

ANNUAL REPORT

2024



DIVERSITY AND INCLUSION IN THERAPY



WWW.SCOTTISHASIANCOUNSELLINGSERVICES.ORG

Contents

Co-Founder’s Statement

Report of the Trustees

- Reference and Administrative Details
- Trustees and Office Bearers
- Structure Governance and Management
- Appointment of Trustees
- Risk Management
- Branding and Website
- Equality, diversity, and inclusion

SACS – Charity overview

- Aims, Missions and Values
- Achievements and performance
- Workshops and Psychoeducation
- Testimonials
- Community Engagement
- Trainee Therapists

Annual Accounts

- Statement of Financial Activities



Co-Founder's Statement

Raj Sandhu Chima & Asma Khan

As we reflect on the past year, we are proud to see how the Scottish Asian Counselling Services Charity (SACS) has evolved into a strong, safe, and culturally sensitive space for those in need. We have continued to provide individually tailored mental health support and services while expanding our reach and building stronger partnerships with other organisations.

Through our efforts, we have increased the number of people seeking support and expanded our service offerings, including multilingual therapies that reflect the diverse cultural backgrounds of those we serve. We have ensured continuity in our services, offering a steady and compassionate presence for individuals seeking healing and recovery. As co-founders, we feel deeply privileged to be part of this remarkable journey.

At SACS, our approach to community services is holistic and person-centred, always keeping the individual at the heart of what we do. We work closely with each person, developing personalised safety and support plans that cater to their unique needs and circumstances. This empowerment is especially critical for those who have experienced trauma, and we strive to walk alongside them on their often long and challenging road to recovery.

We work collaboratively with various stakeholders to ensure that the support provisions we offer are responsive, effective, and meet the needs of those we serve, always in alignment with social justice and equality frameworks.

We are incredibly proud of our work, and although the demand for our services continues to grow, we remain committed to providing high-quality care. In the past year alone, we have supported 160 young people through our workshops and 10 individuals with one-to-one counselling. This impact reflects our ongoing dedication to providing tailored, accessible support for those in need, and we continue to work tirelessly to meet the diverse needs of our community.

None of this would be possible without the dedication of our amazing team of therapists, volunteers, trustees, and supporters. They are grounded in the belief that everyone deserves the opportunity to heal and reach their full potential. We are incredibly grateful for their commitment and for the generosity of our supporters, who make it all possible.

We are determined to continue growing in a thoughtful and values-driven way, ensuring that we remain responsive to the needs of those we serve. With sustained growth, strong governance, and a clear commitment to empowering our beneficiaries, we will keep working to provide the highest quality of care and support to those who have experienced trauma and hardship.

Thank you for supporting SACS and being part of this important journey.

Raj Chima & Asma Khan

Reference and Administrative Details

Charity Name Scottish Asian Counselling Services

Charity Number SC052798

Principle Address 5 Jean Armour Drive
Kilmarnock
KA1 2SD

Secondary Address 210 Glasgow Road
Rutherglen
Glasgow
G73 1SA

Bankers CAF Bank
25 Kings Hill Avenue, Kings Hill
West Malling, Kent ME19 4JQ
Tel 03000123456
cafbank@cafonline.org

Independent Examiner Danielle Biggins
Dash Accounting service
House suite 11 - Calder
8 S Caldeen Road
Coatbridge
ML5 4EG
0796944009
daniellebiggins@dashaccountingservices.com

Trustees and Office Bearers

The Trustees who served during the year and to the date of this report are:

Jackie Hay	Chair (appointed 6 th September 2023)
Asma Khan	Secretary (appointed 6 th September 2023)
Raj Chima	Treasurer (appointed 6 th September 2023)
Allan Brown	Trustee (appointed 6 th September 2023)
Shandy Kambo	Trustee (appointed 6 th September 2023)
Javaid Ullah	Trustee (appointed 6 th September 2023)
Andy Gray	Trustee (appointed 6 th September 2023)
Kevin Smith	Trustee (appointed 6 th September 2023)

Structure Governance and Management

The Trustees are pleased to present their report together with the financial statements of the Charity for the 13-month period ended 31 December 2024.

Scottish Asian Counselling Services (SACS) SCIO was established by the constitution and registered as a charity with the Office of the Scottish Charity Regulator (OSCR) on the 6th of September 2023. It is registered under No SC052798. The constitution defines the aims, objectives and the rules by which its trustees must operate.

SACS was formed in 2023 in response to address the growing need for culturally competent mental health services within South Asian and BIPOC (Black, Indigenous, and People of Colour) communities.

The trustees are responsible for the strategic direction and governance of the charity, whilst day-to-day running is delegated to the Co-Founders Raj Chima and Asma Khan.

The trustees are aware of their responsibilities for Supervision, Health and Safety, Service Safety and Quality. In addition to comprehensive insurance, all our staff, volunteers, placement students and therapists have disclosures under the Protection of Vulnerable Groups (PVG) Scheme.

Appointment of Trustees

The management committee of the Scottish Asian Counselling Services (SACS) serves as the charity's trustees, meeting four times a year to oversee its operations and strategic direction.

Trustees are expected to have an understanding of what it means to serve as a charity trustee, as well as the practical aspects of the work carried out by the organisation. To prepare them for their role, new trustees will undergo an induction and training process before their first meeting. This includes completing a full PVG (Protecting Vulnerable Groups) check and mandatory Safeguarding training. Trustees are also provided with a comprehensive onboarding pack, which outlines their roles, responsibilities, and the expectations of the Board. This structured process ensures that trustees are well-equipped to support the mission and governance of the Scottish Asian Counselling Services effectively.

Risk Management

At the Scottish Asian Counselling Services (SACS), risks are identified and managed proactively on an ongoing basis. This process encompasses both strategic and operational risks and is formally reviewed at least once a year. The trustees, alongside the management team, work diligently to implement measures that mitigate potential risks, reducing both the likelihood of their occurrence and the extent of their impact. This ensures the charity's activities remain secure and sustainable while safeguarding the well-being of the community it serves.

Branding and Website

As a newly established charity, SACS has prioritised creating a strong online presence to connect with the community and stakeholders. A brand-new website was launched by the end of October 2024, offering an engaging and user-friendly platform to showcase the charity's mission, services, and impact. www.scottishasiancounsellingservices.org

In addition, a comprehensive review of our social media presence has been conducted, focusing on platforms like Facebook, Instagram, and LinkedIn. We have begun providing regular, visually appealing, and informative content, which has already resulted in increased engagement. This growing presence on social media is helping us reach potential new users, raise awareness about mental health, and highlight the charity's work to stakeholders and partner organisations. We are committed to continuously improving our online outreach to foster greater connections and amplify our impact.

Equality, diversity, and inclusion

Equality, diversity, and inclusion are central to our core principles and are reflected in our service provision, diverse workforce, Board and Partners and in the way in which we work. We aim to achieve this by advocating fairness, consistency, and transparency, in our organisational decision-making and by establishing fair policies and procedures that are consistently applied.

SACS – Charity overview

Aims

Our aim is to address the stigma of seeking support for mental health issues and bridge the gap to access psychological services for South Asian and other cultural communities.

Mission

- To support the South Asian communities with culturally appropriate therapy to improve their mental health by providing services and psychoeducation through one-to-one counselling sessions, groupwork, and workshops.
- Working in collaboration with institutions, community organisations, religious leaders to promote diversity & inclusion in therapy.
- To provide educational opportunities to train and supervise our trainee therapists to demonstrate professional competence in equality, diversity, and inclusion.

Values

All services delivered by SACS are underpinned by the following core value.

Supportive – We strive to create an inclusive and compassionate environment where clients feel empowered to make informed choices about their mental health.

Acceptance – We encourage a non-judgmental approach to mental health, where individuals learn to embrace and work through difficult emotions.

Culturally sensitive – Our services are tailored to the cultural beliefs and practices of our clients, ensuring they feel respected and understood throughout their mental health journey.

Safe – We prioritise creating safe, respectful environments for all, particularly marginalised groups such as ethnic minorities, the LGBTQIA+ community, and individuals facing social or economic barriers.

Achievements and Performance

In its first year, Scottish Asian Counselling Services (SACS) has achieved significant milestones, laying a strong foundation to support the mental health needs of the South Asian community. Key accomplishments include:

Policy Development: Comprehensive guidelines were established to ensure ethical practices, confidentiality, and cultural sensitivity. Policies on service delivery, data protection, and safeguarding were tailored to the unique needs of the community.

Recruitment: A diverse team of 10 qualified associates and five student therapists was onboarded, all dedicated to culturally competent care. An associate meeting provided training to address specific community challenges effectively.

Community Engagement: Outreach initiatives raised awareness of available mental health resources, reducing stigma and encouraging help-seeking. Partnerships with organisations like **KIP McGrath** in Edinburgh, whose sponsorship has been invaluable, further strengthened these efforts.

Strategic Collaborations: On November 20th, we were thrilled to announce our partnership with **ACT Counselling and Training Services**, a distinguished provider of counselling courses and training within the field. As part of this collaboration, we have secured a dedicated space at ACT's Rutherglen location, a facility that offers workspaces, professional training rooms, meeting facilities, and specialised counselling rooms.

This partnership not only provides a stable operational foundation but also opens a wealth of opportunities to enhance our services and expand our impact. ACT has been a steadfast supporter throughout the establishment of the charity and is now an active partner in our mission. We are also collaborating with their students to further our shared commitment to supporting the mental health needs of the South Asian community.

We look forward to officially moving into this exceptional space in the coming year and embarking on this exciting new chapter for Scottish Asian Counselling Services.

These achievements highlight a year of growth and promise. With a solid base, a dedicated team, and supportive community partnerships, SACS is well-positioned to continue making a meaningful difference in the lives of those we serve.



To support the South Asian communities with culturally appropriate therapy to improve their mental health by providing services and psychoeducation through one-to-one counselling sessions, groupwork, and workshops.

One to one Counselling

Our one-to-one counselling service currently supports 10 clients, including adults and youth, through the expertise of our dedicated associate therapists. Referrals have come through partnerships with affiliated organisations, our website, social media platforms, and word of mouth. Many individuals have sought us out specifically for culturally sensitive therapy, where their culture and faith are understood and respected. Through our highly skilled therapists, we've been able to provide compassionate, tailored support to meet these needs, fostering trust and positive therapeutic outcomes.

Workshops and Psychoeducation:

Delivered CBT Anxiety Workshops at Sikhi Camp in August 2024:

- For 8 –11 year-olds: Focused on age-appropriate creative activities to help children manage anxiety, fostering confidence and emotional resilience.
- For 12 – 18 year-olds: Incorporated interactive discussions and group exercises to build community support and deeper emotional understanding.
- For 12-18 year olds: Provided a safe space for 30 girls to explore anxiety, emotional expression, and regulation. Through discussions and activities, participants learned coping strategies and gained support, empowering them to better manage their mental health.

Sikhi Camp Anxiety Workshop 8-11 years 7th Aug 2024

In August 2024, we delivered a Cognitive Behavioural Therapy (CBT) anxiety workshop to 120 children. Following the workshop, we received positive feedback from participants. Discussions are currently underway to plan future workshops for the Sikh community within the Gurdwara, furthering our commitment to addressing mental health needs in this population.



The Anxiety workshop was fun and engaging designed for South Asian children aged 8 to 11. Through creative activities, participants learned how to recognise and manage their anxiety. The workshop incorporated simple Cognitive Behavioural Therapy (CBT) techniques, helping kids feel more confident in handling their emotions.

The positive feedback from participants showed a strong desire for more workshops, emphasising the importance of ongoing mental health support. Overall, the initiative fostered a sense of community and resilience, laying a foundation for healthier emotional well-being.

Both workshops were carefully adapted to be age and stage-appropriate, ensuring they matched participants’ cognitive development and level of understanding.

Sikhi Camp Anxiety Workshop 11-16 years 7th Aug 2024



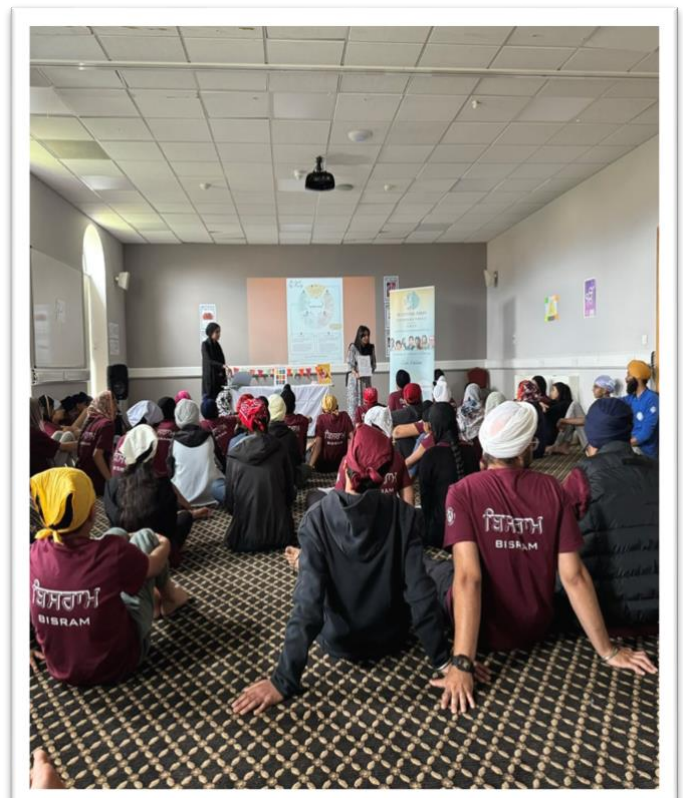
The Anxiety workshop provided an invaluable opportunity for South Asian youth aged 12 to 18 to explore anxiety management through engaging and relatable activities.

Participants learned about Cognitive Behavioural Therapy (CBT) strategies in a culturally relevant context, promoting a deeper understanding of their emotions.

Interactive discussions and group exercises encouraged connection and sharing among peers, highlighting the importance of community support.

Feedback indicated a strong interest in additional workshops, reflecting the ongoing need for mental health resources in this demographic. This initiative significantly enhanced mental health awareness and resilience among young people, paving the way for future programs aimed at supporting their emotional well-being.

Participant Testimonials



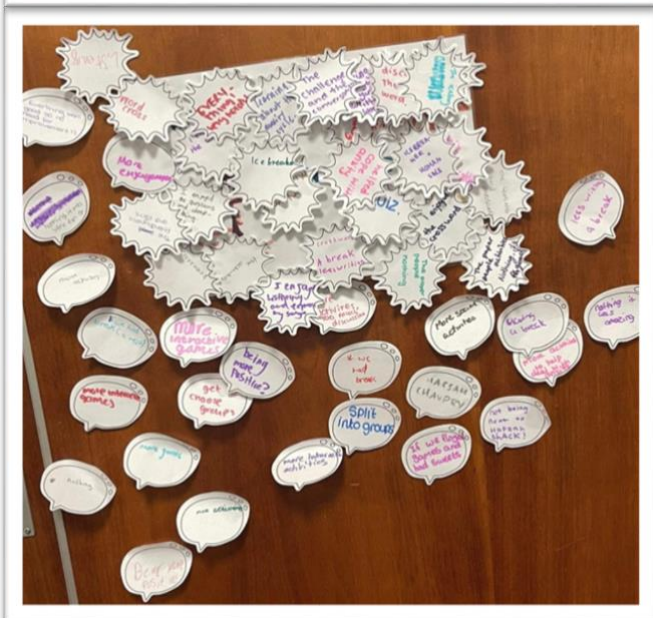
Al Meezan Anxiety Workshop 12 - 18 years 23rd October 2024

To further our commitment to community support, we partnered with Al Meezan, an established teaching organization within the Muslim community dedicated to empowering women and children, to deliver a specialised anxiety workshop.

The session welcomed 30 girls aged 12-18, and we carefully designed the content to align with their developmental needs, creating a safe and nurturing space. Through open discussions, participants bravely shared their experiences, learned from one another, and explored practical strategies to manage anxiety effectively.

The feedback was overwhelmingly positive, with both students and teachers praising the workshop for addressing critical issues that are often overlooked. Teachers appreciated the opportunity to provide their students with a platform to engage in meaningful conversations about mental health, fostering connection and understanding.

We are thrilled to have been invited back to present to other age groups, deepening our collaboration with Al Meezan and continuing to strengthen our shared mission of supporting mental health in the community.



Working in collaboration with institutions, community organisations, religious leaders to promote diversity & inclusion in therapy.

Community Engagement:

- Partnered with Glasgow Gurdwara (Sept 2023) for a mental health awareness event. Feedback identified youth anxiety as a critical issue, guiding future initiatives.
- Collaborated with 13 Community Clinic (July 2024) to provide access to mental health resources and signposting services during a well-being clinic.
- Collaborated with Pollokshields Primary School to provide safe spaces for young people seeking culturally sensitive therapy.
- We are proud to partner with LCCC to enhance culturally sensitive mental health support for the South Asian community in North Lanarkshire.
- By working within the safe environment of Pollokshields Primary, we provided tailored support to a young individual, ensuring their emotional well-being.
- Our visit to Chris's House fostered a shared commitment to inclusive mental health support and future collaboration.

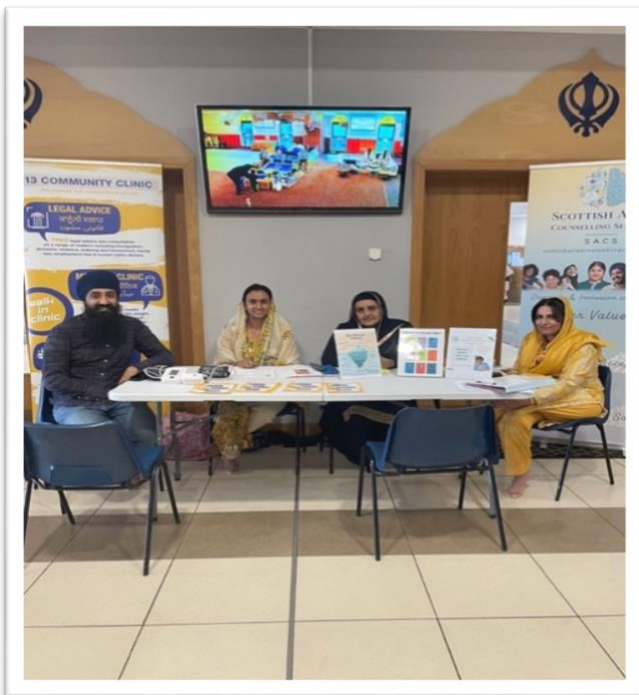
Glasgow Gurdwara – Albert Drive

In September 2023, we collaborated with Glasgow Gurdwara Albert Drive to support a mental health awareness event. During this event, we engaged with the community and gathered valuable insights through a completed questionnaire regarding their views on mental health. The feedback revealed a significant need for support focused on young people, particularly about anxiety. This information helped guide our future initiatives to better serve the community's needs.



13 Community Clinic

In July 2024, we collaborated with 13 community clinic to support a well-being clinic aimed at providing the community with access to mental health resources. During this event, community members were encouraged to seek support for their mental health concerns. We offered valuable resources and signposting services to connect individuals with appropriate support, reinforcing our commitment to promoting mental well-being within the community.



TESTIMONIALS



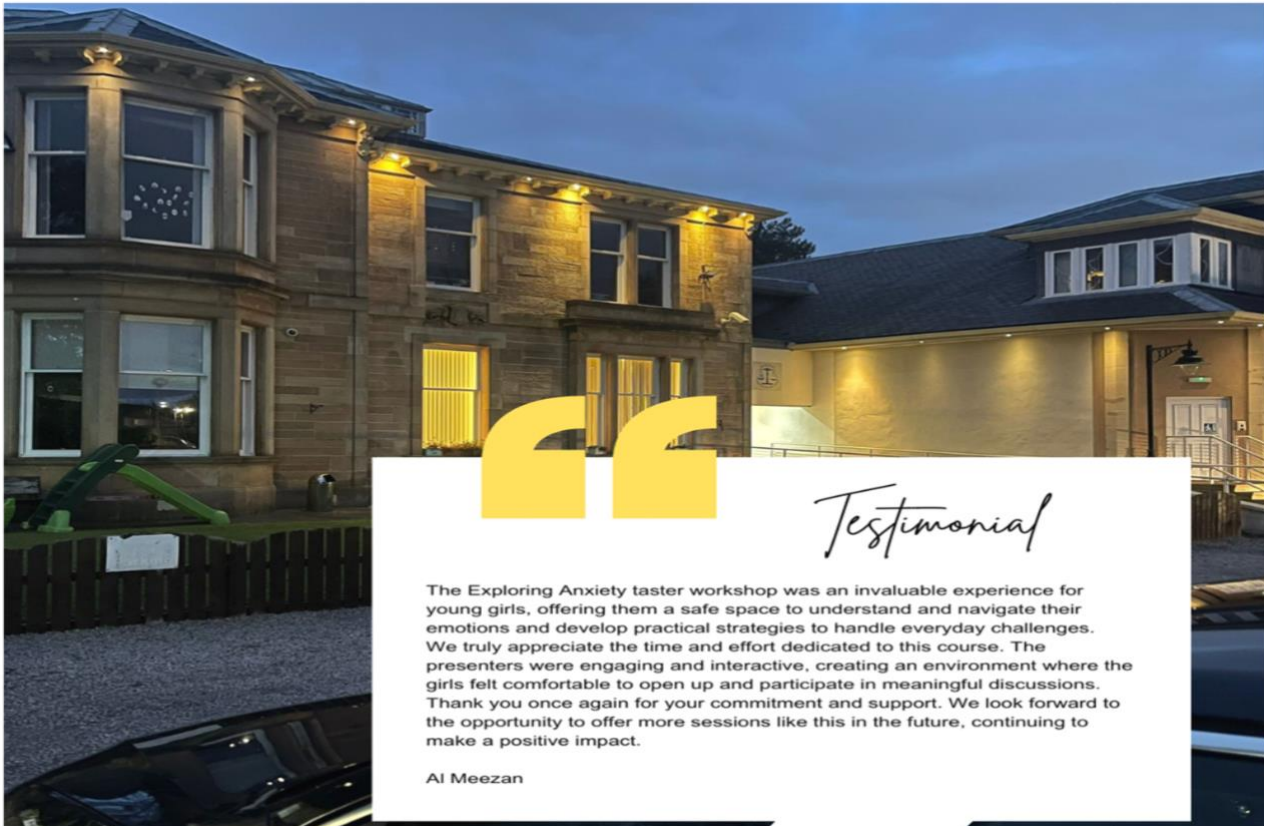
“

Testimonial

On behalf of Glasgow Gurdwara, we are deeply grateful to you for leading a transformative Cognitive Behavioural Therapy (CBT) anxiety workshop at the Sikhi camp. Your session equipped our young minds with invaluable strategies to build resilience and effectively manage stress. The children had a fantastic experience and thoroughly enjoyed the group activities. The camp instructors present during the sessions provided overwhelmingly positive feedback. Pupils explored the concept of anxiety, its signs, and effective strategies to manage it. It was a truly valuable session, filled with great tips and techniques for managing anxiety. You were both brilliant with the children, and we sincerely appreciate your efforts.

Thank you once again!

Warm regards, Glasgow Gurdwara



“

Testimonial

The Exploring Anxiety taster workshop was an invaluable experience for young girls, offering them a safe space to understand and navigate their emotions and develop practical strategies to handle everyday challenges. We truly appreciate the time and effort dedicated to this course. The presenters were engaging and interactive, creating an environment where the girls felt comfortable to open up and participate in meaningful discussions. Thank you once again for your commitment and support. We look forward to the opportunity to offer more sessions like this in the future, continuing to make a positive impact.

Al Meezan

North Lanarkshire Counselling and CBT Centre

On November 11, 2024, we are pleased to announce our partnership with North Lanarkshire Counselling and CBT Centre (LCCC), established to enhance mental health support for the South Asian community in the North Lanarkshire area. This collaboration will enable us to utilise LCCC's resources to deliver one-on-one counselling sessions, group work, and workshops specifically tailored to meet the needs of this community.

In the past year, we received two referrals from LCCC, underscoring the demand for culturally sensitive mental health services. By working together, we aim to expand our reach and provide comprehensive support, fostering a safe and inclusive environment for individuals seeking assistance.

We look forward to the positive impact this partnership will have on the mental well-being of the South Asian community in North Lanarkshire and are excited to share updates on our initiatives in the coming year.

Pollokshields Primary school

SACS has been instrumental in supporting a young person referred through our business partners LCCC at Pollokshields Primary school. Recognising that the school environment is perceived as a safe space by the client, SACS worked closely with both the young person and school staff to facilitate access to the necessary support. This collaborative approach not only helped the young person feel comfortable but also ensured that their specific needs were addressed within the familiar surroundings of the school. By fostering a supportive atmosphere, SACS has played a vital role in empowering the young individual to engage in their emotional and mental health journey while reinforcing the school as a place of safety and support.

Chris's House

Scottish Asian Counselling Services had the privilege of connecting with Chris's House in November, an organisation whose values and mission align closely with our own. During a productive and heartfelt visit, we had the opportunity to meet with their leadership and team, gaining valuable insight into their inspiring work and impact on the community.

The welcoming and compassionate environment at Chris's House highlighted the essential nature of their services, reinforcing our shared commitment to supporting mental health and well-being. The discussions explored avenues for collaboration, with a focus on integrating Scottish Asian Counselling Services into their referral network to enhance the support available to diverse communities.

This engagement represents a significant step towards building partnerships that ensure accessible, inclusive, and effective mental health care for all. We are deeply inspired by Chris's House and look forward to fostering this relationship in the coming year.



Associates Meeting and Team Development

This year, we held our first associates meeting, marking an important step in fostering a collaborative and supportive environment within Scottish Asian Counselling Services. Our newly appointed Resource Coordinator, who will play a pivotal role in creating our first-ever resource library, was introduced during the meeting.

Our team is a diverse mix of experienced therapists and newly qualified professionals, bringing a wealth of knowledge and fresh perspectives to the charity. During the meeting, we had meaningful discussions about their roles, the support they need, and how we can create an inclusive environment. We focused on ensuring that every associate feels valued and has the opportunity to contribute their ideas to the growth and development of the charity.

By encouraging open communication and collective input, we are building a culture where everyone feels they are a part of the SACS family. This collaborative approach strengthens our mission and ensures we continue to grow as a united and innovative organisation.

Working Group

On Thursday 21st, the charity established a working group of individuals aged 20-40 to specifically tackle the stigma surrounding mental health.

This dynamic group serves as a platform for open dialogue, peer-led discussions, and sharing personal experiences to help normalise conversations about mental well-being. The working group also plays a key role in advising the charity on culturally sensitive outreach strategies, designing workshops that resonate with younger generations, and creating content for social media campaigns to raise awareness.

Additionally, they organise community events, such as panel discussions and storytelling sessions, that aim to reduce stigma and foster a more supportive environment. By engaging directly with the community and leveraging the perspectives of younger members, this group ensures that the charity's initiatives remain relevant and impactful.



Expanding Educational Opportunities and Welcoming Trainees

Scottish Asian Counselling Services (SACS) is committed to providing educational opportunities that equip trainee therapists with the knowledge and skills necessary to demonstrate professional competence in equality, diversity, and inclusion. Recently, the charity expanded its capacity by welcoming five student therapists. To ensure a seamless onboarding process, the team developed a robust framework, including safeguarding materials, an assessment framework, a therapist handbook, and all necessary placement paperwork. These initiatives ensure high standards of care while offering meaningful learning opportunities to the students.

Future Plans

SACS is dedicated to expanding its services and impact through the following initiatives:

- **Expanding Services:** Increasing the number of therapists and diversifying services, such as group therapy sessions, workshops, and mental health-focused community events.
- **Community Outreach:** Strengthening engagement with the South Asian community through schools, religious organisations, and community centres to promote mental health resources.
- **Training Programs:** Offering training for community leaders, teachers, and parents to recognise and address mental health challenges, fostering a more informed and supportive community.
- **Research and Advocacy:** Conducting research to assess service effectiveness and inform future programming while working to influence mental health policy in Scotland to better address diverse community needs.
- **Collaborations:** Building partnerships with health organisations, charities, and local government to enhance support networks for clients.
- **Cultural Competence Training:** Providing training for other mental health professionals to improve the quality of care available to South Asian individuals.

Looking Ahead

In its first year, Scottish Asian Counselling Services SCIO has established itself as a vital resource for culturally competent mental health services in Scotland. With a dedicated team and a community-focused approach, SACS is well-positioned to break down barriers and foster resilience within South Asian and BIPOC communities. This early success sets the stage for a transformative impact on mental health awareness and care across Scotland.

Statement of Financial Activities

Section A Statement of receipts and payments						
	Unrestricted funds	Restricted funds	Expendable endowment funds	Permanent endowment funds	Total funds current period	Total funds last period
	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £	to nearest £
A1 Receipts						
Donations					-	
Legacies					-	
Grants					-	
Receipts from fundraising activities					-	
Gross trading receipts					-	
Income from investments other than land and buildings	10				10	
Rents from land & buildings					-	
Gross receipts from other charitable activities					-	
					-	
A1 Sub total	10	-	-	-	10	-
A2 Receipts from asset & investment sales						
Proceeds from sale of fixed assets					-	
Proceeds from sale of investments					-	
A2 Sub total	-	-	-	-	-	-
Total receipts	10	-	-	-	10	-
A3 Payments						
Expenses for fundraising activities					-	
Gross trading payments					-	
Investment management costs					-	
Payments relating directly to charitable activities					-	
Grants and donations					-	
Governance costs:					-	
Audit / independent examination					-	
Preparation of annual accounts					-	
Legal costs					-	
Other	5				5	
					-	
A3 Sub total	5	-	-	-	5	-
A4 Payments relating to asset and investment movements						
Purchases of fixed assets					-	
Purchase of investments					-	
A4 Sub total	-	-	-	-	-	-
Total payments	5	-	-	-	5	-
Net receipts / (payments)	5	-	-	-	5	-
A5 Transfers to / (from) funds						
					-	
Surplus / (deficit) for year	5	-	-	-	5	-

The financial statements approved by the Trustees on 13th December 2024 and signed on their behalf by:



Jackie Hay

Chair



Independent Examiner's Report to the Trustees of Scottish Asian Counselling Services Trust

I report on the accounts of the charity for the year ended 01st April 2024 which are set out on page 20.

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 (as amended). The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the 2006 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 2006 Accounts Regulations. 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.

Dash Accounting Services Limited
Calder House, Suite 11, 8 South Caldeen road
Coatbridge
ML5 4EG

Independent examiner's qualified statement

In the course of my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect 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

- to prepare accounts which accord with the accounting records and comply with Regulation 9 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.

Name: Danielle Biggins



Relevant Professional qualification/professional body: Association of Accounting Technicians (AAT)

Address: Suite 11, Calder House, 8 South Caldeen Road, ML5 4EG

Date: 19th December 2024

Dash Accounting Services Limited
Calder House, Suite 11, 8 South Caldeen road
Coatbridge
ML5 4EG