

CHARITY NO: SC037384

COMPANY NO: SC349127

MELLOW PARENTING LIMITED

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

MELLOW PARENTING LIMITED

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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MELLOW PARENTING LIMITED

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Robin Balbernie Joy Barlow MBE Samuel Marriot-Dowding Gillian Croan Dawn Finlayson Ian Milligan George Mulveny Barbara Southern Rosemary Mackenzie Janie Kerr Law (Appointed 13.08.2024)
Principal Office	Unit 4 Six Harmony Row Glasgow G51 3BA
Charity Number	SC037384
Company Number	SC349127
Independent Examiner	Wbg Services LLP 168 Bath Street Glasgow G2 4TP
Bankers	Royal Bank of Scotland 69 High Street Irvine KA12 0AL
Solicitors	Morton Fraser Solicitors 145 St Vincent Street Glasgow G2 5JF

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

The Trustees present their annual report and financial statements of the charity for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's constitution, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland.

The legal and administrative information on page 1 forms part of this report.

Trustees:

The Trustees who served during the period and since the period end (unless otherwise stated) were as follows:

Joy Barlow MBE
George Mulveny
Robin Balbernie
Gillian Croan
Dawn Finlayson
Samuel Marriot-Dowding
Ian Milligan
Barbara Southern
Rosemary Mackenzie
Janie Law

Senior Team:

Raquib Ibrahim	Chief Executive Officer
Jacqueline King	Finance and HR Officer
Stewart McLean	National Development Officer

Objectives and activities

The objectives of Mellow Parenting as set out in its governing documents (Memorandum and Articles of Association) are:

- The advancement of the mental health and development of children.
- Education, training and research to enhance the capabilities, skills and understanding of parents and carers to enable them to support the mental health and development of children.
- Provision of training and support for families where parents or carers or children have or are at risk of experiencing difficulties in parents/carers and child relationships or mental health difficulties.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Our Vision

We want every child, wherever they are in the world, to be part of a safe and nurturing family that will allow them and future generations the best possible start in life.

Our Mission

Our mission is to make a difference. We do this by:

- 1) Creating, researching, developing and sharing attachment-based parenting programmes which reflect universal principles in local contexts;
- 2) Providing families with the opportunity to make positive change in their life and build better relationships, benefitting future generations;
- 3) Gathering evidence of all our work in order to ensure that our programmes are improving lives;
- 4) Using our experience and expertise to influence and participate in local and national policy making.

Our Values

The decisions we make will be guided by our core values:

- We will **nurture** and support each other, our practitioners, organisations and families who encounter us.
- We will strive to be as **inclusive, accessible and open** as possible.
- We will make decisions to be the best at what we do. **High quality and high standards** are important to us.
- We want everyone we come across to have the best possible experience of Mellow Parenting.

Achievements and Performance

Mellow Parenting is delighted to present a review of achievements and performance in the year 1 April 2024 to 31 March 2025.

Organisational

All staff members are fully committed to the organisation, often stepping out of their comfort zones to help achieve its mission and vision. This year has been challenging for the organisation due to significant changes in the team, due to the departure of some colleagues due to higher-paying jobs or contracts coming to an end. However, these changes were seen as an opportunity to restructure and create more specialised roles, which have since been filled.

In the face of the new challenging circumstances, the team's dedication, and attention to detail, particularly in monitoring the organisation's financial situation is commendable.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Achievements and Performance (continued)

Strategic and operational activities, combined with the staff's ability to adapt and work through this environment of change demonstrates their commitment. As a result, we are pleased to report a positive financial outlook once again at the end of this financial year.

Staff reports to the board quarterly, allowing the board to:

1. Receive information on the financial situation of the organisation.
2. Receive information on the fundraising activity of the organisation.
3. Consider the organisation's on-going activities via the Action Plan.
4. Recommend any change in activity.
5. Be alert to any major changes affecting possible contingencies.

Governance

- The Board continues to review good governance using SCVO's guidelines, and continues with the Charity Excellence Framework Quality Award, promoting our due diligence and good governance.
- Quarterly board meetings were conducted (May, August, November and February).
- In August the board held a strategy session which led to the development of a priority paper and a review of the Action Plan. This informed the staff strategy session in December.
- Insured strict financial recording and monitoring of activities and striving towards breaking even.
- Continuance of the Business Continuity plan.
- Success in monitoring and achieving Action Plan targets.
- Continuance of Charity Excellence Framework Quality Mark.
- Continued to use Mimeo digital printing on demand, thus reducing stock held in premises.

Development

- Creation of a new post "Fundraising and Corporate Partnerships Lead".
- Implemented our direct delivery in partnership initiative with key services in Central and East Scotland.
- Increased the growth of Mellow programmes across services in Scotland. Strengthened delivery in Clackmannanshire, Stirling, and West Lothian, reintroduced Mellow Programme Delivery in Falkirk and Edinburgh.
- Introduced Mellow for Young People and Mellow Caring for Young People into the Family Based Care team in West Lothian.
- In England collaborated with Family Hubs (Best Start for Life' initiative) in the North West, North East, Yorkshire and The Humber, West Midlands, East Midlands, East of England, and London to enhance their perinatal services by training early years' professionals.
- Continued to support and strength partnerships in Northern Ireland.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Achievements and Performance (continued)

- Participated on key events and conferences for Education Services for Glasgow City Council at Glasgow City Chambers, Children in Scotland Conference, Australian Infant Mental Health Association (AAIMH) conference in Sydney.
- Through membership and steering groups supported the Parenting Programme Alliance (PPA), Maternal Mental Health Alliance (MMHA), Global Maternal Mental health Alliance (GMMHA), Scottish International Development Alliance (SIDA), 'Parent and Infant Mental Health Scotland (PIMHS) and 'Scottish Attachment in Action (SAA).
- In December we had a Mellow team strategy session which led to a team vision for 2025, this is separate from the overall organisation big vision.

Workforce Development

- Trained 289 practitioners over 49 trainings, hosted 1 Training to Train and 9 Top Ups.
- Increased the number of practitioners accredited and accessing Reflective Consultation as a result of making the process more accessible and implementing changes that results in better outcomes maintaining the standard.
- In total, 69 practitioners from the UK, Ireland, Turkey, and North Macedonia were accredited. This demonstrates that the changes we have implemented have nearly tripled the number of practitioners accessing Reflective Consultation and Accreditation.
- We continued with the Mellow Foundations Workshops: "Mellow Conversations," "What Children Need," and "Difficult Conversations with Carers." By introducing a different style of working, we have focused on promoting these workshops as part of Workforce and Skills Development.
- We have begun the process to have our suite of training programmes certified for Continuing Professional Development (CPD).

Research and Evaluation

- Paper published: Cruz, M., Raouna, A., Malcolm, R., Ibrahim, R., & MacBeth, A. (2025). "They felt the safe space": Practitioner experiences of delivering Mellow Babies, a targeted, early intervention program for parents and their babies. Early Childhood Research Quarterly, 72(3), 195–204.
- Rebranded journal club (now Coffee & Connections) and encouraged higher attendance rates at the monthly meetings.
- Reviewed measures across all programmes to ensure effective data collection and an understanding of improvements for participants.
- Collaborative project forged between University of Salford, University of Edinburgh and Mellow to focus on improvements in environmental language.
- Student placements from KCL were overseen. The student interns produced a cohort report on the improvements of parents in Türkiye following participant in Mellow online Growing Together.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Achievements and Performance (continued)

- A new Participant Information Sheet and Consent Form have been designed with accessibility in mind. These have been implemented across all programmes' evaluation forms.
- 55 Programme Reports have been prepared and distributed to services throughout this year.
- Up to 100 practitioners have taken part in evaluation workshops, developing understanding of the importance of this process.
- Consultations with practitioners and parents involved with the Mellow Ability programme have taken place to assist in the process of updating the manuals for this programme, work which is ongoing at the end of this year.

Marketing and communications

- We collaborated with parents, young people, and delivery partners to update the programme manuals and logbooks, ensuring they align with the newly improved brand identity.
- Collaborating with an illustrator to develop custom imagery for resources, creating a stronger organisational and programme specific identity as we no longer rely on stock imagery.
- We established a dedicated section for Mellow Events on our website and social media channels to promote both existing and new initiatives, as well as benefits for Accredited Practitioners.
- Increased communication with practitioners and delivery partners through monthly newsletters and stronger social media presence.

International Activities

- Mellow Parenting is based in the UK but has an international outreach: Over the last year we have been continuing to support practitioners in Moldova, North Macedonia, Tajikistan, New Zealand, Turkey and Ireland. We are also developing the capacity of key individuals in these nations supporting them on their journey to become Mellow Parenting Trainers.
- Online Mellow Connect sessions with practitioners in North Macedonia (hosted by UNICEF) and Türkiye (hosted by Günyüzü Derneği).
- We hosted an in-person Mellow Connect session with practitioners, delivery partners, and funders in New Zealand. This resulted in the development of new relationships and a noticeable increase in Mellow Activity in North Island.
- Mellow activity in Turkey continues to strengthen as we increased the number of trained practitioners.
- We are working with NGOs in Pakistan, to explore opportunities for partnership working for them to coordinate and deliver Mellow in Pakistan.
- We continue to use virtual platforms to meet with trainers from different countries. We are able to share ideas and good practice, discussing the pros and cons of online groups and supporting vulnerable families at this time.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Achievements and Performance (continued)

Funders

Of course, thanks are due to our current funders:

- Scottish Government/Corra Foundation – Children, Young People and Families Early Intervention Fund (CYPFEIF) continued to March 2026.
- Successfully completed the ninth year of CYPFEIF funding, reaching new targets as set during discussion with CORRA and the Scottish Government. Received excellent feedback from the annual report submitted to CORRA in April 2025.
- Successfully completed the final 6 months of the Inspiring Scotland - Perinatal Infant Mental Health Programme which was extended to September 2024, allowing us to support the delivery of Mellow Growing Together alongside partner organisations. We thank Inspiring Scotland for their support in our time funded by PIMH Fund and hope to work together again in the future.

Thanks must go to all Board members who give of their time voluntarily and in an exemplary fashion.

In last year's annual report, we recorded the appointment of Raquib Ibrahim as the new CEO. Our belief in his abilities have been rewarded in the further raising of Mellow's profile, some considerable innovations, and a management style which encourages enthusiasm and forward thinking. Again, it is gratifying to note the competent, confident and creative team which Raq leads. All involved with Mellow Parenting are committed to professionalism, founded on compassion and understanding, working alongside our beneficiaries and partners in the Mellow way.

The Board is grateful for the honest and transparent dialogue between the staff and Board which is illustrated in the strategic planning, matched with operational action plans. The environment in which the Third Sector operates continues to be arduous, and requires sustainability and security in funding, as well as operational decision making. The Board is confident that the Mellow staff team is well set to face the challenges, and to continue to provide the best possible service to the work force and families wherever we work. The Board thanks them all.

Financial review

Total income for the year ended was £372,819 (2024: £360,574).

Total expenditure on charitable activities was £355,387 (2024: £356,166).

The overall result for the charity, being a net surplus position of £17,432 (2024: £4,408).

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Investment policy and performance

The charity's banking policy is to minimise risk by holding liquid reserves in interest bearing bank accounts. The charity holds a mix of deposit and current accounts. The Board on a regular basis monitors this investment mix.

The investment income for the year ended 31 March 2025 is £4,079 (2024: £2,988).

Risk Management

Mellow Parenting has considered the significant risks and in part those relating to operations and financing of the charity. The most significant risks are:

- Growing training income.
- Staff retention to ensure we achieve efficiency savings in all we develop and commission.
- Reputational risk as we rely on our staff and trainers to deliver high quality promotion and training.
- Further pandemic confinements.

These risks, together with other matters, are included and reviewed on a quarterly basis by the Board and the CEO.

Reserves Policy

The charity has total funds of £288,540 (2024: £271,108), all of which are unrestricted.

The free reserves of the charity are £229,878 (2024: £265,275) this amounts to approximately 7 months based on 2024/25 expenditure levels. The target level of free reserves is 9 months and therefore falls short of target, the Board are focused on improving the position going forward.

Plans for the future

"In 2025, we remain committed to our vision and values. We aspire to build on Mellow as an evidence-based parenting intervention and an essential resource that empowers frontline workers and families, ensuring every child has the chance for a promising start. We will diversify our offerings to include innovative support and services and build on the global implementation of our programmes, making Mellow accessible to a broader audience."

To reach this goal, we will amplify our visibility in a crowded space, actively listen to the voices of those we serve, and strengthen our team. Connected by our shared commitment to care for one another and fulfil our promises. We will continue to nurture and celebrate our practitioners and team members.

Our priorities for 2025/2026 include:

- Build a core team of staff that are passionate and committed to achieving Mellows missions.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Plans for the future (continued)

- Diversify income streams by expanding training offers and creating Corporate Social Partnerships (CSPs).
- Increase Mellow activity and impact in Scotland through direct delivery.
- Increase Mellow activity and impact in England, Wales and Northern Ireland through strengthening partnerships.
- Increase Mellows international activity and impact through strengthening international partnerships.
- Increase Mellows physical and online presence.

We will at the same time:

- Continue with the hybrid style working for the foreseeable future.
- Continue with the Action Plan, in which every member of staff has a stake.
- Record Action Plan targets and report to the Strategy Group and Mellow Board on a quarterly basis.
- Continue to support Mellow Practitioners through their training, group delivery, reflective consultation, evaluation and accreditation globally.
- Ensure strict financial recording and monitoring of activities and striving towards more promising finances.
- Appropriate Programme Development.
- Researching and applying for grants to continue future possible domestic partnerships.
- Researching and applying for grants for appropriate core support.
- Researching and applying for grants for appropriate programme development.
- Continuing work with our international partners, and seeking out new international partnerships.
- Continue working with university partners to research and evaluate Mellow programmes and trainings.
- Working to promote the work of our volunteers.
- Create a new Succession Plan.

Structure, governance and management

Mellow Parenting Ltd was founded in 2006 and incorporated as a Company Ltd by Guarantee with Charitable Status on the 1 January 2009.

Mellow Parenting Ltd is governed by the Board of Trustees, which is composed of organisation members appointed and specified by the Memorandum and Articles of Association. Trustees are recruited through various methods, including exploring potential candidates, receiving recommendations from existing trustees and supporters, or general advertisement.

Trustees undergo Trustee Induction upon appointment, which includes:

- An introduction to the organisation's history, ethos and operation, with a full explanation of the part the Board plays in its governance and direction. This includes a review of significant and likely future issues.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Structure, governance and management (continued)

- Meet with Chair and Vice chair.
- Meet with Chief Executive Officer.
- Meet with general staff.

Trustees are encouraged to attend external Trustee training to update their skills.

Full Board of Trustee meetings are held four times per year to review and agree major areas of policy. One of the meetings is held over a full day and includes a performance review and setting objectives for the following year.

Responsibility for reviewing key areas of activity and policy are delegated to sub-committees who report back to the board meetings. These sub groups each have a Terms of Reference and may include specialist co-opted members as well as Trustees and include:

- Human Resource Group.
- Finance/Strategy Group.
- Fund Raising.
- Short-term working groups for specific areas of work or planning.
- Ethics Group.

The day to day running of Mellow Parenting and the exercise of executive responsibility is delegated to the Chief Executive Officer.

Prior to each Board meeting, the CEO prepares board papers which contain reports from the:

- CEO.
- Finance & HR Officer.
- National Development Officer.
- Fundraising and Corporate Partnerships Lead.
- Training and Accreditation.
- Evaluation and Research.
- Digital Communications, Events & Marketing.

These papers are circulated at least two weeks prior to Board meetings giving Trustees time to read, review and attend prepared for discussion.

The Trustees have a set salary scale in place on which all members of staff, including the CEO, are placed, commensurate with experience and comparable market value.

Mellow Parenting are a committed Living Wage Employers and ensure all staff are paid in line with the guidelines set out.

All Trustees complete a Register of Interests, Related Parties and Fit and Proper person forms regularly.

MELLOW PARENTING LIMITED

Report of the Trustees for the year ended 31 March 2025

Trustees' responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Mellow Parenting Ltd for the purposes of Company Law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- 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 proper 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 the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: applicable to charities preparing their accounts in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the trustees and signed on their behalf by:

DocuSigned by:

 CDF3ADC5B6654F6...
 Name: Joy Barlow

Date: 24 June 2025

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF MELLOW PARENTING LIMITED FOR THE YEAR ENDED 31 MARCH 2025

I report on the accounts of the charity for the year ended 31 March 2025, which are set out on pages 13 to 25.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

The charity trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respects the requirements:
 - to keep accounting records in accordance with Section 44 (1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations

have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed by:

Catherine Livingstone

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Catherine Livingstone BA (Hons) CA

Wbg Services LLP

168 Bath Street

Glasgow

G2 4TP

Date: 24 June 2025

MELLOW PARENTING LIMITED
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDING 31 MARCH 2025
(Including an Income and Expenditure account)

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Income and endowments from:							
Donations and legacies	4	-	-	-	63	-	63
Charitable activities	5	219,423	149,317	368,740	204,402	153,121	357,523
Investments	6	4,079	-	4,079	2,988	-	2,988
Total Income		223,502	149,317	372,819	207,453	153,121	360,574
Expenditure on:							
Charitable activities	8	206,070	149,317	355,387	196,373	159,793	356,166
Total Expenditure		206,070	149,317	355,387	196,373	159,793	356,166
Net income /(expenditure) for the year		17,432	-	17,432	11,080	(6,672)	4,408
Transfers between funds		-	-	-	-	-	-
Net movement in funds		17,432	-	17,432	11,080	(6,672)	4,408
Funds reconciliation							
Total Funds brought forward	18	271,108	-	271,108	260,028	6,672	266,700
Total Funds carried forward	18	288,540	-	288,540	271,108	-	271,108

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

All income and expenditure derive from continuing activities.

MELLOW PARENTING LIMITED**BALANCE SHEET AS AT 31 MARCH 2025**

	Note	2025 £	2024 £
Fixed assets:			
Intangible assets	12	8,641	4,959
Tangible assets	13	802	874
Total Fixed Assets		<u>9,443</u>	<u>5,833</u>
Current assets:			
Stocks	14	3,763	3,018
Debtors	15	26,395	5,419
Cash at bank and in hand		294,343	301,402
Total Current Assets		<u>324,501</u>	<u>309,839</u>
Liabilities:			
Creditors falling due within one year	16	<u>(45,404)</u>	<u>(44,564)</u>
Net Current assets		279,097	265,275
Net assets		<u>288,540</u>	<u>271,108</u>
The funds of the charity:			
Unrestricted funds	18	288,540	271,108
Restricted funds	18	-	-
Total charity funds		<u>288,540</u>	<u>271,108</u>

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.

For the year ended 31 March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

Approved and authorised for issue by the trustees and signed on their behalf by:

DocuSigned by:

 CDF3ADC5B8654E6...
 Name: Joy Barlow

DocuSigned by:

 C2E21CA0BAEC407...
 Name: Barbara Southern

Date: 24 June 2025

COMPANY NO: SC349127

MELLOW PARENTING LIMITED

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

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) the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006.

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

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

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are 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 18.

(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.

MELLOW PARENTING LIMITED

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting Policies (continued)

(c) Income recognition (continued)

Income received in advance of the provision of a specified service deferred until the criteria for income recognition are met (see note 17).

(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 (e) below.

- Costs of raising donations and legacies comprise expenditure incurred to attract voluntary income;
- Expenditure on charitable activities includes the direct costs incurred 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) 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 independent examination (and 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 the number of individual grant awards made in recognition that the administrative costs of awarding, monitoring and assessing research grants, salary support grants and postgraduate scholarships are broadly equivalent. The allocation of support and governance costs is analysed in note 7.

(f) Intangible assets

Intangible assets shown on the balance sheet relates to development of the charity's website. Amortisation is charged as follows:

	Basis
Website development	25% on cost

(g) Tangible fixed assets and depreciation

All assets costing more than £1,500 are capitalised and valued at historical cost. Depreciation is charged as follows:

	Basis
Freehold and long leasehold buildings	25% on cost
Plant and equipment	25% on cost

MELLOW PARENTING LIMITED

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting Policies (continued)

(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 company 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) 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 charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

(m) Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity contribution is restricted to the contributions disclosed in note 9.

(n) Taxation

The company is a charitable company within the meaning of Paragraph 1 Schedule 6 of the Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within 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.

MELLOW PARENTING LIMITED

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting Policies (continued)

(o) Judgements 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.

The trustees are satisfied that the accounting policies are appropriate and applied consistently. Key sources of estimation have been applied as follows;

<u>Estimate</u>	<u>Basis of estimation</u>
Depreciation and amortisation of fixed and intangible assets	Assets are depreciated and amortised over the useful life of the asset. The useful lives of fixed assets are based on the knowledge of the operations team, with reference to assets expected life cycle.

2. Legal Status

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 trustees’ expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2024: £nil). During the year trustee travel expenses totalling £206 were reimbursed to one trustee (2024: £570). £410 of trustee expenses were waived during the year by 10 trustees (2024: £253 by 8 trustees).

There were no trustee donations made to the charity during the year (2024: none).

During the year no trustee or other person related to the charity had any personal interest in any contact or transaction entered into by the charity during the year (2024: nil).

4. Income from donations and legacies

	2025 £	2024 £
Donations	-	63
	-	63

MELLOW PARENTING LIMITED**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025****5. Income from charitable activities**

	2025	2024
	£	£
Core	368,740	357,523
	<u>368,740</u>	<u>357,523</u>

6. Investment income

	2025	2024
	£	£
Interest on cash deposits	4,079	2,988
	<u>4,079</u>	<u>2,988</u>

7. 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	2024 Total allocated £	2024 Governance related £	2024 Other support costs £	Basis of apportionment
Salaries	58,739	8,811	49,928	<i>Time spent</i>
Total	<u>58,739</u>	<u>8,811</u>	<u>49,928</u>	

Cost type	2025 Total allocated £	2025 Governance related £	2025 Other support costs £	Basis of apportionment
Salaries	61,739	9,261	52,478	<i>Time spent</i>
Total	<u>61,739</u>	<u>9,261</u>	<u>52,478</u>	

Governance costs:	2025 £	2024 £
Independent examiners' remuneration	1,616	1,776
Board costs	1,185	847
Support costs (see above)	9,261	8,811
	<u>12,062</u>	<u>11,434</u>

Breakdown of governance and support costs by activity

	2024 Support Costs £	2024 Governance Costs £	2024 Total £	2025 Support Costs £	2025 Governance Costs £	2025 Total £
Core	49,928	11,434	61,362	52,478	12,062	64,540
Total allocated	<u>49,928</u>	<u>11,434</u>	<u>61,362</u>	<u>52,478</u>	<u>12,062</u>	<u>64,540</u>

MELLOW PARENTING LIMITED**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025****8. Analysis of expenditure on charitable activities**

	2025 Core £	2025 Total £	2024 Core £	2024 Total £
Restricted project costs (including salaries)	149,317	149,317	160,078	160,078
Salaries not recharged	39,420	39,420	35,891	35,891
General expenses	8,296	8,296	4,168	4,168
Depreciation	72	72	2,597	2,597
Amortisation	1,653	1,653	1,653	1,653
Training costs	53,205	53,205	44,669	44,669
Research & development	459	459	2,128	2,128
Meetings, conference & events	3,293	3,293	7,761	7,761
Premises and office expenses	28,382	28,382	26,113	26,113
Staff travel and expenses	3,585	3,585	2,909	2,909
BSI, memberships and subscriptions	3,165	3,165	2,394	2,394
Loss on asset disposal	-	-	4,443	4,443
Governance costs (note 7)	12,062	12,062	11,434	11,434
Support costs (note 7)	52,478	52,478	49,928	49,928
	355,387	355,387	356,166	356,166

9. Analysis of staff costs and remuneration of key management personnel

	2025 £	2024 £
Salaries and wages	200,512	200,616
Social security costs	12,785	12,826
Employer contributions to defined contribution pension schemes	10,659	9,419
Total staff costs and employee benefits	223,956	222,861

No employees had employee benefits in excess of £60,000 (2024: £Nil).

	2025 No.	2024 No.
The average weekly number of persons, by headcount, employed by the charity during the year was:	8	11

	2025 £	2024 £
Key management personnel remuneration	61,739	58,739

10. Net income/(expenditure) for the year

	2025 £	2024 £
This is stated after charging:		
Depreciation	72	2,597
Amortisation	1,653	1,653
Independent Examiners Fees	1,616	1,776

MELLOW PARENTING LIMITED**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025****11. Government Grants**

	2025	2024
	£	£
CYPFEIF – Scottish Government	145,514	145,514
	<u>145,514</u>	<u>145,514</u>

12. Intangible Assets

	Website Development £	Total £
Cost		
At 1 April 2024	6,612	6,612
Additions	5,335	5,335
Disposals	-	-
At 31 March 2025	<u>11,947</u>	<u>11,947</u>
Amortisation		
At 1 April 2024	1,653	1,653
Eliminated on disposals	-	-
Charge for the year	1,653	1,653
At 31 March 2025	<u>3,306</u>	<u>3,306</u>
Net book value		
At 31 March 2025	<u>8,641</u>	<u>8,641</u>
At 31 March 2024	<u>4,959</u>	<u>4,959</u>

13. Tangible Fixed Assets

	Fixtures, Fittings & Equipment £	Computer Equipment £	Total £
Cost or valuation			
At 1 April 2024	7,681	27,561	35,242
Additions	-	-	-
Disposals	-	-	-
At 31 March 2025	<u>7,681</u>	<u>27,561</u>	<u>35,242</u>
Depreciation			
At 1 April 2024	7,681	26,687	34,368
Eliminated on disposals	-	-	-
Charge for the year	-	72	72
At 31 March 2025	<u>7,681</u>	<u>26,759</u>	<u>34,440</u>
Net book value			
At 31 March 2025	<u>-</u>	<u>802</u>	<u>802</u>
At 31 March 2024	<u>-</u>	<u>874</u>	<u>874</u>

At 31 March 2025 all assets were used for charitable purposes.

MELLOW PARENTING LIMITED**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025****14. Stock**

	2025	2024
	£	£
Stock	3,763	3,018
	<u>3,763</u>	<u>3,018</u>

15. Debtors

	2025	2024
	£	£
Trade debtors	20,925	1,706
Other debtors	5,470	3,713
	<u>26,395</u>	<u>5,419</u>

16. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	7,229	5,716
Other creditors and accruals	6,508	5,702
Deferred income (Note 17)	26,385	27,630
Taxation and social security costs	5,282	5,516
	<u>45,404</u>	<u>44,564</u>

17. Deferred income

	2025	2024
	£	£
Balance as at 1 April 2024	27,630	11,825
Amount released to income earned from charitable activities	(27,630)	(11,825)
Amount deferred in year	26,385	27,630
Balance as at 31 March 2025	<u>26,385</u>	<u>27,630</u>

Deferred income comprises income from training sessions invoiced prior to the year end but not scheduled to take place until after the year end.

MELLOW PARENTING LIMITED**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025****18. Analysis of charitable funds**

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Unrestricted funds					
External Exhibitions & Conferences	2,000	-	-	(2,000)	-
Research & Development	2,000	-	-	(2,000)	-
Fixed Assets	8,430	-	(8,693)	6,096	5,833
Total designated funds	12,430	-	(8,693)	2,096	5,833
General funds	247,598	207,453	(187,680)	(2,096)	265,275
Total unrestricted funds	260,028	207,453	(196,373)	-	271,108
Restricted funds					
Adapt and Thrive					
Supplementary Grant	6,672	-	(6,672)	-	-
CYPFEIF	-	145,514	(145,514)	-	-
PIMH Grant	-	7,607	(7,607)	-	-
Total restricted funds	6,672	153,121	(159,793)	-	-
TOTAL FUNDS	266,700	360,574	(356,166)	-	271,108

	At 1 April 2024 £	Income £	Expenditure, Gains/ (losses) £	Transfers £	At 31 March 2025 £
Unrestricted funds					
Project Data Genius	-	-	-	6,665	6,665
Mellow Awards Ceremony	-	-	-	5,000	5,000
Turkey In Person Mellow					
Connect Session	-	-	-	5,000	5,000
Estimated Closure Costs	-	-	-	32,554	32,554
Fixed Assets	5,833	-	(1,725)	5,335	9,443
Total designated funds	5,833	-	(1,725)	54,554	58,662
General funds	265,275	223,502	(204,345)	(54,554)	229,878
Total unrestricted funds	271,108	223,502	(206,070)	-	288,540
Restricted funds					
PIMH Grant	-	3,803	(3,803)	-	-
CYPFEIF	-	145,514	(145,514)	-	-
Total restricted funds	-	149,317	(149,317)	-	-
TOTAL FUNDS	271,108	372,819	(355,387)	-	288,540

MELLOW PARENTING LIMITED

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

18. Analysis of charitable funds (continued)

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:

- External Exhibitions & Conferences - Mellow Parenting needs to increase awareness and intends to exhibit and present at as many relevant events as possible. It is necessary to have a budget set aside for this purpose from core funds.
- Research & Development - This represents funds set aside to meet the cost of new programme and organisational development.
- Project Data Genius – This is the title given to the current project we are working on alongside Code Division to create a custom made evaluation data framework. We are moving away from the time consuming manual system used until now to a custom built AI based system to provide a modernised Evaluation Framework that can automatically download, match, clean, and integrate data, as well as generate custom reports.
- Mellow Awards Ceremony – We are hosting an awards ceremony on Friday 20th June 2025 to celebrate the success and achievements of Mellow Practitioners from the UK and Internationally.
- Turkey In Person Mellow Connect Session – We have a 10 year relationship with practitioners based in Turkey who over the last few years have really developed their Mellow Programme delivery work, we have never been able to support them in person with this work and have been invited this year to do so. We plan for two staff to travel to Turkey in October this year to host an in person Mellow Connect session to provide support and feedback to the practitioners in Turkey.
- Estimated Closure Costs - Our reserves policy has been reviewed and updated this year and we feel it is important to be aware of what our closure costs would be and ensure that this total is separate from our free reserves.
- Fixed Assets – Represents the amount of the charity's funds tied up in fixed assets.

b) Restricted funds comprise:

- Adapt and Thrive Supplementary Grant – Funding towards the costs of delivering groups.
- CYPFEIF – Funded by the Scottish Government and Managed by The Corra Foundation. A three year grant to develop a dedicated Evaluation Team to support practitioners through group deliver, reflective consultation, evaluation and accreditation and build up our evidence base. This allows us to Reconnect with all Mellow Practitioners in Scotland to enhance their Mellow journey ultimately benefiting children throughout Scotland.
- PIMH Grant – funding to enable the delivery of online Mellow Groups by Mellow Parenting - Mellow Bumps and Mellow Babies - which support and promote maternal, paternal and infant mental health.

MELLOW PARENTING LIMITED**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025****19. Net assets over funds**

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2024 £
Fixed assets	-	5,833	-	5,833
Stock	3,018	-	-	3,018
Debtors	5,419	-	-	5,419
Bank & Cash	301,402	-	-	301,402
Creditors	(44,564)	-	-	(44,564)
	<u>265,275</u>	<u>5,833</u>	<u>-</u>	<u>271,108</u>

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £
Fixed assets	-	9,443	-	9,443
Stock	3,763	-	-	3,763
Debtors	26,395	-	-	26,395
Bank & Cash	245,124	49,219	-	294,343
Creditors	(45,404)	-	-	(45,404)
	<u>229,878</u>	<u>58,662</u>	<u>-</u>	<u>288,540</u>