

Social Impact 2025

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The Circle



WELCOME

The Circle moves boldly on through 2026 after another magnificent year of security, sustainability and support. At the heart of The Circle has always been our social integrity, benefit and shared values, these continue to prevail as new challenges undoubtedly appear.

Key to the continued success and services we provide, are our team; focused, driven and inclusive, we push on to continue our growth, reach and impact, locally, nationally and to the future.

I want to sincerely thank the staff and volunteers who keep The Circle running on a day-to-day basis, and my fellow directors for their support and insights. I also want to extend heartfelt thanks to our community, funders and supporters. We could not do this without you. I am delighted to see the impact of our work demonstrated by this report, and I am so excited for what is yet to come.

Campbell Archibald,
Chair of The Circle board



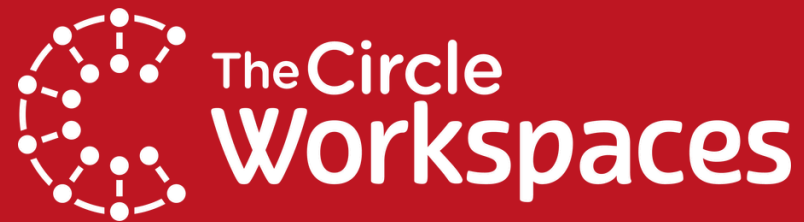
INTRODUCTION

The Circle is an award-winning Community Interest Company with a More Than Profit® ethos. A More Than Profit® business aims to use its profits to fund positive social change. It was founded in 2016 to create and contribute to a vibrant and sustainable community. The Circle supports businesses to make a difference to communities by providing affordable consultancy, training and workspaces, and supports its community by providing mobility aids. The Circle is headquartered in Dundee and has an additional hub in Glasgow.

Another year brought more change and development for The Circle. As we approach our 10th birthday, we are reminded of how important it is to reflect on our achievements, and how our work impacts the communities that we support.

We are proud to highlight some of our achievements since our last Social Impact Report.

What we do



The Circle Workspaces offers fair rent, flexible and supportive workspaces in Dundee and Glasgow for socially-minded organisations.



The Circle Consultancy offers easy-to-access business advice, bespoke training, and professional networking opportunities.



The Circle Mobility is our Dundee-based project where we offer free daily hire of mobility devices and eBikes to help make Dundee more accessible.



The Circle Volunteering is a dedicated programme which offers an opportunity to work with The Circle team at any of our hubs. The programme is designed to encourage personal growth and goal setting.



Photo by Wooden Spoon Glasgow

We welcomed **7 new tenants** in our Glasgow hub and maintained full occupancy of our Dundee hub.

30
clients

Our consultancy team worked with 30 clients, including **19** through the Just Enterprise programme.

HIGHLIGHTS FROM 2025



At The Circle Mobility, we signed up **260 new members** to the service.

£225,600

We saved our tenants **£225,600** compared to the average commercial property rates in Dundee and Glasgow.



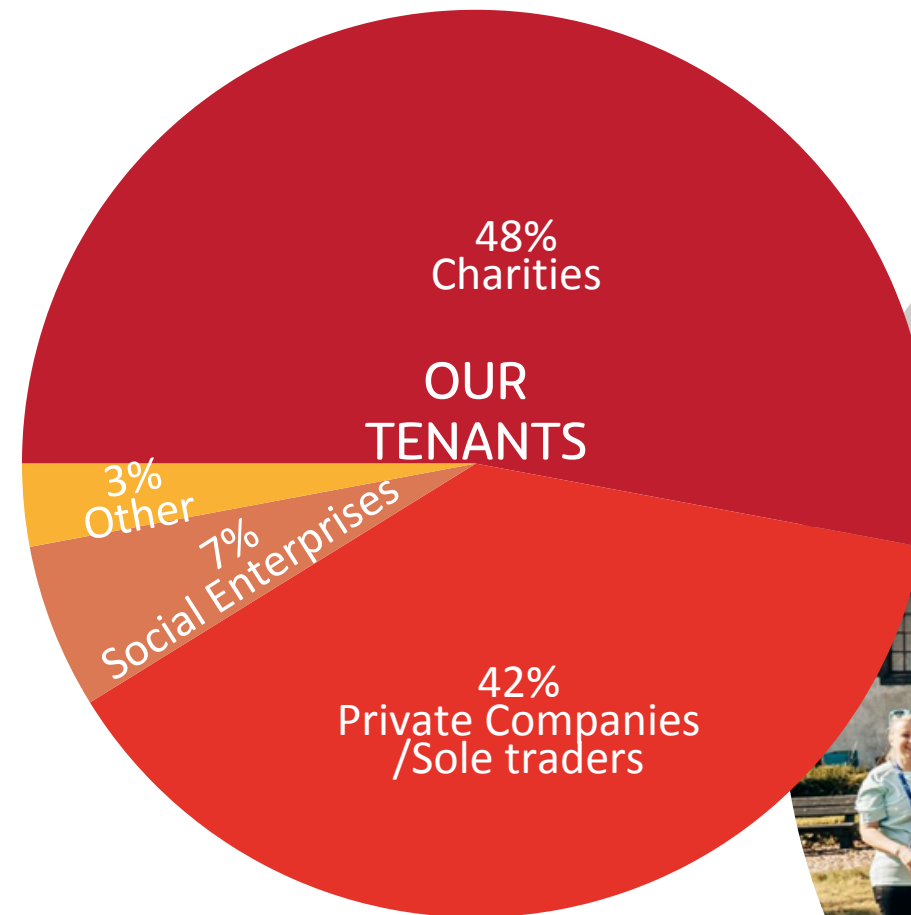
We had **15** volunteers and work experience placements across our sites.

The Circle's workspaces continue to deliver affordable, collaborative space for Dundee and Glasgow's third sector organisations. We continue to see our offices be in demand despite the wider downturn in the commercial space market showing that there is still appetite for hubs across Scotland. We continue to have a 100% occupancy rate in Dundee and a 81% occupancy rate in our larger Glasgow site. We are also delighted to say that our Glasgow site is now equipped with 2 electric bikes, bike storage and refurbished showers inside, to encourage our tenants and visitors to cycle to work.

Our team continues to support our community through advice via our consultancy service and general can do attitude to help make things possible where we can.

"Thanks for all your help. We do love being part of The Circle."

Neil Crawford, Cornerstone, tenant of The Circle in Dundee



7

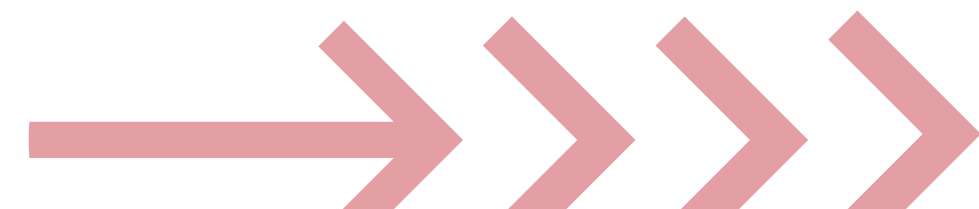
New tenants in
Glasgow

31

Tenants across both our Dundee
and Glasgow sites

80%

Of 35,275 sqft of space
occupied across two hubs



STORIES FROM OUR COMMUNITY

GROW Counselling and Together Tayside

Kirsty Webster from GROW Counselling initially engaged with The Circle back in 2023, attending The Circle's UKSPF funded training programme, Social Enterprise Essentials. GROW Counselling then joined our Dundee hub in 2024. The business offers 1-1 therapy online and in person, 1-1 walk and talk therapy, and mental health training. Since becoming a tenant, GROW Counselling has continued to develop and flourish, including running a NHS Tayside Charitable Foundation funded pilot project in 2025 to offer mental health workshops and funded counselling sessions. Through a combination of 78 workshop hours and 105 therapy sessions, this pilot project supported over 70 individuals. The project has now grown into its own fully fledged social enterprise: Together Tayside. During her time with The Circle, Kirsty has also benefitted from pro-bono advice and support from The Circle's consultancy team, including supporting with the process of setting up Together Tayside.

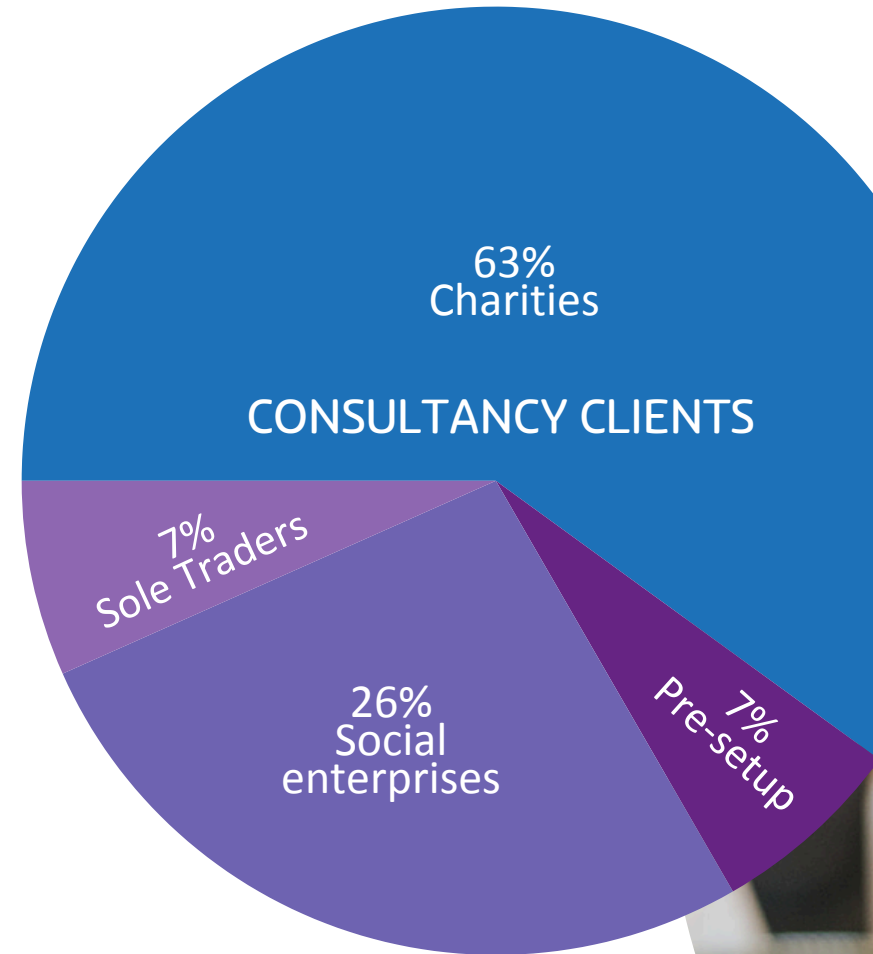
I feel supported by the team at The Circle, feel I can ask about anything I am unsure of as a tenant and aspiring social entrepreneur. Without their help, I would not be in a position to be exploring developing the pilot project further.

Kirsty Webster, GROW Counselling and Together Tayside



[READ MORE ON OUR BLOG](#)

In 2025, our consultancy team worked with 30 clients, including 19 charities and social enterprises that we supported through the Scottish Government funded Just Enterprise programme. In addition, we provided pro bono support to 11 individuals and organisations, including some of our tenants. Thanks to funding from NHS Tayside Charitable Foundation, we were delighted to work with our Founder and former CEO, Kirsty Thomson, to begin delivering a pilot project focused on burnout in the third sector. Through The ECHO (Empowering Communities Helping Others) Project we delivered a series of workshops focused on aspects of burnout such as compassion fatigue and boundary setting. This pilot continued into 2026 where we worked with two Dundee University students to conduct a survey on burnout in the third sector.



“Jenny and Ruth are just the most amazing people to have in your corner. The service is excellent and give the most honest and practical advice and are essential for CICs to have access to in Dundee.”

Stephanie Graham, Dundee Community Craft, Just Enterprise client

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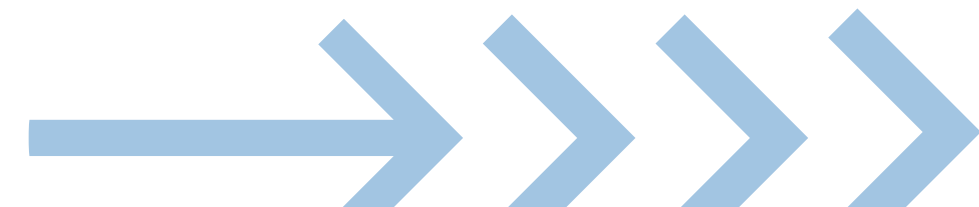
Training programme delivered

11

Individuals or organisations received pro bono support

£8550

Value of pro bono support provided



STORIES FROM OUR COMMUNITY

The ECHO (Empowering Communities, Helping Others) Project

In 2025 we received funding from NHS Tayside Charitable Foundation to deliver a pilot project that focused on burnout for people working in the third sector. The ECHO Project was delivered in partnership with our Founder and former CEO, Kirsty Thomson, through her new enterprise KTG Impact Associates. Through this project we delivered a series of workshops focused on key areas of the issue of burnout, concluding this year, where we worked with Dundee University students to conduct a short study on third sector burnout in Tayside. 36 individuals in total attended these 2025 workshops, sharing their own experiences and engaging in important conversations about their experiences with burnout.

I think just being with a group of people and talking out loud about the invisible labour, and the challenges it brings. Naming it out loud and talking with others about shared experiences really helps to solidify and encourage drive and change. I felt this was a really positive afternoon and very reflective both personally and professionally, which is important in this line of work.

Attendee of ECHO Project workshop on Cultural Pressure and Invisible Labour

NHS Tayside
**Charitable
Foundation**



ktg
IMPACT



**University
of Dundee**

2025 saw the continued growth of our membership at The Circle Mobility. The number of people accessing mobility equipment through the project more than doubled compared to the previous year. Our fleet of equipment was used to allow people to travel freely in Dundee and beyond, allowing people to attend weddings, visit loved ones and make it to important medical appointments, our power chairs even allowed Guide Dogs Scotland to train a puppy in preparation for her new owner.

98% of members surveyed said they were able to do what they planned to do as a result of hiring our equipment, with 40% saying they wouldn't have been able to do this without access to the equipment and 45% saying they would have struggled. We continue to constantly gather feedback to work on improving the service for our growing community.



498

Members of The Circle Mobility

1026

Equipment hires

40+

Mobility aids available on a given day

52%

Members that are regular users

Don't just take our word for it! Hear from some of our regulars in this short video produced by Underground Cinema Club

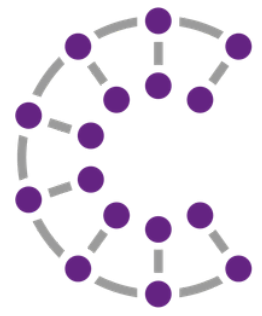


STORIES FROM
OUR COMMUNITY

María

WATCH HERE

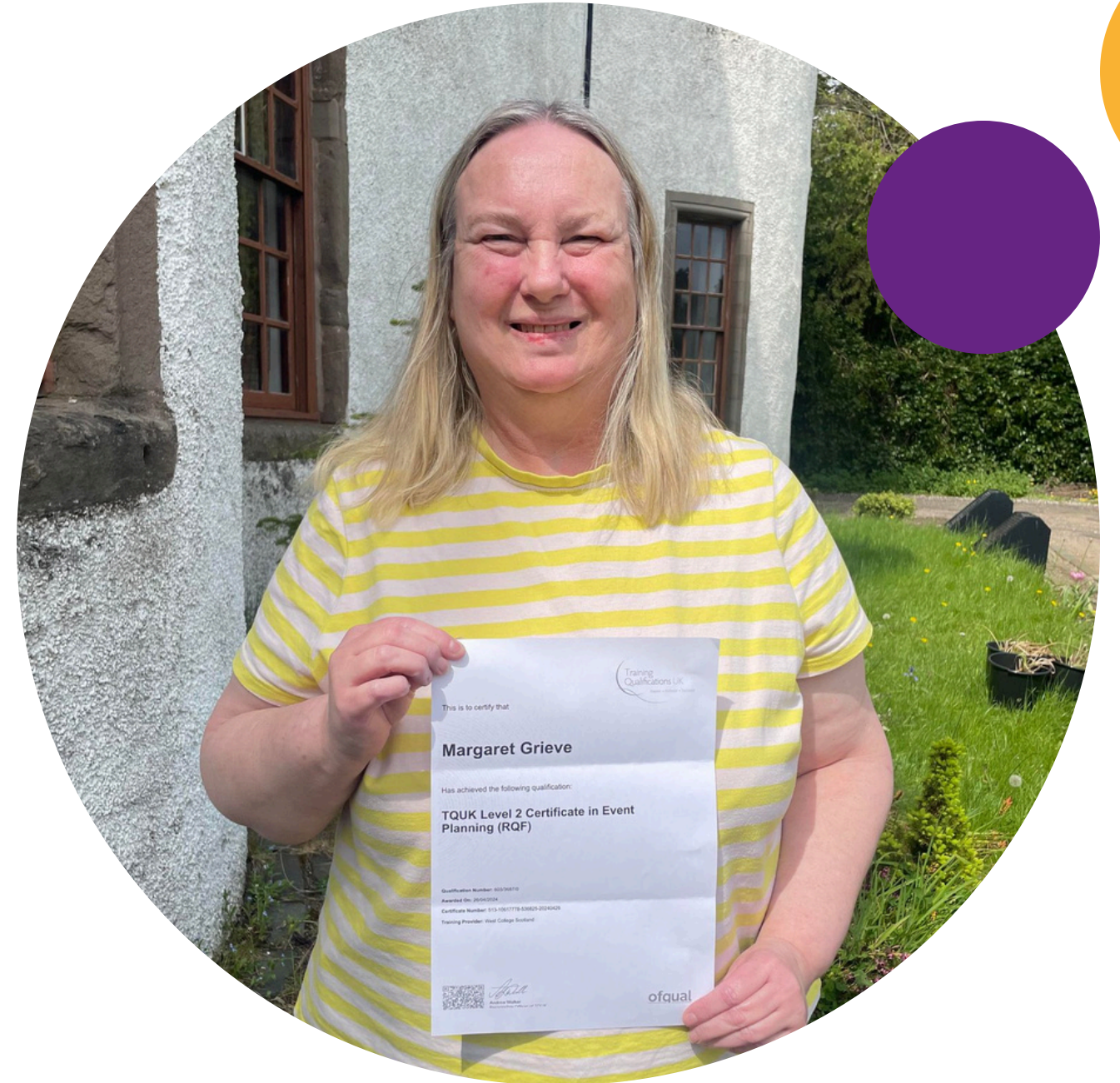




The Circle Volunteering

Our volunteering programme has scaled back in the last year as we have been refocusing on our core areas of work. Despite this we remain committed to supporting our volunteers to ensure that they get what they are looking for from their time with us. Last year we supported 10 volunteers in our Dundee hub to develop important skills and confidence, and to feel part of their community. In 2025, 5 of our 10 Dundee volunteers moved into apprenticeships or employment. This is testament to their perseverance in an increasingly tough job market and the support offered by our wonderful community. We had one volunteer in our Glasgow, Tahmoures, who progressed into a 6-month GCVS Paid Work Placement with us and we are now delighted to have kept him on as an official employee. One of our Dundee volunteers, Jon, has also progressed from volunteering into a Modern Apprenticeship through Discover Work.

In addition to our volunteers, we took on 4 student placements for 4 weeks in our Glasgow hub through FARE Scotland. Through this we provided the placements with practical front of house experience to support the growth of their skills and confidence.



11

Volunteers

4

Student
placements

55%

Volunteers that found
employment

1300+

Hours donated by
our volunteers

INCOME STREAMS



As a social enterprise, it's key for us to have a mixture of traded income and grant income for our financial sustainability. This year we are grateful to the funders who supported our work and whose support made up 21% of our income.

Our funders

Walter Craig Charitable Trust



STRATEGIC PARTNERS



In the past year we have been fortunate enough to work with some great partner organisations to deliver projects, host events, provide work experience opportunities and more.

FINAL THOUGHTS

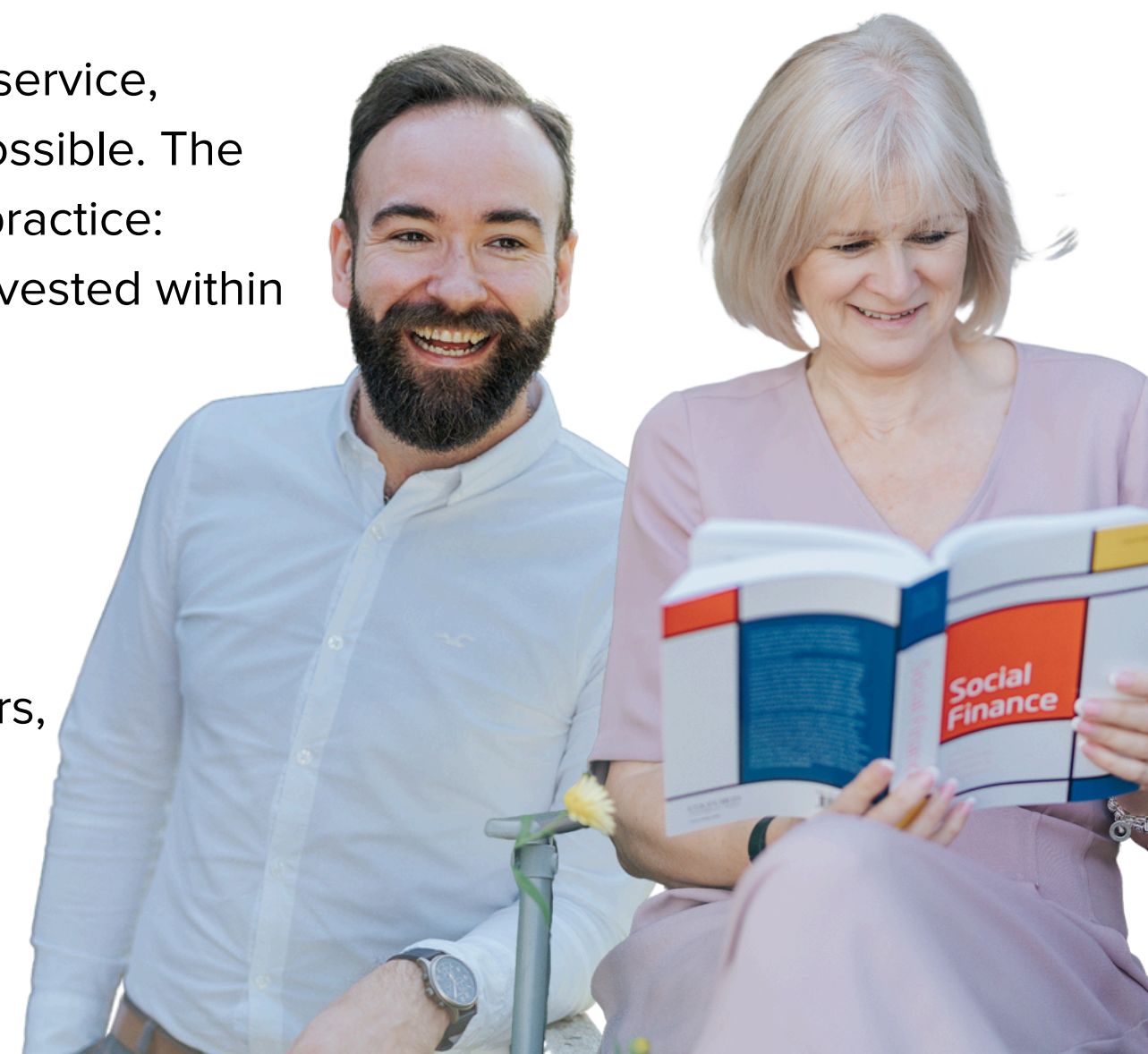
2025 was another demanding year for charities and social enterprises across Scotland. Funding uncertainty, rising operational costs, increased demand for services, and workforce pressures have created a difficult landscape for organisations already stretched thin. Against this backdrop, we are deeply proud not only to have remained resilient, but also to be growing as a trusted partner and anchor for the sector. We do not claim to create all the impact that happens within our walls. Instead, our role is to enable impact by providing the infrastructure, collaborative spaces, support, and stability that allow others to deliver life-changing work in our communities.

Our small but highly committed team manages two council-owned multi-tenant hubs and a mobility service, supporting dozens of organisations and helping to build the partnerships that make collaboration possible. The provision of these hubs by our local authority partners demonstrates community wealth building in practice: retaining assets for community benefit, strengthening local organisations, and ensuring value is reinvested within communities.

The third sector continues to face uncertainty, but our commitment remains steady; to support the organisations working on the frontline of community need.

We would like to extend our sincere thanks to our staff, volunteers, board members, tenants, partners, funders, and supporters for their hard work and ongoing commitment to The Circle. Their support enables us to continue creating the conditions for lasting social impact within our communities.

Ruth Finnan and Paul Hastie, Co-CEOs



Acknowledgements

Social Impact Report
2025

The Circle would like to thank our sponsors, funders, partners, our tenants, our team and the local community for all their support and encouragement over the past year.



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www.thecirclecic.org.uk

Circle Scotland CIC
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