS			
	1	0	0	28	0	0	8			37
Factors	Exam Stress	Trauma	Bereavement	Sexuality	Gender	Substance use	Self harm	Depression	Anxiety	
	7	2	0	18	34	0	0	5	10	76
Location	City	North	South	Moray						
	1	35	15	0						51
Gender	Male	Female	Non-Binary	Other	PNTS					
	13	7	3	3	10					36
Identity	Trans	Cis	Intersex	Other	PNTS					
	21	3	0	0	12					36
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS	
	2	3	2	5	3	1	0	0	20	36
Age Range	P1-P7	S1	S2	S3	S4	S5	S6	PNTS		
	6	0	5	6	11	5	0	3		36

The team have provided 7 LGBT+ Awareness training sessions to 105 teachers throughout the region, giving way to better education and support for our young community. Our LIA's have also engaged with 219 individuals whilst attending LGBT+ groups and a further 178 young people through assemblies, class discussions and events.

Group session

Location	City	North	South	Moray			Total
	2	31	9	0			42
Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social	
	7	0	11	18	5	1	42
Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social	
	105	0	31	219	165	13	533

PATH

Prejudice and Solidarity Archived Throughout History (PATH) is a community-led heritage project ran by Four Pillars & GREC (Grampian Regional Equality Council), exploring minority ethnic groups and queer community history in Aberdeen and surrounding areas, which was established in April 2022.

We invite members of these communities to engage and record the difficult but inspiring stories of prejudice and solidarity which they have experienced. We hope to capture local history previously unheard-of through interviews and oral stories to preserve this rich heritage within these communities and for future generations. Sharing with the wider community the memories and personal accounts of people from minority ethnic groups and the LGBT+ community, our aim is to inspire new waves of solidarity and equality.

Over the past year, our PATH coordinator has focused 763 hours researching & developing resources in 5 topic areas;

- PATH to Pride (LGBT+ Activism and celebration of Queer culture)
 - Law and Order (Police and Court records on LGBT+ people)
 - LGBT+ Mental and Sexual Health (NHS Grampian Records, GIC foundations, HIV response)
 - Artistic Self-identification (Publications of Newspapers, Books from LGBT+ Community, Artistic expression)
 - Queer Lives in 20th Century (Oral History accounts, entertainment venues and cultural groups/alliances)
- Lives in the Oil Industry (Oral History Archive) has provided some insight into the lives of LGBT+ People working in Aberdeen Oil sector.
 - Support from Maurice Beckett at University of Aberdeen both on Abortion Law and Decriminalisation of Homosexuality. (Houghton)
 - Mentions of homosexuality (but nothing official) in the Royal Air Force, particularly 'out-of-control' Michael Wingate-Gray. (Armstrong)
 - Harry Bygate's recollection of time in the navy – stories of 'dressed queens', and pervasiveness of 'camp culture' among sailors (teasing but no direct personal experience)
 - Police at the time knowing about homosexuality being common despite its legal status, alongside prostitution in the harbour (Stewart)
 - Interview with Richard Stabbins admitting himself to be a gay man, living with his partner (most likely still alive, living in Montrose)
 - Medical Examinations of Matthew Hay, Professor of Forensic Medicine, working for Aberdeen City Police (1895 to 1905) No outright mentions, but certain cases highlight the prevalence of sexual culture.
 - Police Commissioners Reports on Crimes and Offences – statistics showing over 100 charges of Gross indecency between 1956 and 1976 – with steady rise from 1967, when Sexual offences Act decriminalised homosexuality in England and Wales (but not Scotland)
 - Ewan Forbes, 11th Baronet of Craigievar, a transmasculine doctor

A particular effort has been placed into creating school-friendly resources applicable to general curriculum in History, English and Modern Studies. So far, one such plan was created involving Bessie Craigmyle, Aberdeen-born poet, who reflected her love for another woman in her poetry. Two further plans are in preparation, one involving Dr Ewan Forbes and Transgenderism in Scotland, the other focusing on Activism for Gay Rights in Aberdeen and its connotations for UK.

4 Unity/4 Pride

We have continued to see growth within this service and contribute this to both new projects and new walk-ins. Over the past 12 months 4 Unity has welcomed 3008 service visits through the doors of which 582 individuals were brand new to the service. A clear marker of growth is that of the average engagement; over the last quarter, on average 115 people visited per month (up 296% from same time last year) totaling 862 visits/sign-ins (up 91%) equating to an average of 287 engagements per month.

Year

Previous Visit	Yes	No							Ind		Total
	2528	480							74		3008
90 days	Yes	No									
	2426	102									2528
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	PNTS				
	1928	98	583	193	78	116	12				3008
Group	4 Teens	Grampian T-Folk	Including Families	4 Inclusion	Pink Granite	Out 4 Swimming					
	257	233	8	55	2	28					
Gender	Male	Female	Non-Binary	Other	PNTS						
	224	231	82	0	45						582
Identity	Trans	Cis	Intersex	Other	PNTS						
	137	321	6	50	68						582
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS		
	49	105	146	19	53	31	128	14	37		582
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS			
	94	161	134	74	59	39	7	14			582

Whilst the above data shows the whole 22/23 period collectively it is important to note that we are aware of substantial growth over the last 6 months. For instance, we had 1299 in the first half of the year compared to 1709 check-ins between October – March. We also know from data collected throughout the year 267 new people signed in between April – September 2022, a further 315 new people signed in over the past 6 months.

When we compare our data to last year we have seen an increase of 1338 check-ins, up from 1670 in 21/22, taking our average engagement from 139 per month to 250. New data sources also allow us to now see, more accurately, that we engage with 74 individuals on average per month. However, this data, whilst still growing, shows that in the past quarter alone that average was 115 individuals per month. This highlights the significant growth of the service throughout the last year. But further highlights the need for the service, a drop-in centre and more importantly community. In 21/22 1068 engagements happened directly as a result from a drop-in, this year 1928 (up 80%) engaged with services directly for the drop-in/community aspect.

It is also good to see that a wide variety of different people continue to access our service. Out of the 582 new service users, at 4 unity this year, we have seen a consistent balance across identities, sexualities & ages.

Groups

Surprisingly, despite an increase in service users and a desire to attend 4 unity for social and support aspects our group support services have plummeted. This could be due to other projects such as LOC games nights, walks, picnics, and other social activities. Meaning individuals do not feel the need to seek support or connections through specific groups. Due to this several of our groups have closed over the past 6 months including; Breakfast Club, Out 4 Swimming, 4 Inclusion, Ride 4 Pride. Whilst some groups need to remain to allow specific support in areas such as Grampian T-Folk, 4 Teens & Out 4 ME we are now moving away from “group support” and opening the door to more activities and events. Such as games night, which for the past 3 months has coincided with 4 Inclusion, essentially becoming the group itself, whilst not having members “join a group” in order to play games, chat and socialise. With this in mind, 4 Inclusion will officially merge in April 2023 and be known as “Check Mates” a games & chat club, taking the stigma away from those “attending a group.”

Grampian T-Folk

Registered: 80 – Check-ins this year: 233 (average 20 per session)

‘Grampian T-Folk’ offers a peer social group for those who identify under the transgender umbrella. The Group meet monthly and offer opportunities for members to find themselves, grow confidences, and build relationships in a safe and welcoming setting.

4Teens

Registered: 55 – Check-ins this year: 257 (average 8 per session)

‘4 Teens’ is a support & social group for young LGBT+ people aged 13 – 19 years old. 4 Teens runs every Friday from 6pm and is a social and support group for teenagers. It incorporates play and learning; offering relaxed sessions, board games, console, art & crafts as well as educational and open session around mental, emotional, physical and sexual health.

Out 4 ME

Registered: 5 – Check-ins this year: 3 (average 1 per session)

‘Out 4 ME’ is a social group for Ethnic & Minority LGBT+ individuals. meeting every other Thursday from 6pm, Out 4 ME aims to enable members to build relationships, grow confidence and improve their overall quality of life, and allow individuals to meet others within the community they otherwise wouldn’t.

Including Families

Registered: 4 – Check-ins this year: 8 (average <1 per session)

‘Including Families’ is a monthly support group for parents, partners and siblings of the LGBT+ community. This group offers peer support and education to all members, and shares information on learning about what it means for their family members who are LGBT+ and how best they can support their kin.

4 Inclusion

Registered: 28 – Check-ins this year: 55 (average 2 per session)

‘4 Inclusion’ is a fortnightly social group for all those who identify under the LGBT+ umbrella and therefore hosts a welcoming and inclusive atmosphere. The group aims to enable members to build relationships, grow confidence and improve their overall quality of life, and allow individuals to meet others within the community they otherwise wouldn’t.

LOC

We are pleased to announce this service, funded through the Government Mental Health & Wellbeing Fund, distributed by ACVO, AVA & Moray TSI, has been granted funding for yr2 meaning the program will now continue until March 2024. Given the amazing reach this team has achieved over the past 12 months gives credit to their work and demand for services.

Individual Sessions

Previous Visit	Yes	No								Total
	40	27								67
90 days	Yes	No								
	37	3								40
Service used		121								
		67								67
Location	Aberdeen	North	South	Moray						
	42	12	9	4						
Gender	Male	Female	Non-Binary	Other	PNTS					
	12	5	2	0	11					30
Identity	Trans	Cis	Intersex	Other	PNTS					
	20	3	0	0	7					30
Sexuality	Lesbian	Gay	Bi	Questioning	Queer		Hetro	Other	PNTS	
	2	3	4	2	0	0	2	0	17	30
Age Range	<18	18-25	26-35	36-45	46-55		56-64	65+	PNTS	
	6	11	2	3	2	0	0	6	0	30

Across all 4 areas, Aberdeen City, Aberdeenshire south, Aberdeenshire North, and Moray the team have supported 30 individuals through 67 one-to-ones. The age range of the service users seeking one-to-one time through the LOC program is concerning. Over half (17) were under 25, 6 of those were under 18. Whilst we do not have a QuEST project in the City its important our young people do not feel isolated and unsupported, therefore the LOC team, especially those in the City, have stepped up this year to ensure the safety and wellbeing of those young people that would have otherwise slipped through the cracks and suffered as a result.

Furthermore, the LOC team have committed over 4,000 hours to offer 147 various events across Grampian, which allowed them to connect with 2391 people, at drop-in sessions, fundraisers, social events, awareness stalls and community engagements; colleges, Universities, and Community Centre's.

Group sessions

Location	City	North	South	Moray			Total
	55	58	20	14			147
Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	0	19	44	14	3	67	147
Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social	
	25	639	1091	23	55	558	2391

The LOC team have also been working on "branding" their services to maintain consistency across Grampian, Creating Expressive NorthEast, has allowed the team to band together several activities, create on going themes to ensure all corners of the region experience the same service.

Training

We continue to provide LGBT+ Awareness Training sessions to both corporations and third sector partners, over the past 12 months we have delivered 27 LGBT+ awareness sessions, up 21 from last year, to 346 individuals (up 449%) across various organisations. This includes the new monthly 4-hour LGBT+ Awareness sessions that takes place at 4 Unity. In addition to this the team have provided 14 Volunteer inductions to 38 volunteers throughout the year.

Measurable activity	YTD	Dif	people	Dif	YTD	Dif
Provide LGBT+ Awareness training	27	+15	346	+106	646	-314
Provide staff & volunteers with external training opportunities	25	+7	14	-76	350	
Deliver induction training to volunteers	14	+8	38	+8	34	-146
Deliver internal STI and BBV training sessions		-2		-12		-24

Year

Location	City	North	South	Moray	Total
	27	0	0	0	27
Training	LGBT Online	LGBT In-person	Induction	Sexual Health	
	4	9	14	0	27
Engagement	LGBT Online	LGBT In-person	Induction	Sexual Health	
	240	106	38	0	384

It's important to note that whilst we have delivered training sessions to various organisations over the years, this service has only been delivered by a dedicated team of trainers since October (last 6 months) therefore data captured is not necessarily comparable to previous years. Targets set were that for the coming year (23/24) and then halved, so whilst we see a huge difference in the figures these were also ambitious targets. The team have also been developing new STI & BBV training, which will be rolled out to staff & volunteers over the coming months. Therefore, there has been no data on this.

Within the above data the new training team have been able to provide our staff and volunteers with additional training sessions throughout the year. *Usually provided by external trainers*

- BSL training provided by NESCOL
- Ride leader training by Cycling UK
- First Aid training by AFAS
- Mental Health First Aid training by AFAS
- Fire Warden training by realm

Grampian Pride

Grampian Pride was held in-person again for the first time since 2019. (although we held a parade in 2021) on May 28th 2022 we saw approximately 8,000 people come together to parade along Union St to show solidarity, equality and commitment towards LGBT+ rights/people. The weather, being very cold and windy, affected the village site with only 4,000 people on site throughout the day. We were unable to raise the bouncy castles, which affected young people's involvement/enjoyment of the event and others didn't stay long due to being cold and windy. However, feedback from 153 respondents (just 3.83% of attendees) suggests that 41% of those in attendance were there for their first time. 86% thought the event was good/awesome/the best.

*Full pride report attached as appendix 1

Events

As with every year we hosted a service for TDoR & World AIDS day. Both events were well attended and saw both new and old service users coming together for one cause. The LOC's and wider staff team were able to host several events throughout the year including monthly Open Mic Nights, Bonfire viewing parties, Festival feasts and book readings. We hope during 2023-24 we will be able to establish even more new events whilst keeping regular attendance at popular monthly attractions.

We also held vigils for victims of the Colorado mass shooting and Brianna Ghey, a young trans person murdered in England earlier this year

Body Positive

Following the success of last year's Body Positive art workshops we have expanded this theme into a yearlong Body Positive campaign. Throughout 2023 we will focus on building body positivity by hosting regular art classes, design classes and body positivity sessions in an effort to create a Body Positive exhibition, fashion show(s), and other activities to highlight the importance of self-image, self-belief, and body positivity, in early 2024.

Collaborations

We continue to work with various organisations to bring more awareness and community involvement across Grampian. We were especially pleased to host a book signing with Sophie Labelle, a trans cartoonist/comic book artist that was completing a UK wide book signing in line with LGBT+ History month.

Four Pillars joined the Living Wage movement in early 2022 which ensures our staff are paid a fair and equal wage for their work.

Four Pillars also joined the Department of Work and Pensions Disability Confident scheme at level 1 "Disability Confident committed" to make a difference and are now working with the DWP to move to stage 2 "Disability Confident Employer"

Social Media and PR

We have continued to grow our social media presence over the last 12 months. Whilst we have seen several changes in this area due to staffing, we were able to employ a full-time Social Media and Communications worker for 9 months of this fiscal year. They were able to learn new skills and adapt our way of working in order to promote services more widely. This has had a large impact on our reach and we see a continuation of that growth moving forward.

Volunteer Support Program

The Support & Development volunteer program, funded through Impact, continues to thrive. Having taken on a new Volunteer coordinator in July 2022 they have developed a strong working relationship with volunteers, and we can see a positive impact in both attendance and engagement.

Target		Achieved to date (FY)		Sup/deficit
To recruit volunteers on low incomes	2	People on low incomes	21	19
To recruit volunteers with mental health conditions	2	People with mental health conditions	20	18
To recruit volunteers with a long-term medical condition	1	People with a long-term medical condition	9	8
To recruit volunteers affected by abuse	1	People affected by abuse	13	12
To recruit volunteers from a LGBT+ background	10	LGBT or intersex people	32	22
To recruit volunteers with convictions / people with an offending background	1	People with convictions / people with an offending background	1	0
To recruit volunteers from minority ethnic backgrounds	1	People from minority ethnic backgrounds	11	10
Total volunteer recruitment target	18	Total volunteer recruitment	37	19

As we can see above, nearly all targets for 22/23 have been smashed by double figures. Leaving us only 17 volunteers to recruit in 23/24 in order to meet the project targets. However, whilst it is important to meet these and see figures on data sheets. This does not reflect the work in which they are doing. Through other data, logging volunteer hours we know that 54 volunteers have dedicated time to Four Pillars throughout 22/23. Collectively they have contributed 1580.75 hours since April 2022.

Project	Hours
Admin Four Pillars	53.00
Board Four Pillars	53.00
Events Four Pillars	17.00
Events LOC	125.75
Fundraising Four Pillars	6.00
Fundraising Other	1.00
Grampian Pride Four Pillars	541.75
Grampian Pride Other	88.00
Groups Four Pillars	154.00
PATH Other	43.00
Support & Development Four Pillars	1180.00
Training Four Pillars	115.00
Training Other	31.00
Graphic Design Four Pillars	5.00
Support & Supervision Four Pillars	2.00
	2415.50

We can see that an amazing 1180 hours have been dedicated to supporting individuals visiting the drop-in service, hub, throughout the year. This is clearly reflected in the 4 Unity data above (page 11) which as we know has increased in attendees substantially over the past 3 months, compared to a year ago.

It is also important to note that whilst comparable hours have increased (up 351.25 from 21/22) we have more staff (up 11 from 21/22) who now carry out most of the organisational tasks such as admin, outreach/events, etc. Data also does not give you the personal experiences and feelings of individuals.

Overall engagement

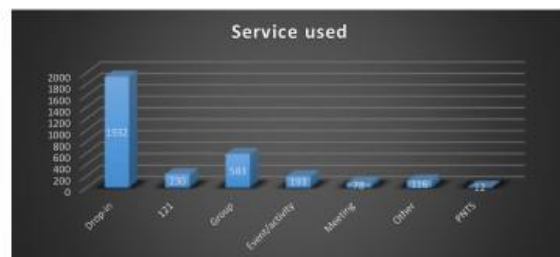
Charts



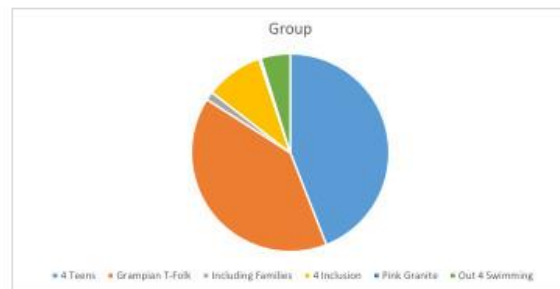
Previous visit	Yes	No
3140	2597	543



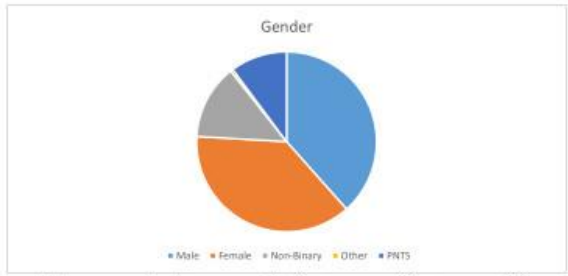
Last 90 Days	Yes	No
2568	2463	105



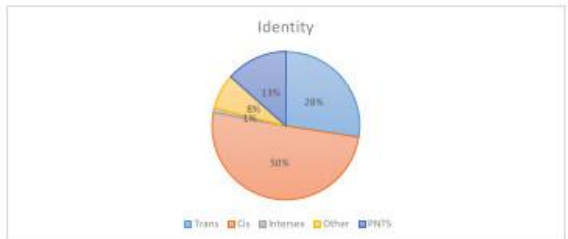
Service used	Drop-in	121	Group	Event/activity	Meeting	Other	PNTS
3144	1932	230	583	193	78	116	12



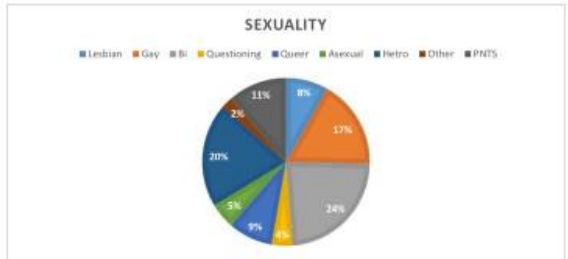
Group	4 Teens	Gramplan T-Folk	Including Families	4 Inclusion	Pink Granite	Out 4 Swimming
583	257	233	8	55	2	28



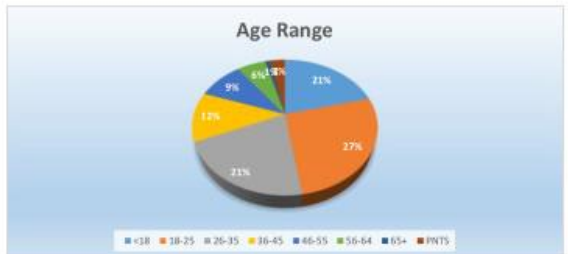
Gender	Male	Female	Non-Binary	Other	PNTS
648	249	743	87	3	66



Identity	Trans	Cis	Intersex	Other	PNTS
648	178	327	6	50	87



Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS
648	53	111	152	26	56	32	130	14	74



Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS
648	136	172	136	77	61	39	7	20



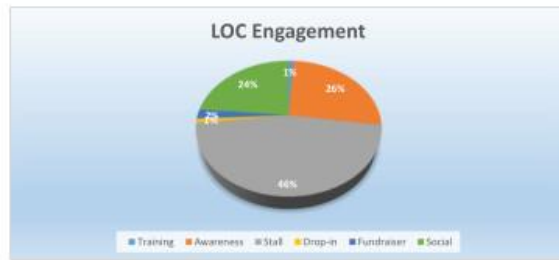
Location	City	North	South	Moray
307	100	139	50	18



LOC Activities
147

Activity	Count
Training	0
Awareness	19
Stall	44
Drop-in	14
Fundraiser	3
Social	67

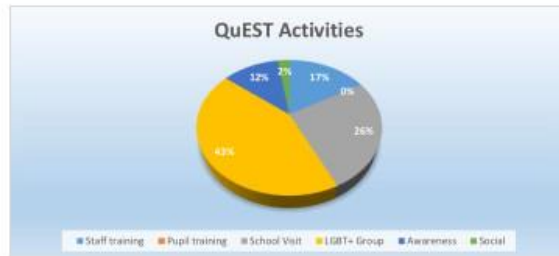
Social
67



LOC Engagement
2431

Engagement Type	Count
Training	25
Awareness	639
Stall	1116
Drop-in	23
Fundraiser	55
Social	573

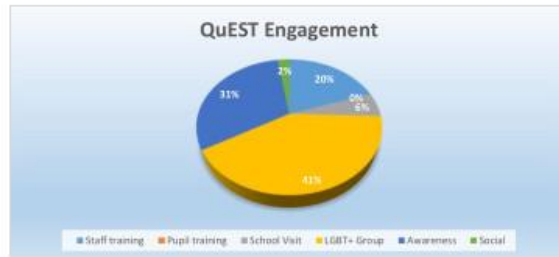
Social
573



QuEST Activities
42

Activity	Count
Staff training	7
Pupil training	0
School Visit	11
LGBT+ Group	18
Awareness	5
Social	1

Social
1



QuEST Engagement
533

Engagement Type	Count
Staff training	105
Pupil training	0
School Visit	31
LGBT+ Group	219
Awareness	165
Social	13

Social
13

Previous Visit	Yes	No						Individuals	Engagement	Total
	2597	543						80	279	3140
90 days	Yes	No								
	2463	105								2568
Service used	Drop-in	121	Group	Training	Meeting	Other	PNTS			
	1932	230	583	193	78	116	12			3144
Group	4 Teens	Grampian T-Folk	Including Families	4 Inclusion	Pink Granite	Out 4 Swimming				
	257	233	8	55	2	28				583
Gender	Male	Female	Non-Binary	Other	PNTS					
	249	243	87	3	66					648
Identity	Trans	Cis	Intersex	Other	PNTS					
	178	327	6	50	87					648
Sexuality	Lesbian	Gay	Bi	Questioning	Queer	Asexual	Hetro	Other	PNTS	
	53	111	152	26	56	32	130	14	74	648
Age Range	<18	18-25	26-35	36-45	46-55	56-64	65+	PNTS		
	136	172	136	77	61	39	7	20		648
Location	City	North	South	Moray						
	100	139	50	18						307
LOC Activity	Training	Awareness	Stall	Drop-in	Fundraiser	Social				
	0	19	44	14	3	67				147
LOC Engagement	Training	Awareness	Stall	Drop-in	Fundraiser	Social				
	25	639	1116	23	55	573				2431
LOC Activity	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social				
	7	0	11	18	5	1				42
LOC Engagement	Staff training	Pupil training	School Visit	LGBT+ Group	Awareness	Social				
	105	0	31	219	165	13				533
Training Activity	LGBT Online	LGBT In-person	Induction	Sexual Health						
	4	9	14	0						27
Training Engagement	LGBT Online	LGBT In-person	Induction	Sexual Health						
	240	106	38	0						384

With the above data in mind, we are able to paint a picture of the reach and engagement of the organisation over the last 12 months. It is once again a credit to our hard-working team to see that we have had 6104 engagements throughout the year. 3140 of these were direct (sign-in) whilst the wider, outreach teams, connected with 2964 individuals. With new data being recorded we are able to see that had on average 279 engagements with 80 people per month, it's important to highlight that in the last quarter this was 273 & 119, respectively.

Whilst the whole organisation has seen a increase in service users, the largest area has been within the 4 unity hub drop-in service, 1932 visits, up 80% from 1068 last year. Whilst this is good for the team and we are proud that we are here to support our community. It does potentially highlight a large increase in demand for our services, up 102% from the previous year, and therefore a caution for the future need for our services.

Additionally out of the 648 new service users this year there has been an even split between male and female attendees, 38%, whilst others identified outside of those boundaries. 50% identified as cis-gender whilst the rest made up a vast variety of our community. This highlights that whilst more members of our community are reaching out, the same can be said for our allies across Grampian. It is sincerely hoped that this will in turn pave the way for a more inclusive society.

As we can see it has been extremely difficult to engage with people across Moray, whilst some of this was due to staff only starting later in the year, over the last 6 months they have found it difficult to engage. That said, these numbers reflect where were in Aberdeen 6 years ago. So, there is always space for growth.

STATEMENT OF TRUSTEES RESPONSIBILITIES

A charity trustee must act in the interest of the charity, operate in a manner that is consistent with the charity's purpose, act with due care and diligence and manage any conflict of interest between the charity and any person or organisation who appoints trustees.

Each Trustee must comply with the 2005 Act (specific Duties) which include:

1. Having the charity details on the Scottish Charity Register
2. Reporting to OSCR: making changes to your charity
3. Financial records and reporting
4. Fundraising
5. Providing information to the public.

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law.

Section 44 of the 2005 Act requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable trust and of the incoming resources and application of resources, including the income and expenditure, of the charitable trust for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charity SORP.
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable trust will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable trust and to enable them to ensure that the financial statements comply with the Charities Act 2005. They are also responsible for safeguarding the assets of the charitable trust and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable trust's auditors/independent examiners are unaware; and
- they have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors/independent examiners are aware of that information.

Accounting records must be kept by the charity for a minimum of 6 years from the end of the financial year in which they were made.

Statement as to Disclosure of Information to Auditors/independent examiners

So far as the trustees are aware, there is no relevant information of which the charitable trust's auditors/independent examiners are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable trust's auditors/independent examiners are aware of that information.

SUMMARY OF FINANCIAL PERFORMANCE

Income

Total income generated throughout the year was £360,079.39. The main sources of income were from Aberdeen City Council (LTU fund), Mental health and wellbeing fund (LOC), Aberdeenshire Council (QuEST) & Robinson Trust (salaries) grants which equated to 73% of total income. Unrestricted funds (Donations and fundraisers) equated to another 27%.

Expenditure

The total resources expended during the year was £401,789.97. The main areas of expenditure, 54%, were for staffing and training costs (£215,659.84) *up 77% from last year, and core costs, 10%, (£40,247.36) which included support costs such as rent, insurances, governance costs such as auditors/independent examiners' remuneration, board expenses, specialist consultancy & legal fees. Other project costs including Grampian Pride, 22% (£87,553.39) *up 67% from last year, and miscellaneous spends, including merchandise and rentals, 14%, (£58,329.38).

Unrestricted Funds / Reserves

We received Unrestricted Funds of £96,892.60 through donations and fundraisers. Including Grampian Pride funding of £44,126.76 through sponsorships and donations, As Four Pillars has grown substantially throughout the year, so has our regular outgoings and our 3 month running costs is now £60,000. To this end the board and finance team are working hard to ensure adequate reserves are put in place going forward.

Restricted Funds

Grants received this period from various funders were £263,186.79. This includes £63,348 from ACVO, AVA & Moray TSI collectively to fund LOC work across Grampian through the Government Mental Health & Wellbeing Fund, £12,500 from Robertson Trust towards salary costs, £13,000 from Impact, £25,000 from Aberdeenshire Council for the QuEST program, £15,722 from Heritage lottery fund, £25,000 from the Postcode Lottery, £83,266.79 from Aberdeen City council towards Kick start & LTU programs, £18,750 from HSCP and £1,500 from Cycling UK

The majority of the above funds, were/are for salary costs including ACC, ASC, ACVO, AVA, Moray TSI, Robertson Trust, Impact, and HSCP

Budget

The board has set a budget for 2023/24 of £536,150. This includes £100,000 for Grampian Pride, staffing costs of £250,000, Rental at £32,400, insurance and contractual costs of around £16,000, including governance, utilities and accounting and £28,000 misc. expenses (volunteers, training, stock, events, fundraisers).