

positive young role models

You can't judge a situation without hearing all the sides of the story

There's a very special vibe here

Bridging the Gap exceeded my expectations

It helps to build confidence

I have been very welcomed here

Helps you understand other people

It is like family, a big family



Annual Report 2011-2012

# Mission

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.

# Purpose

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

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.



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# Chairperson's



Welcome to the annual report of Bridging the Gap.

The year under review has seen the work of Bridging the Gap strengthened, extended and sustained. This statement rather hides the reality that funding the work for the period ahead was a hugely uncertain factor until the final weeks of the financial year. We are grateful to the funders who have undertaken to support Bridging the Gap - in a time when very difficult choices are having to be made both in the statutory and grant-giving trust sectors it is immensely affirming, and we intend to go on justifying the trust that has been placed in us to deliver life-enhancing experiences for the people we endeavour to serve. That we can aspire to do so is due to the highly skilled and sacrificially committed group of staff and volunteers who are at the heart of all that we do, and the Board pays tribute to them - they are an inspiration.

This report gives a glimpse into the range of activities that have been undertaken in the areas of developing young people, developing community integration and developing families. In what are increasingly challenging times for many of the people we engage with, such cohesive opportunities are, we recognise, critically important. This is testified to again and again by people who participate in the life of Bridging the Gap, and we hope some of that enthusiasm is communicated in these pages.



The Board particularly wants to thank Linda Ashby whose time working for Bridging the Gap came to an end during the year. Linda was a much appreciated staff member who did a great deal to develop our volunteer programme, and we wish her well.

We are also more than grateful to Kay Barton, Heather Gowan and Hector Dickson who completed terms of service with the Board. Board members are also volunteers, and their time and expertise is essential in supporting the staff and volunteers in all that they do.

We look forward to the work that lies ahead. Tricia McConologue, our irrepressible co-ordinator, never tires of reminding us that the reality of life for so many people can be held in the phrase "small steps, big successes". It's great to be part of something that does, wholeheartedly, engage with what is real - and



# Co-ordinator's

Welcome to Bridging the Gap's annual report for the financial year 2011- 2012.

The past year has been particularly challenging and I am pleased to say that despite the tough fundraising climate Bridging the Gap has had another successful year in meeting the objectives of our core areas of work.



The Board of Directors continues to work on its governance roles and responsibilities. The management team and staff worked together on updating our Business Plan and producing a three-year funding strategy and strategic document.

The schools work continues to expand and grow with its peer tutoring and anti-sectarian programmes. Over the last year the peer tutoring benefited from having a core of volunteers, some who were previously involved in the project and have since left school. We now have preparation sessions for the young people going on the residential to Corrymeela in Northern Ireland and involve them in delivering workshops to schools when they return.

Our weekly drop-in is well attended with an average of sixty people attending. It is a rich tapestry, made up of local folk from near and far. And, although there has been a reduction in Asylum Seekers and Refugees coming into the country, Bridging the Gap continues to attract many of them to be part of our volunteering team, where they benefit from a variety of training.

With the baby and toddler group thriving, we now are able to witness first hand the benefits. Last year we piloted a 'Family Communication Course', which enabled parents to empathise with their children.

We continue to search for new and innovative ways of working to ensure our services are meeting the needs of the community in which we serve, and that local voices are heard. Two students from Glasgow University's resettlement team carried out research on our behalf. They had conversations with local folk, organisations and other agencies to find out what people wanted to see change in their area. A report 'Finding a Solution' was produced.

We endeavour to make our make our services user friendly to young and old alike and at the same time accessible.

I am overwhelmed by the passion, commitment and sense of humour that exists in our staff team and I would like to thank them for their hard work. I would also like to thank our Board of Directors who continually gives their support and expertise. Many thank also to Friends of Bridging the Gap who have donated generously over the last year.



Finally, many thanks to the volunteers who without their dedication and support, Bridging the Gap would not be able to deliver work as effectively.

I trust you will find this report interesting and informative and I hope you will join me in looking forward to another successful year.

# Developing Young People Team

Easing the transition from primary to secondary school for young people continues to be one of the main aims of our work. In 2011-2012, this work with young people in schools has continued to increase self-confidence and self esteem. As well as this, we believe that our programme encourages young people to have a more active and sustained participation in extracurricular school activities.



## Schools transition programme

For a Primary 7 pupil moving to a new school, the notion of secondary school can be a daunting experience and one that is looked upon with trepidation and at times fear. Bridging the Gap recognise this and aim to alleviate these feelings through our 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.

The schools transition programme takes place out with school hours. The P7's are transported to the relevant Secondary School once a week for 20 weeks. Throughout, the participants take part in a variety of activities; icebreakers and team building games, tours of the school to familiarise themselves with it, subject tasters, Q & A sessions with the school captains and head teacher and also one to one work with a designated S4 tutor. The programme offers an imaginative and flexible approach to learning. Young people taking part in this show improved motivation, behaviour and confidence. Teachers have told us that they need new and innovative ways of working with young people and that young people respond positively to staff who are not school based teachers.

Year on year we continue to grow in the work that we do and this year we welcomed St Mirin's and St Fillan's to the programme, taking our total to 11 Primary Schools and 2 Secondary schools. As well as these schools, 107 S4 pupils from Holyrood RC



Secondary and Shawlands Academy supported 105 P7 pupils from HolyCross, St Brigid's, Blackfriars, Annette St, Cuthbertson, St Francis, St Conval's, St Bride's and Our Lady of the Annunciation Primary Schools.

S4 pupils told us: "I think Bridging the Gap is a very supportive programme. It helps to build confidence and helps to work with different people. I really enjoyed the programme"

To recognise the achievement of all young people involved, we held 2 end of project award ceremonies where pupils were joined by parents, families, local councillors and their teachers. Both nights were well attended and were a good showcase of the commitment and hard work from all the participants.

P7 pupils told us: "I enjoyed my time here and I would like to tutor the P7s when I'm in 4th year"

## 🌟 Developing Young People

- 🌟 With the increasing number of schools being involved and the number of pupils involved each year gradually growing, our senior pupil volunteers have never been so important.

Many of the pupils that move on from S4 as tutors are keen to remain involved in the work. We build on this enthusiasm and ensure that these pupils have a volunteering role to play in their fifth year at school. 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

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.

## Our volunteers

This year, we have also been fortunate enough to build up a sustainable volunteer group, many of whom were once tutors or tutees within the schools transition programme. These volunteers are heavily involved in the planning and delivery of our work and are imperative to the whole process. In light of the rise in numbers, and schools, these volunteers are the ones that have allowed us to continue our work.

We hold meetings and development days with the volunteers to ensure that they are getting the most out of the experience and to give them the opportunity to plan and deliver different sessions within the schools. Without them, we wouldn't be able to run the programme as efficiently and effectively as we do, and we're looking forward to another successful year with them.

After our first year with the volunteer team, we asked if it had met their expectations.

We were told...

"Bridging the Gap exceeded my expectations. I volunteered in my 4th year, not only to help the P7s but to get something back for myself. I loved 4th year volunteering but nowhere near as much as doing it this year. I got so much more job satisfaction having a more dominant/confident role in the team"

Another volunteer stated:

"Every year, Bridging the Gap exceeds my high expectations, particularly this year with a bigger volunteer team, more fun, support on weekdays and it was easier to create a good atmosphere with positive young role models"

## Finding Common Ground

Bringing people together from different backgrounds to discover common ground is an intrinsic part of



Bridging the Gaps make up. We endeavour to do this with our S4 pupils in our work to raise and tackle the issue of sectarianism. Following on from its success last year, we delivered workshops around this issue to the S4 pupils taking part in our annual trip to Northern Ireland. This allowed for the young people to get a deeper understanding of sectarianism in Glasgow and Belfast before the trip and it also gave the opportunity to bring the two groups, Shawlands Academy and Holyrood secondary, together.

Our partnership with the Corrymeela Community has continued this year and in April we took 72 S4 pupils who were involved in the transition programme from Holyrood and Shawlands to the Corrymeela Centre in Ballycastle, Northern Ireland. Corrymeela is a centre where people of all ages and backgrounds can meet and explore their own culture and identity. The weekend began with a tour of Belfast to give the group an insight into the sectarianism that affects people's daily lives, it also included team building and discussion based activities around themes of prejudice and sectarianism.

Through our partnership with the Corrymeela Community we have built up a strong friendship with a number of youth providers within Belfast and surrounding areas. This year, we were fortunate enough to meet up with youth groups from Ardoyne and Ballysillan. Each group coming from either side of 'the divide', provided for interesting discussions and a lot of learning had by the young people that travelled over from Glasgow.

Young people have also continued contact from the friendships built over the weekend.

"I really enjoyed it, I learned so much about my history, Irish history and the group I was with"

"I've learned how much sectarianism can affect people and that by hearing other people's views, it can teach you a lot"

'Corrymeela begins when you leave' are the words written above the door of the centre. We feel this is a poignant reminder of the impact the time spent there can have on individuals. The benefit to the young people of being involved in the project might not be apparent immediately but young





# Developing Community Inclusion & Developing Families Team Report



It's been another busy and productive year for the Community Inclusion and Developing Families Team.

## Community Inclusion

### The Drop-in (Big Thursdays)

The weekly drop-in continues to be the mainstay of our service. Increasing our regular morning activities with family singing, bread making and a men's group (table tennis and board games) has brought more people in earlier. For the first time we did jam-making from fruit collected by our volunteers in the local community garden.



SEAL Fruit Barra's cheap veg stall is popular each week and every month, an ESOL tutor from Langside College test people needing to learn English.



The Scottish Refugee Council, Ethnic Survivors (of abuse) Forum, Gorbals Healthy Living Network gardening project and Waverley Care African Health Project have all used the Drop-in as a source of participants for their work.



Fair Deal, a local project working with adults with learning difficulties come along once a month to take part in activities and have their lunch.

One woman said

"It's good having this group attending. It lets my children see that these people are no different from anyone else"

There is still a significant number of asylum seeking families coming to the drop-in and it is great to see the warm welcome and friendships that are formed between white Scottish folk, Black and Minority Ethnic (BME) and asylum seeking families.

A recent BME visitor told us, "There's a very special vibe here. Outside it is a different story; I have been very welcomed here. There's a real buzz about this place, what a place!"

### Framework for Dialogue Meetings (FFD)

These monthly forums give people an opportunity to discuss and effect change on issues, which affect









them. This year we have run a variety of sessions on: employability skills, energy savings and advice, counselling and mediation services, domestic abuse and speed friending, where people get the opportunity to chat to folk they may not have communicated with before.

## Different Paths Common Journeys


Across 4 weeks of workshops, people from different faiths and no faith reflected on their life journey's and shared turning points in their lives and how these are affected by their faiths.



## Integration through storytelling residential weekend



Every year we take a group of people from the Gorbals, some local Scots, some new Glasgwegians from other countries on a weekend to Wiston Lodge where we use stories and games to really get to know each other as fellow human beings. Here's what one person wrote after the 2012 trip...

"I come from Eritrea. I came to Glasgow 2 years ago. When I came to Glasgow I hadn't any friends and I didn't know anybody. I am an asylum seeker still now. Now I am not alone, I have more friends and I am  happy. Bridging the Gap is not simply a comm  y or charity. It is like family, a big family. The  ff are fantastic and lovely persons. Thanks a lot  giving me this lovely weekend, and thanks for everything. I love all of you."

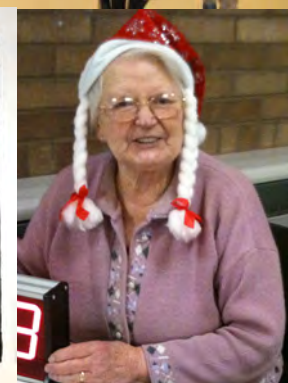
## Advocacy work

This year an average of 13 requests for advocacy and sign  ing have been made at the office each week on issues ranging from missing persons to benefit issues.

11 p  ple have used our emergency food store for peop  who are destitute.

Trip  -2 trips to Heads of Ayr,  
 -1 to Summerlee Heritage Park  
 -Sports Day  
 -3 trips for 9 adults and 14 kids from our Rowdy Rascals baby and toddler group

Events: Literally hundreds of people have helped to organise and take part in our events,







bringing together the rich diversity of the Gorbals Community

-Show Racism The Red Card Fortnight of Action

(Over 50 people attended and partnership from WAVES, Bookbug, Karibu, SEAL and Bookbug),

-Interfaith Week,

-Christmas party with 201 participants

-International Women's Day (Evening event, 29 women attended),

-Iranian New Year

-A prominent part of Gorbals Fair

## Women's group

The women's group this year has been focusing on peer learning of crafts with two mature sisters, 85 years and 90 years, passing on their crochet and knitting skills.



17th of October

United Nations International Day for the Eradication of Poverty

On a day of torrential rain, two Bridging The Gap (BtG) volunteers got up early and made huge pots of soup, which they brought to the Salt and Light mobile soup kitchen parked on George Square. Would anyone be mad enough to turn up and bear witness to people living in extreme poverty? The Homeless Choir

began to sing and Occupy Glasgow protesters who were camped out the Square came to join us.

Over 50 people from as far afield as Edinburgh and Paris, young and old. The day was marked with singing, stand-up comedy and poetry. All were moving testimonies of surviving poverty despite isolation, addiction, or struggles with bureaucracy. We laughed and cried. The stories over, the dripping wet crowd headed to the bus for soup and a heat an

Ur "Volunteering has made me realise who I am and who I want friends with someone from the other side of the world. It feels so natural."

Developed version of UEO looking at general issues in conjunction with Crossroads Youth & Association

New programme was piloted in 3 schools in

Children heard stories from adult migrants into who came from Roma/East European, Irish backgrounds

migration  
Community

Govanhill

Govanhill  
Indian/Pakistani and

Children shared their own families stories of migration to

Govanhill

## Volunteering

The hard work and commitment of an excellent volunteer team have given Big Thursdays



a tangible energy over the past year. The team of around 25 regular volunteers has become more structured in its organisation helping people to be clearer about their role and what is expected of them. We provided a variety of training places covering everything from First Aid and Food Hygiene to Magic Skills for the Christmas Party and singing with pre-5s. It is marked how supportive volunteers are of one another beyond the Drop-in, an atmosphere that continues within Big Thursdays. The Volunteer Centre brings Taster Volunteers every fortnight, which has resulted in 10 new members to the team.

## Destitution

BtG has had a close involvement with Glasgow Destitution Network. The Network set up a night shelter over last winter to give a safe space overnight for destitute asylum-seekers with nowhere else to go. The Shelter needed sleeping-bag liners so volunteers gathered old sheets and made them at the Drop-in. Through this, 3 people learned how to sew. A volunteer delivered the liners and ended up volunteering at the Shelter. He then encouraged two others to join him. As they built up relationships with those using the Shelter they began bringing them on Thursdays and including them into the life of BtG. One man was so moved by the kindness the volunteers had shown him that he stood up to thank them at the end of day meeting and told his story. He was inundated with offers of support afterwards.

'Yesterday afternoon I was nobody until you found me... You have been so kind to me... I want to say thank you.' Jacob

## DEVELOPING FAMILIES

### CPCK

'Confident Parents, Co-operative Kids', Family Communication Course - with 50% BME participants ran for 8 weeks.

We worked with Verene Nicolas to develop this course which has been endorsed by John Carnochan, head of the Police Violence Reduction Unit.

9 out of 10 participants said being part of this course improved their social networking, and that sharing experiences with other parents had been very beneficial.







# The People

## Board of Directors

Chairperson	Rev Ian Galloway
Treasurer	Haider Al-Eidan
Secretary	Heather Gowans
	Resigned 12/3/2012
	Jacqueline Stockdale
	appointed 10/08/2011

Directors	Noni Moyo
	Nacer Djuoudi
	Ian Russell
Appointed 10/8/2011	John Thomson
Appointed 10/8/2011	Dr. Andrew Lyon
Appointed 19/3/2012	Professor Howard Sercombe
Resigned 10/9/2011	Hector Dickson
Resigned 8/3/2012	Kay Barton

In attendance  
Project Co-ordinator Tricia McConalogue

## Staff

Project Co-ordinator Tricia McConalogue

Senior Project Worker Terry Strain  
(Developing Young People)

Project Worker Collette Gallanagh  
(Developing Young People)

Development Worker Roz Adams  
(Developing Community  
Inclusion & Developing Families)

Project Worker Linda Ashby  
(Developing Community  
Inclusion & Developing Families)

Administrator Clemence Butoyi

Bookkeeper Brett Nicholls  
Associates

Sessional Workers Catriona Milligan

Paddy Barbour  
Michael

Wilson

Student Placements Dee Gaya



# The

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

Gorbals Parish Church

Blessed John Duns Scotus Church

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

St Fillan's Primary School

St Mirin's Primary School

Holyrood Secondary School

Shawlands Academy

Bookbug

Cardinal Winning Pro Life

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 Regeneration Agency

Integrating Toryglen Community

The Iona Community

Langside College

The Corrymeela Community

Anas Sarwar MP

Scottish Refugee Council

Faith in Community (Scotland)

Transformation Team

The Unity Centre

Givin' it Laldie

Small Business Gateway

Verene Nicolas

# BALANCE SHEET

31st March 2012

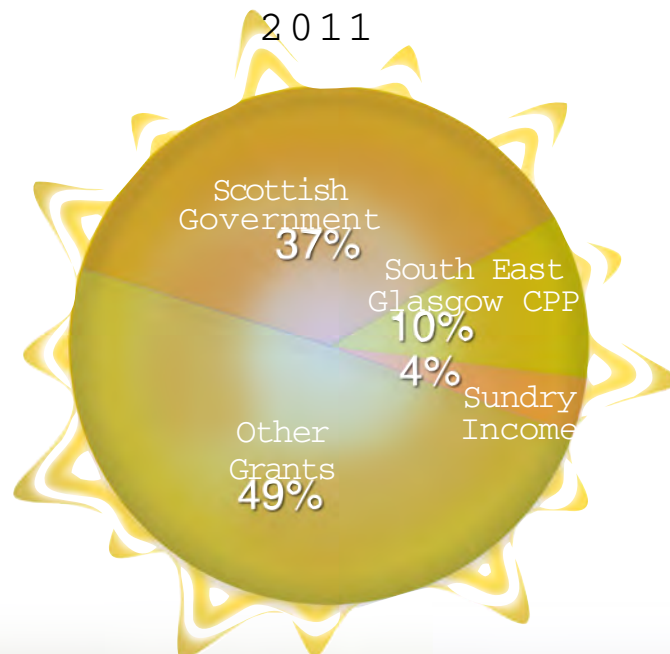
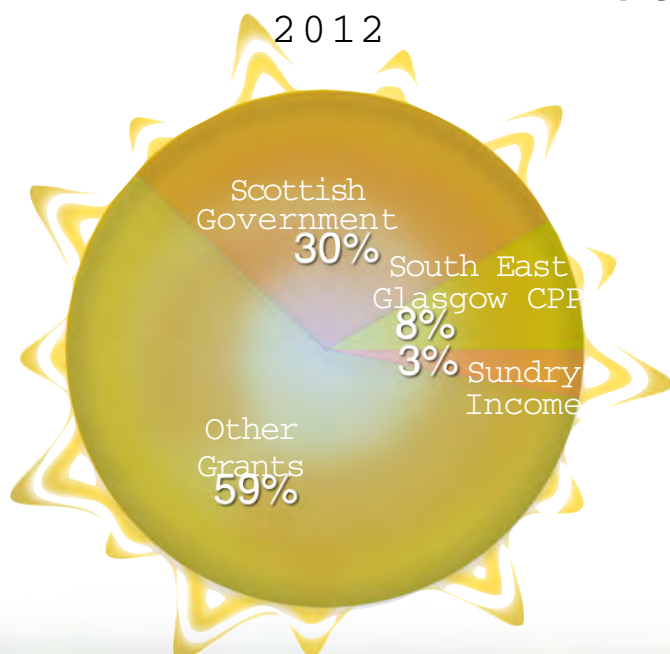
	31 March 2012 £	31 March 2011 £	31 March 2010 £
<u>Fixed Assets</u>			
Tangible Assets	250	537	823
<u>Current Assets</u>			
Debtors and prepayments			
Bank	16,900	982	6,234
	<u>82,477</u>	<u>72,857</u>	
	<u>99,377</u>	<u>73,839</u>	104,860
<u>Current Liabilities</u>			<u>111,094</u>
Accruals and Deferred Income			
<u>Net Assets</u>	<u>11,380</u>	<u>7,493</u>	18,918
<u>Funds</u>	<u>88,247</u>	<u>66,883</u>	
Unrestricted funds			<u>92,999</u>
Restricted funds			
	39,714	40,759	36,870

The financial statements were approved by the management committee on 3rd September 2012 and were signed on their behalf by:

Rev Ian Galloway Chairperson

Jackie Stockdale Secretary

## INCOME





# INCOME AND EXPENDITURE

For the year ended 31st March 2012

	Total Funds <u>2012</u> £	Total Funds <u>2011</u> £	Total Funds <u>2010</u> £
<u>Income</u>			200,80
Revenue Grants	234,74	189,85	4
Interest	5	5	<u>1</u>
Total			<u>43</u>
	<u>173</u>	<u>192</u>	
<u>Expenditure</u>	234,91	190,04	<u>200,94</u>
Charitable Activities	<u>8</u>	<u>7</u>	<u>7</u>
Governance Costs			
Total			
	211,86	214,57	182,50
Surplus/-Deficit	8	9	6
			923

## SURPLUS/DEFICIT

2012

2011

2010



Please note, the deficit reflected in 2011 accounts was 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.

Independent Examination carried out by Wylie & Bisset LLP Chartered Accountants.



Volunteering has made me realise who I am and who I want to be

It really brings the children on

helps to work with different people

I can come here and be friends with someone from the other side of the world

Yesterday afternoon I was nobody until you found me

I really enjoyed it



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

