



BRIDGING THE GAP



Annual Report 2010-2011

Mission Statement

Bridging the Gap is a local community project serving the Gorbals area. We were established in 1998 to enable the local churches (Church of Scotland and Roman Catholic) to work together to meet local needs.

We aim to work across divides which are apparent in the community, providing opportunities for people to discover 'common ground'.

Purpose Statement

The Purpose of Bridging the Gap, which is rooted in the Gorbals is:

To build positive relationships across the divides, with particular reference to: integration of Black and Minority Ethnic (BME) community, and the transition from primary to secondary schools.

To value the humanity and nurture the potential of every individual, and where appropriate, provide practical support.

To celebrate the good in our community, by providing the opportunity for people of diverse backgrounds to discover their common ground, overcoming racism, sectarianism, territorialism and isolation.

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Chairperson's Remarks

Welcome to the annual report of Bridging the Gap.



Along with some others I have been thinking recently about fragility. A friend described his granny's best china as being both precious and highly vulnerable, which seems to me to be the qualities that make something fragile. It can be applied to the work of Bridging the Gap. The spirit, content and style of the work of Bridging the Gap is indeed precious - or so the response of a great many people would testify. It is also effective in enabling real community across what are too often barriers in our society, as well as real change for people in difficult circumstances. Vulnerability is seen positively when people begin to take the risk of trusting others, and more threateningly in the environment of less resources being available to support work of small organisations such as Bridging the Gap.



The Board is very clear that ultimately it is the work, and not the organisation, that matters. If there is a better way for these things to happen without us, we will support that. However we would affirm the huge importance of local initiative and trust in, for example, tackling sectarian behaviour and attitudes, and the patient relationships needed to help people become confident participants in society and in work.

In the months ahead we will be making the case for our work to be supported financially. Meanwhile we celebrate achievements thus far, with special thanks to our wonderful staff and volunteers. On behalf of the Board, I hope you enjoy this Annual Report.

Ian Galloway
Chairperson, Board of Directors



Co-ordinator's Report

Welcome to Bridging the Gap's annual report for the financial year 2010- 2011.

This has been another challenging year in light of various changes in the voluntary sector and lack of money. Bridging the Gap has managed to deliver and expand the work, whilst working in this fragile environment.



Despite the challenges, this has been the most successful year to date, building stronger relationships with our stakeholders. We know we have made a difference due to our robust monitoring and evaluation systems and informal feedback from our service users. We continue our commitment to strengthening our services, governance and developing staff skills and personal development.

Services

- Due to the demand from schools for peer tutoring we have expanded our school work to include two new primary schools.
- Started a baby and toddler group in conjunction with Gorbals Parish Church.
- Our International Drop-In continues to grow in numbers and be a base for people to find their 'common ground'.
- Our cross community anti-sectarian work and interfaith work has seen friendships and understanding form across religious divides.
- Two new volunteers joined our Board of Directors

Board of Directors

Staff & training over the year

- Employed two young people on a sessional basis
- 1 University student on placement

Strategy

- Child Protection, Emergency First Aid, Monitoring and Evaluation, Fit for Funding, Financial training and Conscious Communication.
- Updated our Business Plan 2010-2013
- Produced a three year Strategic Plan. From this it emerged we now have three strands of work; Developing Community Inclusion, Developing Families and Developing Young People.
- Funding strategy document 2010-2013

In this report you will read more about the expansion of our work which has been both encouraging and rewarding. We know the next few years will be difficult but Bridging the Gap is committed to meet the needs of the people.

I would like to thank the Board of Directors for their continuous support. I would also like to say a big thanks to our staff who continue to work tirelessly above and beyond their remit, with enthusiasm and humour. I would like to thank our partner organisations, both Statutory and Voluntary, and I look forward to working with them in the future.

Many thanks to all our funders and the friends of Bridging the Gap who have donated generously over the last year.

Tricia McConalogue
Project Co-ordinator

"I just want to tell you that Bridging the Gap have very warm heart and they are well aware that the colour of different ethnic and culture are different but colours of the blood is same and they know how to heal the wounds of hearts."

Developing Young People Team Report

In 2010 – 2011 our work with young people in schools has continued to increase self-confidence and self esteem, ease the transition from Primary to Secondary School for young people in P7 and encourage young people to have more active and sustained participation in extra curricular school activities.

Schools Transition Programme

The programme gives young people in the last year of primary school the opportunity to prepare for the transition to secondary school. Building positive relationships with older pupils, feeling comfortable in the secondary school building and getting to meet their new teachers enables the young people to become more confident and relaxed about starting secondary school.



This year we welcomed St.Conval's and Cuthbertson Primary Schools to the programme, taking our total to 9 Primary and 2 Secondary Schools. 99 S4 pupils from Holyrood RC Secondary and Shawlands Academy took part in the 20 week programme and supported 102 Primary 7 pupils from Blackfriars, St.Francis, Holy Cross, St.Brigid's, St.Bride's, Annette Street, Cuthbertson, Our Lady of the Annunciation and St.Conval's Primary Schools.

When evaluating the programme, S4 pupils said;
"I feel that I've become more confident and less embarrassed, I'm also glad I took part because it was a great experience and can be helpful later in life."

P7 pupils told us;
"I really enjoyed coming to Bridging the Gap, it was a good experience and I'm not shy about going to high school."



Our end of project award ceremonies celebrated the achievements of all young people involved. Pupils, parents and families were joined by local councillors and representatives of Glasgow City Council Education Department. The events proved to be a real celebration of the hard work and commitment from all participants.



Finding Common Ground

Our work to highlight and intervene in the issue of sectarianism that affects so many people's lives has never been so important.

Our partnership with the Corrymeela Community has continued this year and in April we took 90 S4 pupils who were involved in the transition programme from Holyrood and Shawlands to the Corrymeela Centre in Ballycastle Co. Antrim, Northern Ireland. The programme included team building and discussion based activities around themes of prejudice and sectarianism. We also went on a tour of Belfast which gave the group an insight into how sectarianism can affect people's day to day life.



This year for the first time we delivered a series of workshops leading up to the trip. This gave the young people involved a deeper understanding of how sectarianism affects people's lives in Northern Ireland and in the West of Scotland. We also trained the group, enabling them to deliver peer education workshops to local Primary Schools. Using their knowledge and experience gained throughout the workshops and trip, young people felt confident in disseminating their learning.

Some participants' views:

"I have more interest in today's problems and actually how serious sectarianism is and the damage it will and has caused."

"I have gained a valuable entry to my CV. The Ireland trip gave me a lot to think about – I think my views have changed, hopefully in a positive way"

Through our partnership with the Corrymeela Community we have built up a strong friendship with the East Belfast Area Youth Project. In July 2010 we welcomed a group of young people from Belfast. We organised and delivered a 3 day programme that included trips to Celtic Park and Ibrox Stadium, groupwork and teambuilding activities. Around 15 young people from Belfast and 15 young people from Glasgow enjoyed the weekend activities.



Developing Young People

To further enhance the transition support we have recently started weekly lunchtime groups. In Holyrood and Shawlands we run a weekly drop-in for new first years, where S1 pupils can relax, eat lunch and meet new friends with the support of S5 pupils who previously volunteered in the transition.

In partnership with The Iona Community, we have been working with a group of S1 and S2 pupils on a graffiti project. This gives the young people the opportunity to learn more about their school and their community and will culminate in late 2011 in an unveiling to showcase their work.

When pupils move on from S4 as tutors, many are keen to remain involved in our work. Over the past year we have worked with groups of S5 and S6 pupils in various personal development programmes including:

- **Supporting them to be on our Board of Directors**
- **Involving them in training new S4 pupils to be part of the schools transition programme**
- **Evaluation**
- **Volunteering weekly to support staff to deliver the transition programme**

We feel that the genuine involvement of young people in our planning, evaluation and delivery of the programme is vital to the development of the organisation. Moreover, the development of the young people involved is our main priority and we feel that the peer education model we have adopted has a ripple effect, all the way from S6 pupils to S5 to S4 tutors to new S1 pupils to P7 tutees.

In 2010 we commissioned an external evaluation to examine the impact of the transition programme. This was conducted between August and November 2010 by reviewing all existing evidence for the last three years and interviewing and meeting with focus groups. The main findings of the report are:

- **Transition is significantly eased by the programme**
- **The peer tutoring method is inclusive and effectively supports vulnerable children**
- **Being a tutor in S4 supports secondary school children in becoming confident individuals and responsible citizens**
- **There is excellent partnership with the schools**
- **The project aligns perfectly with current government education thinking as described in Curriculum for Excellence**



Full copies of the report are available from Terry Strain or Collette Gallanagh.

In 2010 – 2011 we employed two sessional youth workers to support our work in schools. Patrick Barbour and Michael Wilson worked with us from August to March and, having been part of our S4 tutor group previously and then progressing to be involved in S5 and S6, were a great addition to the team. We wish them well at University and look forward to welcoming them back to Bridging the Gap in the future.

The schools team wish to thank all of our partners, particularly the Schools.

Without the support and flexibility of each school and individual members of staff, Bridging the Gap would not be able to deliver our programmes.

We look forward to the year ahead and to the continued success of our partnerships.



A personal reflection by Megan Thomson

"In my first year of working with Bridging The Gap I was in 4th year at Holyrood Secondary. I took the opportunity to be a peer tutor and work with primary 7 pupils who would be attending my school the following year. Throughout the 20 week course I was involved in a number of activities which included peer tutoring training, playing games and guiding the primary 7's through a workbook. At the beginning we played ice breaker games which helped us get to know each other and develop friendships. We were soon paired with a primary 7 pupil who we worked with each week through the workbook. This allowed them to get to know more about their new school and develop communication and social skills. Our work with the primary 7's ended with a tour of their new secondary school which allowed the pupils to become familiar with their new surroundings.

This project worked successfully as it made the transition from primary to secondary easier for them. As a peer tutor I gained a lot from my Bridging The Gap experience as it allowed me to be more involved with the lower school. I felt like I had more of an input into my school community and was given the chance to get to know the younger pupils.

After completing the 20 week course I attended the residential trip to Belfast, Northern Ireland where we met another group of young people the same age as ourselves. On this trip we mainly discussed sectarianism and the issues behind it. I found this an enlightening experience as I wasn't aware of how serious the issue was in Belfast. This trip also allowed me to gain friendships with people who I wouldn't have been able to meet if it wasn't for Bridging The Gap.

Overall I think Bridging The Gap is a successfully run project as it does what it sets out to do and I look forward to continuing my work with them."



Developing Community Inclusion & Developing Families Team Report

Developing Community Inclusion Work – It's all about US!

BtG Community Inclusion work has grown and developed this year.

What have we achieved?

Increased integration between people of different cultures

Every week connections have been made across cultures and faiths at our Drop-in and at our events.

A Somali woman said, *"Scottish people now come too, they like to be involved, then we don't feel we are asylum seekers, we are all local people now, we learn about each other's cultures, we are one group, everyone is mixed now, there is nothing said about difference... It makes the community stronger, more powerful, they come and we learn to like each other more"*

In 2010-11 our weekly Drop-in attracted an average of 74 people. It is currently the most innovative and well organised it has ever been with a regular kid's singing session by 'Givin' It Laldie', the Fruit Barra offering cheap fruit and veg, monthly ESOL testing to get people into English classes and an information stall by Small Business Gateway.

Activities like 'Speed Friending' each week get people moving and mixing and we have had great contributions from Bookbug, Child Smile, Fire Service, Animal man and many others.

And the free lunch; food from every corner of the world, cooked fresh each week is delicious!

Our Women's Group has met monthly since May 2009. They have been working hard on an international women's quilt which is almost finished and will hang in the Scottish Women's Library.



Events

We went on Summer trips, celebrated Refugee Week, Christmas, International Women's Day, Eid and took part in the Gorbals Fair with 100-250 people attending each event and an 'Integration through Storytelling' residential weekend for 18 people from 4 different countries.

A Pakistani mother told us, *"We are a very happy family these two days. These days most fantastic in my life. I'm facing immigration problems and the burden on my shoulders and this has been like a dream, like imagination, a fairytale."*



In November 38 people came to our first Interfaith Week event in the newly refurbished Blessed John Duns Scotus Church with 5 speakers from different religious viewpoints sharing stories and objects from their faith.

Volunteering at the Drop-in

We are indebted to our volunteers for running the Drop-in and providing a warm welcome to all. Volunteering is a 2 way process; they get support, training and build confidence and we get their skills, imagination and enthusiasm to provide a great Drop-in.

This year volunteers have had the opportunity to do training in:

- Asylum Issues
- Child Protection
- Emergency First Aid
- Food Hygiene
- Sign Language
- Child development through play
- Halloween arts and crafts

Over the year we have had:

- 22 Drop-in volunteers
 - 3 Volunteers moved into employment
 - 1 Volunteer to university
 - 3 Volunteers to college
 - 7 Volunteers completed an SVQ
- “Working as a volunteer to support a community project”**
- 5 Volunteers did an SVQ in research about the effectiveness of the integration work of BtG.
 - A partnership with GRA (Glasgow Regeneration Agency), the Volunteer Centre and Bridging the Gap has boosted our volunteer numbers through taster sessions for groups of potential volunteers at the Drop-in. As a result of these tasters 5 people have stayed on and signed up as regular volunteers.



Advocacy, Support and Signposting

Over the year the demand for this service has decreased as people have become more settled and fewer new asylum seekers have arrived to the area as there is limited housing available, so we have reduced the number of staff hours devoted to this work. We continue to help people on wide ranging issues such as negotiating with Lawyers, the Home Office, utility companies and housing and supported them to do more of this for themselves.

7 People used our emergency dry and tinned food store when they have been between asylum claims or benefits and destitute. This is entirely stocked by donations. Our new temporary worker has linked us in with the Glasgow Destitution Network to help ensure people are getting the support they need across the city.



A stronger voice for black and minority ethnic members of the community

Many people have been involved in our monthly 'Framework for Dialogue' meetings on wide ranging topics identified by them, including HIV, Christianity & Civic Participation. Over 40 people participated in 2 Discrimination Issues workshop days. 4 refugees were supported to attend monthly meetings of the Integration Network and 4 refugees were on our Board of Directors, shaping our future development.



Increased awareness of migration issues by children

For 3 years we have run 'Understanding Each Other' workshops with P6 and P7 children in the Gorbals primary schools. Refugee volunteers answered questions face to face with groups of children, explaining their experiences of seeking asylum and about their home countries. In 2010 we delivered the project to 3 more schools who requested it including 2 in the Scottish Borders. These workshops changed opinions from 'they are all 'terrorists' or 'illegal' to "now I understand the

things people go through...how hard it is and I know that some people have to leave their children, parents and relatives".

Nine year old daughter of a family seeking asylum

"We faced so many problems and when we came here we were relaxed and forgot about it"

Developing Families Work

This is a new focus for us, springing from a demand in the community when other groups closed. Since August 2010 our Rowdy Rascals Baby and Toddler Group meets every week and has grown from a handful of parents and carers to a regular 11 adults and 15 kids.

Between these 2 areas of work we supported 349 people (adults and children) from 27 countries, 163 were from the Gorbals, 260 were asylum seekers or refugees.

The pleasure and privilege of having the opportunity to engage with this strong, rich, varied community, in such a deprived area inspires and sustains our staff daily. As Helen Keller said, "Although the world is full of suffering, it is full also of the overcoming of it". A huge thank you to all the agencies who support this work and to our volunteers who make it happen.



A Scottish mother told us at BtG people were

"willing to share their deepest feelings and everyone really respected this, no matter colour or creed- we are human beings"



A Drop-in Volunteer's perspective

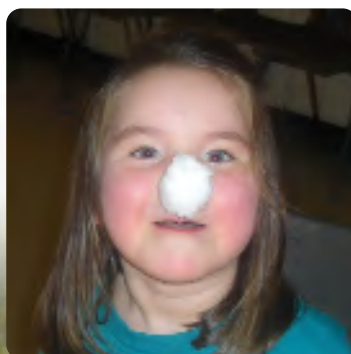
"A year ago I stopped my job with a recruitment agency, left my flat and went into rehab for four months. From there I moved into supported accommodation in the Gorbals where the staff encouraged me to get involved in voluntary work; I wasn't ready to return to full time employment.

I went to the volunteer centre and they asked me about my interests. I told them I wanted to work with disadvantaged people and had experience in a kitchen. They asked my opinion about asylum seekers and I didn't have one this was not an issue I had come across as there were none in the area where I had lived. They told me about Bridging the Gap and it sounded right to me. I got in touch and came down to meet everyone.

From the beginning I enjoyed it; it was very friendly and welcoming. In becoming a volunteer I have had the opportunity to do an SVQ in community research which I have enjoyed and learned a lot from.

Looking at the question of integration and how to measure it has been very interesting; I've added to my research skills and learned that integration is a 2 way thing, as much about the indigenous people as the migrants. I think I have become more tolerant through working at Bridging the Gap; meeting people from varied backgrounds has dispelled some myths for me. By talking to people I have a better understanding of what people are fleeing from and the politics of places like Sudan and Kosovo. I've also enjoyed cooking and eating good food and making friends.

On a personal level it has given me a structure, which has been integral to my recovery. It has helped me enormously to get involved in helping other people and I hope it will be a stepping stone into employment when the right time comes. I also had the opportunity to go on the Storytelling weekend which was excellent. It was really good to get to know people on a more intimate level, outwith the few hours we get together at the Drop-in, a chance to stay together, have fun, eat and ceilidh dance. The barriers really broke down. It was a really good mix of people and a good dynamic was created between us. I have told lots of other people about Bridging the Gap and brought many friends into the project. I brought my girlfriend to the storytelling weekend (she really enjoyed it) and some of my other friends have helped in the kitchen and now regularly come to the Drop-in."



The People

Staff:

Project Co-ordinator	Tricia McConalogue
Senior Project Worker (Developing Young People)	Terry Strain
Project Worker (Developing Young People)	Collette Gallanagh
Development Worker (Developing Community Inclusion & Developing Families)	Roz Adams
Project Worker (Developing Community Inclusion & Developing Families)	Linda Ashby
Bookkeeper	Brett Nicholls Associates
Administrator	Clemence Butoyi
Sessional Workers	Catriona Milligan Paddy Barbour Michael Wilson
Student Placement	Dee Gaya

Volunteers:

Bridging the Gap relies upon the hard work of its volunteers who come from many different countries, but find common ground in the Gorbals community. If you are interested in becoming a volunteer please contact Linda Ashby.

Board of Directors:

Chairperson	Rev Ian Galloway
Treasurer	Haider Al-Eidan
Secretary	Heather Gowans
Directors	Nonhlanhla Moyo Nacer Djoudi Hector Dickson Ian Russell Kay Barton Fr Edmund Highton Elen Mehari Thomas Friel Margaret Leyden
Resigned 9/6/2010	
Resigned 6/7/2010	
Resigned 6/7/2010	
Resigned 6/7/2010	
In attendance	
Faith in Community Scotland	Margo Uprichard
Project Co-ordinator Glasgow South East Regeneration Agency	Tricia McConalogue Janet Campbell

The Network

BRIDGING THE GAP is grateful to the following for their support and partnership working:

Gorbals Parish Church
Blessed John Duns Scotus Church
Glendale Primary School
Swinton Primary School
Blackfriars Primary
Holy Cross Primary
St Brigid's Primary
St Francis Primary
St Bride's Primary School
Annette Street Primary School
Our Lady of the Annunciation Primary School
Cuthbertson Primary School
St Conval's Primary School
Holyrood Secondary School
Shawlands Academy
Bookbug
Cardinal Winning Pro-Life
Carlton Day Centre
Community Health and Care Partnership
Glasgow Life
East Belfast Area Youth Project
GCVS
SEAL Fruit Barra
Glasgow Campaign to Welcome Refugees
Glasgow Volunteer Centre
Gorbals Fair Management Committee
Gorbals Health Visitors
Gorbals Healthy Living Network
Glasgow South Regeneration Agency
Integrating Toryglen Community
The Iona Community
Langside College
The Corrymeela Community
Anas Sarwar MP
Sandra White MSP
Scottish Refugee Council
Faith in Community Scotland
Transformation Team
Campaign to Welcome Refugees
Unity
Givin' it Laldie
Small Business Gateway

BALANCE SHEET

31st March 2011

	31 March 2011 £	31 March 2010 £	31 March 2009 £
<u>Fixed Assets</u>			
Tangible Assets	537	823	117
<u>Current Assets</u>			
Debtors and prepayments	982	6,234	6,982
Bank	72,857	104,860	76,659
	<u>73,839</u>	<u>111,094</u>	<u>83,641</u>
<u>Current Liabilities</u>			
Accruals and Deferred Income	<u>7,493</u>	<u>18,918</u>	<u>8,277</u>
<u>Net Assets</u>	<u>66,883</u>	<u>92,999</u>	<u>75,481</u>
<u>Funds</u>			
Unrestricted funds	40,759	36,870	27,922
Restricted funds	<u>26,124</u>	<u>56,129</u>	<u>47,559</u>
	<u>66,883</u>	<u>92,999</u>	<u>75,481</u>

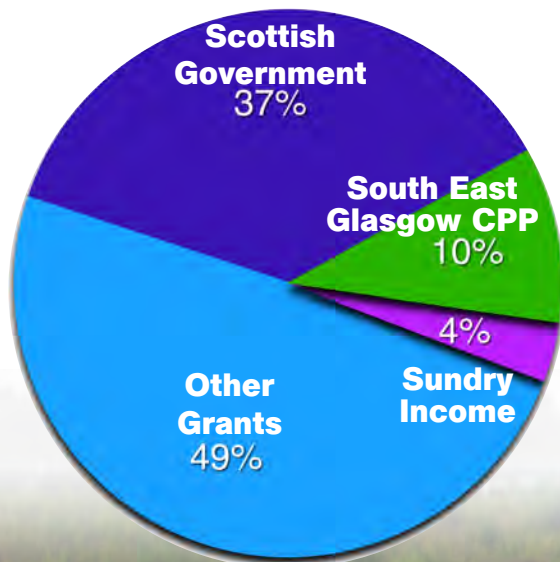
The financial statements were approved by the management committee on 12th September 2011 and were signed on their behalf by:

Rev Ian Galloway Chairperson

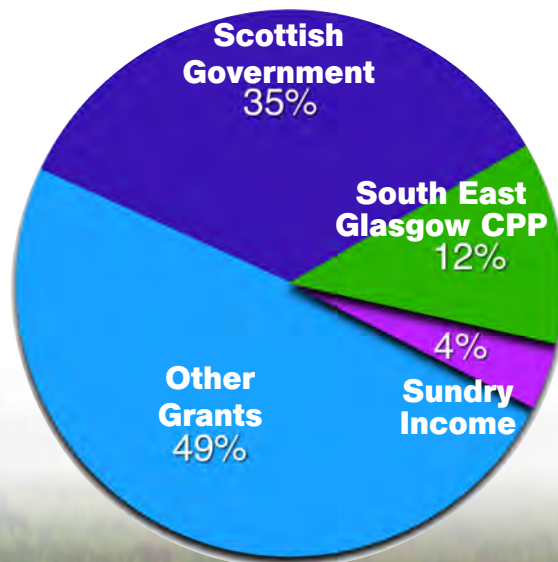
Haider Al-Eidan Treasurer

INCOME

2011



2010



INCOME AND EXPENDITURE

For the year ended 31st March 2011

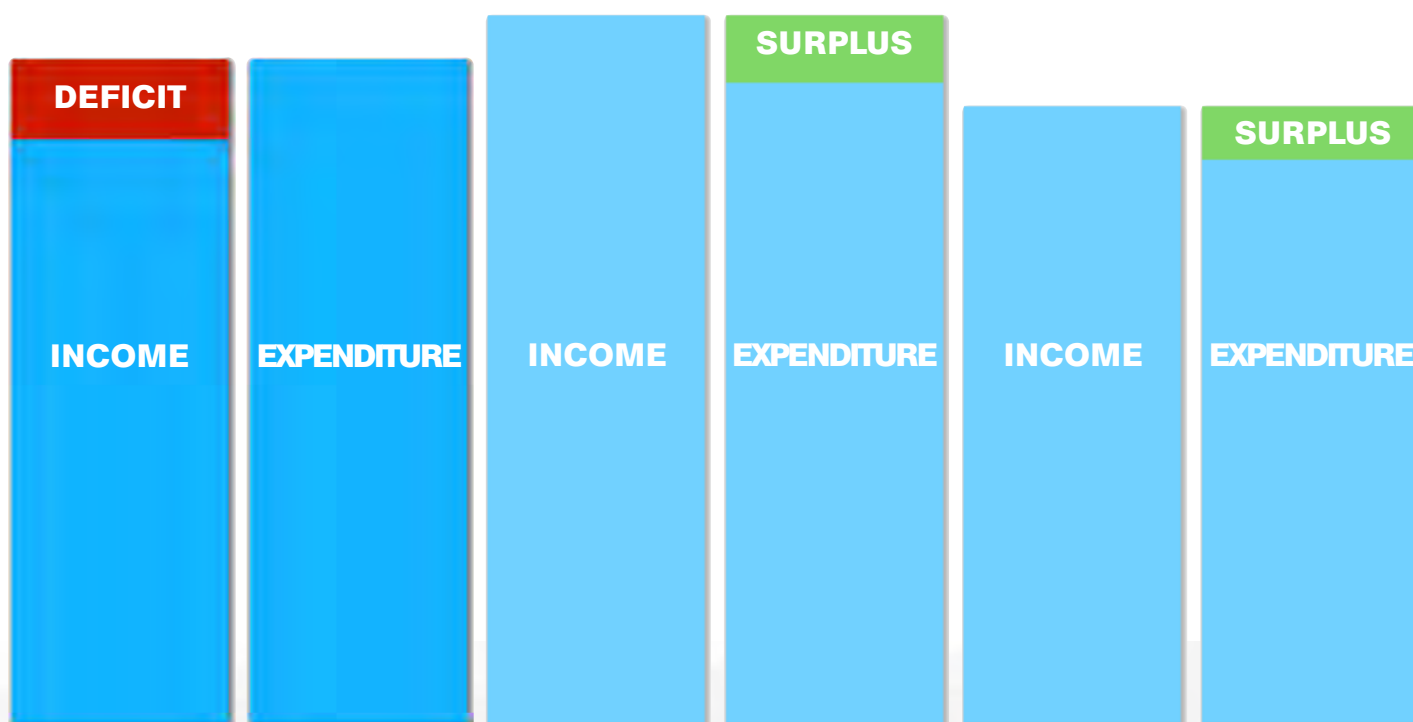
	Total Funds 2011 £	Total Funds 2010 £	Total Funds 2009 £
Income			
Revenue Grants	189,855	200,804	183,901
Interest	<u>192</u>	<u>143</u>	<u>503</u>
Total	<u>190,047</u>	<u>200,947</u>	<u>184,404</u>
Expenditure			
Charitable Activities	214,579	182,506	165,832
Governance Costs	<u>1,584</u>	<u>923</u>	<u>1,099</u>
Total	<u>216,163</u>	<u>183,429</u>	<u>166,931</u>
(Deficit)/ Surplus	<u><u>-26,116</u></u>	<u><u>17,518</u></u>	<u><u>17,473</u></u>

SURPLUS/DEFICIT

2011

2010

2009



Please note, the deficit reflected in this year's accounts is offset by funds carried over from the previous years. Some of our grants do not run concurrently with the financial year but came in as 'income' in the previous year to be spent the following year.



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BRIDGING THE GAP is grateful to the following trusts and other bodies for funding support:



Scottish
Churches
Community
Trust

