

2023-2024



POWERING FORWARD

SPFL Trust Annual Report



spfltrust.org.uk

Welcome from our CEO Nicky Reid

Throughout this document, you will see us refer to ATCs - this means SPFL associated trusts and clubs.

We are pleased to present our 2023-2024 Annual Report, a time in which we have strengthened our organisation and continue to lead positive change in Scottish football communities.

Over the past year, we've kept up with the roll out of impactful initiatives such as Festive Friends and Football Fans in Training, while supporting our ATC network to be there for those who need them.

We have supported innovation across our network, welcomed new corporate partners and saw the return of our golf day, the first since 2019.

This year has brought significant challenges to people, particularly due to the ongoing rise in the cost of living which deeply affected many.

Yet ATCs have once again shown resilience, stepping up to support their communities.

That's all the more impressive when they are essentially doing more with less, as the charity sector continues to face significant funding challenges.

We have been inspired by their dedication to rising to challenges and making a tangible difference in our communities. We are proud to support and work with these wonderful organisations every day.

Continue reading to learn about our work from the last year, and be inspired by Football Powered stories from across Scotland.



Nicky Reid
CEO



Our journey so far

At the SPFL Trust, we harness the unique power of football to improve lives in Scotland.

We believe that sport plays a crucial role in helping individuals lead happier, healthier and longer lives.

Our journey has been fuelled by collaboration with our network of 44 ATCs across the SPFL and SWPL. Together we are dedicated to creating environments where communities can flourish and thrive.

Throughout the years we have supported thousands of people in the country to do just that.

From vital mental health support to transformative physical fitness programmes, we have had a positive impact on the lives of many.

We are here for the next generation. Through programmes like CashBack Off the Bench and Kick Off Your Career, we provide a different approach to education for young people, many of whom have gone on to positive destinations.

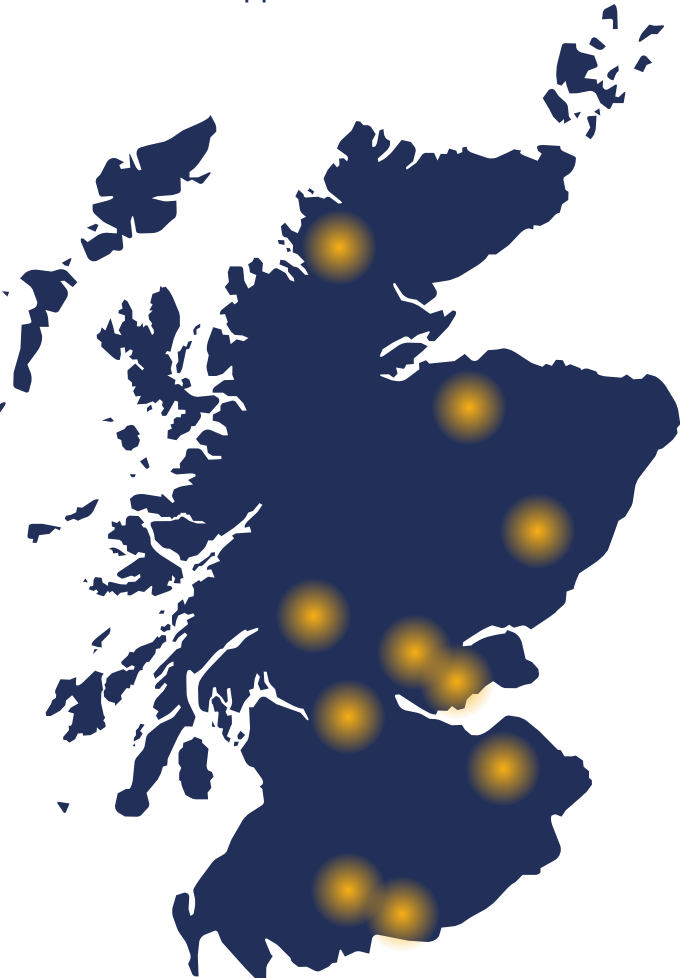
And we're not stopping here. We have shown just how powerful football can be in Scotland, and there's much more we can do.

Our network

Our network spans the length and breadth of Scotland, highlighting the scale football has.

Each club and ATC serves as a cornerstone for positive change, fostering local engagement and support throughout the country.

Our aim is to be there to help our ATCs to deliver the best support to their communities.



Our ATCs now complete an Annual Return as part of our process of continuous improvement, giving us a real time understanding of the network and helping us to our network, helping us to identify where they would benefit from our support.

- Over **700** staff employed by ATCs throughout this reporting period
- Over **1,700** people volunteered at ATCs throughout this reporting period
- **195** staff or volunteers completed our Mental Health Awareness training
- **31** community trusts have fully trained Football Fans in Training coaches
- **Five** ATCs have dedicated sensory spaces available on matchdays

Some of the funding we have provided includes:



£269,689
for Football Fans in Training



£171,647
for CashBack Off the Bench



£130,000
for Festive Friends

Our strategic pillars

Our Football Powered strategy (2022-2025) aims to reduce the effects of poverty, supporting our network of ATCs to create places where people can thrive.

As we move towards a new strategic period, we're giving ourselves time to reflect on the work we've done since the beginning of this strategy.

There is much to learn, and our journey has deepened our understanding of how we, and the rest of Scottish football, can create meaningful impact.

To effectively support communities and ATCs, we have been focused on our two strategic pillars; Improving Lives and Place Making.

Look out for our strategic priority markers throughout the report.



Improving lives

Throughout this strategic period, we have learned about the impact of poverty in our communities and how we can help to alleviate the way it affects people.

We have worked with our network to reduce the impact of poverty, and created ways in which we can test and evaluate programmes to improve people's lives.

By focusing on health, wellbeing and employment initiatives, we've established support at a local level and will continue to expand these efforts as we work towards fostering happier and healthier communities.

Use research to understand better the impact of poverty

Identify appropriate ways for our ATC network to reduce the impact of poverty

Create, test, and evaluate activity to improve people's lives

Place making

We are committed to supporting our ATC network with energy, expertise and resources, enabling them to be local champions of meaningful change.

By implementing learning and development programmes for ATCs and forming strategic partnerships, we've supported their initiatives to combat poverty across Scotland.

We believe that the SPFL Trust and our network can serve as valuable catalysts for social change, and we are committed to exploring, building, and testing innovative ways to continue our support.

Develop a learning and development programme for ATCs

Strengthen and build sustainable strategic partnerships which support our ambitions

Prove that ATCs can be agents for real social change

FFIT changing lives

Catherine and Lori's story

Catherine and Lori are two remarkable women whose experiences with Football Fans in Training embody resilience and hope.

Lori joined the programme after enduring multiple ectopic pregnancies and having her fallopian tubes removed. At Football Fans in Training, she found connection and strength through shared experiences while improving her fitness.

The programme has supported her on her path to motherhood, and has given her optimism for the future.

“
It's definitely helped me in ways
I thought weren't possible.”

- Lori Paton



Catherine faced a different challenge.

She was diagnosed with lymphoma, and Football Fans in Training became a cornerstone of her recovery. The programme offered not only physical activity, but a network of encouragement.

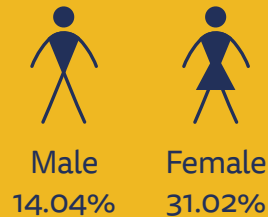
“
I really enjoyed Football
Fans in Training. You get
to meet other people the
same as yourself, and we've
ended up staying friends.”

- Catherine Govans

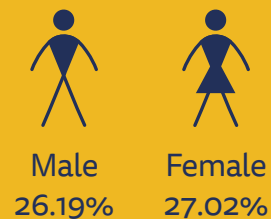
Both women discovered a sense of belonging that turned the programme into their vital support group.

Know Your Score data

High risk of diabetes
before FFIT:



Found out risk of
Diabetes through FFIT:



The Know Your Score data is a points based system which assesses a person's risk of developing type 2 diabetes.

 Watch Catherine and Lori's story



Ken's story

Ken Moir, who is 78 years old, took part in Prostate Football Fans in Training with Rangers Charity Foundation, ran in partnership with Prostate Scotland.

Prostate Football Fans in Training is a 12-week health and wellbeing programme for men living with prostate cancer. The programme is supported by experts in prostate cancer and fitness including the University of Glasgow Health and Wellbeing Institute.

As well as building knowledge of exercise and nutrition, Prostate FFIT allows men living with prostate cancer to meet and share experiences with those in a similar situation.

Ken believes the programme has helped him immeasurably, and would recommend it to anyone living with prostate cancer.

"I got involved after hearing through a friend that they were running courses at Ibrox for people with prostate cancer" he said.

"It's a course that is specifically set out for me with prostate cancer and it was a very informative course. Over the 12-week period the course included exercise and nutritional programmes to help everyone through their treatment."



Ken recognises the significant impact that the programme has made to his life.

"Prostate Football Fans in Training helped me in so many ways, physically and mentally," he added.

“

The course was invaluable and the people who ran it, the people who looked after us, were very good."

Ken

Prostate Football Fans in Training Participant

Giving children the Joy of Moving

In partnership with Ferrero UK, Joy of Moving aims to inspire children to get physically active and enjoy movement by teaching them a variety of non-competitive games.

The programme is delivered by Heart of Midlothian, Rangers Charity Foundation and Celtic FC Foundation.

The Joy of Moving project is a six-week programme delivered within schools to children aged between nine and ten.



4,768 children took part in Joy of Moving with Celtic, Rangers and Hearts this year



A community hub in Aberdeen

In October 2023 Aberdeen FC Community Trust was one of ten community trusts granted funding as part of our Innovation Fund, to deliver Dons Families Together.

Dons Families Together is a health and wellbeing programme for parents and children, supporting them to make positive life choices.

The programme is supported by a number of local organisations who offer advice on finances, stress management, employability and more.

This comes after they successfully established the Pittodrie Community Hub, which was funded by our Winter Support Fund in 2022.

The hub set out to support 30-40 people per week with hot food, health and wellbeing sessions and access to support services.

These programmes take an approach we sometimes refer to as 'No Wrong Door.'

No Wrong Door means that if someone comes to their local stadium for support, they'll get it.

ATCs can't be experts in everything, nor do they claim to be. What they do have is their stadium, a shining light for many in their communities, a place for people to feel at home.

By opening their doors, they're inviting people who may not access support via traditional methods, signposting them to the relevant organisations who can help.

By hosting a community hub and bringing people together, Aberdeen FC Community Trust have provided a safe space for people to access support they wouldn't ordinarily reach out for.

We believe that this approach has been a vital one throughout the year, and it's one we hope to support our whole network to move forward with in the future.

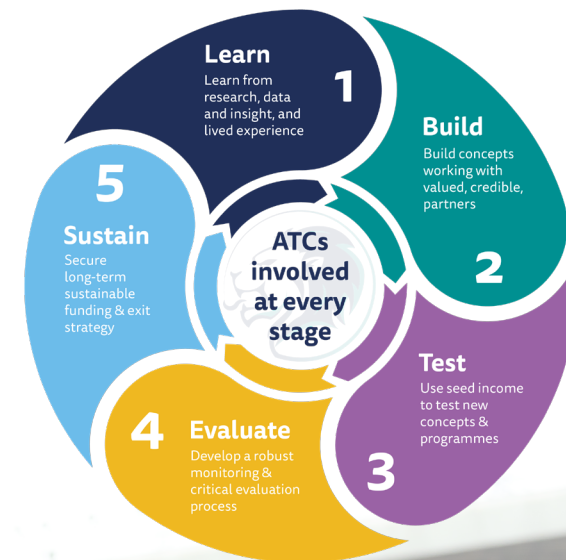
“It's very important that people have access to these organisations. It cuts right through the red tape and helps get people an answer to their problems.”

Dave Ironside
Aberdeen FC Community Trust volunteer

“

You get access to the likes of Scarf and Citizens Advice. I'm getting help with an issue which is brilliant, because I don't have to sit on the phone for two hours trying to get through.”

Rob
Pitoddrie Community Hub participant



Tackling food insecurity at Links Park

Montrose Community Trust have combined the power of football and physical activity with support for those who may be facing food insecurity.

Through our Innovation Fund, which provided around £10,000 of 'seed funding' per participating ATC to test new ideas, Montrose are really making a difference at Links Park.

As communities continue to face economic challenges, Free Kicks has made a tangible difference to the lives of children, young people, and low-income families by addressing both immediate needs and long-term wellbeing.

Football has long been a unifying force in many communities. By making it free, Montrose Community Trust is ensuring that children and families, regardless of income, can enjoy the beautiful game.

And while getting vital exercise, they are also provided with hearty, hot street food from the community trust's fantastic food van.

There are other opportunities that arise from getting people along for food and football. Again, this is another excellent example of taking the 'No Wrong Door' approach.

Partners of Montrose Community Trust are on hand to support people in whatever way they need them. Football unites, and Free Kicks brings support directly to those in the community who need it most.



“

Montrose Community Trust scheme is nourishment for the soul.”

Hugh MacDonald
Sports Writer

Participants at Links Park were referred to the following organisations:

Montrose Food Hub: 25

Citizens Advice Bureau: 18

Welfare Rights: 12

Angus Council: 8

SAMH: 7

AndysManClub: 5

Other Montrose CT projects: 8

Let's look at some of the other projects funded by our Innovation Fund:



Watch the Big Hearts Journey film here



Watch the Partick Thistle Charitable Trust's film here

We engaged the Innovation Unit to support us with the evaluation of these programmes.



**Innovation
Unit**

Creating impact
Reducing inequalities
Transforming systems



Spreading joy throughout the festive period

As Scotland grappled with a continuing cost-of-living crisis, the need for community support became increasingly vital during the festive season.

Festive Friends is a real highlight in the calendar of the SPFL Trust and our colleagues at SPFL clubs and their ATCs. Quite simply, it's about bringing staff, volunteers and communities together to deliver magic.

Festive Friends participants either receive a hamper filled with food, festive goodies and games or are invited into their local ground for a traditional Christmas dinner, entertainment, Christmas gifts and, most importantly, great company.

Over the past eight years we have supported a remarkable

21,764 people.



The stories behind Festive Friends illustrate its profound impact. 2023 was another Christmas where our network pulled together to support those who might be alone over the holidays.

Alan, a participant referred to Queen's Park, experienced new found confidence and joy after attending an event that included card games and shared meals.

Fiona, who lost her husband earlier that year, found solace in attending the St Johnstone event, which transformed her first Christmas alone into a cherished memory.

Frank from Arbroath shared his journey through grief and isolation, but found companionship through the Festive Friends programme.

The supportive atmosphere at these events has opened doors to ongoing connections and community engagement.



2816 Total number of participants who attended an in person event

2393 Total number of hampers sent

685 Total number of volunteers

3322 Volunteer hours contributed

5209 Total number of participants



We are grateful to the SPFL and Scottish Fire and Rescue Service for providing funding towards Festive Friends.



Importantly, 65% of participants came from areas with high levels of deprivation based on the Scottish Index of Multiple Deprivation, underscoring the programme's focus on supporting those who are most vulnerable.

Cameron and Jake get Off the Bench

CashBack Off the Bench gives young people aged 16-24 an opportunity to focus on their personal development with access to education, exercise programmes, mentoring and mental health support.

The programme is funded by the Scottish Government's CashBack scheme, to provide young people with an opportunity to build better futures helping them stay away from taking part in criminal or anti-social behaviour.

This is all in a bid to give them additional skills to progress through life in a positive way.

Falkirk Foundation runs the programme alongside Morton in the Community, St Mirren FC Charitable Foundation, Spartans in the Community and The Killie Community.

Cameron and Jake both believe participating in CashBack Off the Bench has helped them move in a positive direction.

"CashBack Off the Bench has helped me with my confidence," Cameron said.

"It's helped me to keep myself together. I can be a lot more professional in certain situations, I'm happier with things that I do, I've got two jobs, I'm stable.

"Doing CashBack Off the Bench has definitely opened doors, it's helped me meet loads of new people, and given me so many opportunities. I feel like I'm doing really well for myself now, and I don't think that's the end of it."

Jake has also benefited greatly from taking part in the programme at The Falkirk Stadium.

"It's helped me get where I wanted to be and what I wanted to become as a person. I wanted to become a football coach and this programme has helped me succeed in that," he explained.

"I would recommend it. The skills, the mentality and everything you learn on the course is great."

Grant Ferguson delivers the course, and says how much of an impact it makes on the young people participating.

"At the beginning the young people don't know each other and they're all coming on the course for different reasons," he explained.

"By the end, they all work really well together.

"Through team building activities the group comes closer and closer together and by the end of it we've got a team of people who are really happy and have all done well."



100%

of participants reported their mental health has improved 100% of participants reported that they now think twice before taking part in criminal or anti-social behaviour

Welcome Erin

We appointed Erin Stevenson as our CashBack Off the Bench Delivery Officer to support ATCs with programme delivery

We were delighted to have three new ATCs delivering the programme: Spartans Community Foundation, The Killie Community, Morton in the Community

41

young people took part

POWER
YOUR
POTENTIAL

with

CashBack

Off the Bench

460



hours of participant volunteering and 68 community focused awards gained by participants

Throughout 2023-24 delivery, we were delighted to welcome New Scots to the programme at all four participating clubs.

After arriving in Scotland, many were living in temporary accommodation, facing the challenge of settling into a new community.

Participants came from seven different countries:

Ukraine

Kenya

Thailand

Sudan

Syria

Iran

Afghanistan



Watch Cameron and Jake's story

Abigail Kicks Off her Career

Abigail, a participant in our Kick Off Career programme with Montrose Community Trust, has made remarkable strides in her professional journey.

Delivered in partnership with JobCentre Plus and DWP, the programme is aimed at 18-24 year olds who are unemployed.

Participants are given the opportunity to receive a number of qualifications, including the SQA Level 4 Employability Award, first aid training and customer service skills.

Abigail's dream was always to work as a 999 call handler for the NHS, providing urgent support to people in need.

Thanks to the interview tips and guidance she received on the programme, Abigail has ended up exactly where she wanted to be.

Since relocating to Exeter for her new role, Abigail has dedicated herself to developing her skills further.

She has learned more about the career she's aspiring towards, building her knowledge and confidence in the process.

Thanks to Kick Off Your Career, Abigail was thrilled to receive a job offer from South Western Ambulance Service (SWAST). She will take on the role of a 999 call handler, directly contributing to emergency medical services.

Abigail's journey highlights the impact of our programmes in empowering individuals to pursue fulfilling careers.

Her story serves as an inspiration to others and exemplifies the success that can arise from our dedicated employability initiative.

“

I have ended up getting a job at 111 with the NHS thanks to your help with interview tips!”

Abigail Rose
Kick Off Your Career participant



Gary and Abi Give the Glory



As part of our sponsorship of the Scottish Challenge Cup, known as the SPFL Trust Trophy, we give fans the opportunity to hand the cup over to their heroes.

Young Abi Trench has described the day Airdrieonians won the cup as the best day of her life. We think the same could also be said for her father, Gary.

In his early thirties, Gary was in a really dark place. His personal problems got on top of him and he was feeling suicidal.

Gary took part in Football Fans in Training, and whilst becoming physically fitter was a huge benefit, but it was the mental health aspect that was transformative for him.

“The mental side of it was amazing,” he said.



Watch Gary and Abi's glorious day

“It gave me a bit of purpose, and meeting the other guys who were in the same boat made me feel better about myself.

“It just helped me get that little bit stronger in my head. You always need that target and goal, and Football Fans in Training definitely gave me that.”

After taking part in Football Fans in Training and changing his life, Gary was nominated to present the trophy by Airdrieonians Football Club.

Alongside his Airdrie superfan daughter Abi, they took to the field at full-time after the Diamonds defeated the New Saints at The Falkirk Stadium, and presented the trophy to club captain Adam Frizzell.

A dream for any football fan and a memory that will live forever for the father-daughter duo.

We visited Hilltop Primary School in Airdrie, as kids from Primary 7 took part in a press-conference ahead of the SPFL Trust Trophy final.

Watch Primary pupils being the press for the day

Our communications strategy

We worked with a number of key partners including staff, our board, ATCs and strategic partners to revise our communications strategy.

Four key learnings emerged:

1. We are often perceived as the 'good' in Scottish football
2. ATCs are trusted to support their local communities and can reach people that are less likely to respond to other organisations
3. ATCs want us to champion their work more
4. Even those with an understanding of football may have a limited understanding of the SPFL Trust's impact

Our communications activity should position the SPFL Trust and ATCs as a leading community for change.

In March 2023 we achieved over 1 million impressions on X!
We reached almost 500,000 people on Facebook throughout the reporting period

The strategy focuses on four key things:



Creating engaging experiences

Giving a range of audiences the opportunity to see the power of football



Showcasing impact

Using storytelling to highlight the power that football has to change lives



Collaborating

We will use our expertise and experience working with ATCs to identify Football Powered content



Strengthening the network

Continuing to inspire the ATC network to share their message and highlight the power of football

Annual Conference 2023

We held our first conference away from Hampden Park in September 2023 at Celtic Park.

It was fantastic to welcome representatives from 29 ATCs for a day of networking, learning and discussing the power of the beautiful game in Scotland.

Minister for Public Health and Women's Health Jenni Minto, spoke at the conference.

She said "Community trusts and clubs know the impact they can have on the lives of people in our communities.

"I will take the opportunity whenever I can to raise awareness of this and to ensure that people understand football is so much more than what you read on the back pages."

FOOTBALL
POWERED®



Working with the Scottish Government

During mental health awareness week we were joined at Pittodrie by Health & Social Care Cabinet Secretary Neil Gray MSP who met programme participants to learn about their experiences.

During the visit he saw powerful examples of how football can help tackle some key societal issues including health inequality.

This included meeting participants from the Changing Room, which is delivered in partnership with SAMH with a number of ATCs.

The SPFL Trust led a round-table discussion on the opportunities for football to have a positive impact on key public health priorities. Mr Gray spoke about the value of social prescribing, which could include NHS Scotland staff referring people to programmes of activity that so many of the ATC network deliver.



Watch as Neil Gray MSP visits Aberdeen FC Community Trust

Our CEO Nicky Reid was invited to attend a small round table discussion with the then Deputy FM Shona Robison MSP and Cabinet Secretary for Communities Shirley Ann Sommerville MSP as part of a budgetary preparation process.

This allowed us the opportunity to discuss needs, funding approaches, priorities and issues around third sector capacity.



Then First Minister Humza Yousaf visited Festive Friends at Tannadice on Christmas Eve

“

It's been wonderful to have been hosted by the SPFL Trust and Aberdeen FC Community Trust and to see work that has been done between the two as well as other partners. They are really investing in participation in sport, but also supporting people's mental health.”

Neil Gray
MSP

EFDN Women in Football panel

At the EFDN 'Making Football Matter' conference in Athens in October 2023, our CEO Nicky Reid was part of the women in football panel.



This event provided the opportunity to talk about success stories of women working in football.

Nicky was joined by AEK FC's General Manager Angeliki Arkadi, Vicky Conde Sancho, Project Manager at EDFN & Lizzie Adams, Community Football Relationship Manager at Premier League on the panel.

Statistics show that decision-making roles in football and sports are predominantly held by men, which often leads to a lack of diverse perspectives in critical decisions affecting both men and women.

By highlighting the achievements of women in leadership positions, the panel showed the importance of diversity in decision-making processes.

Attendees left feeling inspired by the stories shared, with women empowered to ask questions that could further their careers.

And the event provided a great opportunity for male delegates to think about how they can support their female colleagues in their football careers.



This year we have attended both the Scottish Labour and SNP Party Conferences, which were valuable opportunities to make connections and highlight the work of ATCs.

This work has been developed in close partnership with the SPFL and SWPL, with a big focus on working proactively together across public affairs. We will be continuing to engage with all main Scottish political parties.

We held our first EFDN STEM event at Hampden Park in June

Positive partnership with Perry Ellis Europe

In 2024 we were delighted to announce a key partnership with Perry Ellis Europe (PEE), the owners of lifestyle and sports brands Original Penguin, Callaway Apparelw and Farah.

The American family-owned business, who are also the licensee for Callaway apparel and Nike Swim, is our first ever corporate partner, providing funding across the next three years to support our mental health work in Scotland.

Our Mental Health Awareness Courses are specifically designed for people working within football, focusing on the unique pressures experienced by those involved with the game.

We have also delivered The Changing Room, supporting men in their middle years with mental health, in partnership with Scottish Action for Mental Health (SAMH) and Movember.

And we have been extensively involved in the development of Scotland's new suicide prevention strategy, Creating Hope Together.

The funding from Perry Ellis Europe as part of this partnership will be invested to support future mental health activity.



“

Collaborating on shared values and vital community programmes that transcend the realms of both fashion and football, we're proud to support the SPFL Trust in its endeavours in health and wellbeing, education and employability.”

Carl Davies
Perry Ellis Europe CEO

PERRY ELLIS
EUROPE

Perry Ellis supported the return of our Golf Day, the first since 2019 at The Carrick on Loch Lomond.

Before the action got underway on the course, players were welcomed by our CEO Nicky Reid, who introduced the SPFL Trust, and spoke about our mental health work throughout Scotland.

Guest players included John Hartson, Frank McAvennie, Scott Meenagh, Lee Miller, James Brady, Ian Durrant, Liam Fontaine and our golf day ambassador Shelley Kerr.

Perry Ellis Europe are an organisation driven on their values, supporting their staff, customers and community. This makes them an excellent fit to partner with us.



Three Bridges Recruitment become new supporter

This year we announced another new Corporate Supporter, Three Bridges Recruitment.

The company delivers accountancy and finance recruitment services across Scotland, combining a people-first approach with best-in-class technology.

This comes as we continue to build a new portfolio of Corporate Supporters; businesses who want to support the incredible work that takes place in football communities across Scotland.

Not only have Three Bridges Recruitment committed to a commercial partnership, but they are committed to supporting what we do.

And so, their directors James Bakewell and Neil Woodley will be directly involved in our CashBack Off the Bench programme.

They will be attending sessions, meeting young people, and using their 30-year collective insight to support participants to think about future career options.

Welcome Graeme

We were delighted to welcome Graeme Strawhorn to the team this year as our Fundraiser.

We will continue to build capacity where possible, investing in our people to ensure we're in the best possible place to support our network.

Graeme took part in the Mighty Stride at the Kiltwalk to support our work

Left to right: Neil Woodley, Nicky Reid, Graeme Strawhorn, James Bakewell



Keep your eyes peeled, we'll be announcing more new partnerships soon!

The Training Ground

The Training Ground is our tailored learning and development programme aimed at enhancing capacity across our network.

Developed in collaboration with Impact Funding Partners, the initiative was launched at the beginning of 2023 and is a key part of our Football Powered strategy.

We held our 'Leap Into Learning' event at Hampden Park in February covering the following topics:



The lasting difference
Sustaining charities, leadership and impact: what and how?



Scottish Government
The Scottish attainment challenge



TSI Scotland
An overview of support provided to third sector organisations by TSI's with EVOC (Edinburgh's TSI)



CEMVO
What's human rights got to do with organisational development?



The Poverty Alliance
The role of ATCs in addressing poverty



The Training Ground addresses several key themes:

- Funding
- Poverty
- Marketing
- Demonstrating impact
- Governance and sustainability
- Engagement
- Peer support

Poverty focus groups with ATCs



The Poverty Alliance's director Peter Kelly and Professor John McKendrick from Glasgow Caledonian University carried out a review on the effectiveness of our network's poverty related impact.

Research was carried out to understand the opinions and experiences of those

working with ATCs (Trustees, staff, and volunteers). This comprised two focus groups and an online survey.

The two focus groups, carried out with representatives from nine ATCs, highlighted the variety of work which has an impact on poverty, including work supported by the SPFL Trust.

124 people also completed the survey.



Key findings

+50%

More than half said their main poverty goal was to improve quality of life

2/3

said they have a role to play in tackling poverty



Most ATCs identified tackling poverty as one of their goals

ATCs acknowledged that their impact could be greatest when they are able to play a supporting role to local organisations who already had presence.



Improving processes

As part of our commitment to continuous improvement, and to build resilience, we also engaged Impact Funding Partners to carry out an organisation health check with us.

This included consultations with our staff, trustees and relevant stakeholders to gain an accurate understanding of our activities and operations.

It is clear from both the survey responses and the follow up meeting with the senior leadership team, that we are getting a lot right and are in a good position to learn and grow.



Strong corporate governance is the cornerstone of our work and so, in the year, we also reviewed our policies and procedures, updating the SPFL Trust staff handbook, in doing so revised the following policies:

Company sick pay

Enhanced maternity pay

Health and safety

We have reviewed and strengthened a number of policies, including:

Bereavement and compassionate leave

Probationary period review

Ethical

Due diligence

Anti harassment and bullying

Flexible and hybrid working

Stress

Menopause and perimenopause

Lone working

IT communications

Fraud malpractice

Modern slavery and human trafficking

Investing surplus funds

Throughout the year our ongoing review of effectiveness focused on key themes including Risk Management, Board Function and Reporting.



Scottish Professional Football League Trust

Hampden Park, Glasgow, G42 9DE
0141 620 4162 | enquiries@spfltrust.org.uk

spfltrust.org.uk



Registered Charity No. SC041121