

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.

In a community like Gorbals, where Bridging the Gap is rooted, no-one would argue that change is a fact of life. Years of house building and demolition see the physical reality of the community altering from month to month, and that is set to continue in the years immediately ahead. That is generally agreed to be a change in the right direction. Not all change is so positive, and the impact of change in the benefit system, for example, along with a hugely competitive



environment for jobs and careers experienced by young people, means there is a great deal of anxiety about the community. In the midst of all of that change, the work of Bridging the Gap aims to make a difference.

From the life of baby and toddler groups, through young people making the transition from primary to secondary school and on to celebrating the diverse nature of people in our community, Bridging the Gap encourages people to encounter and appreciate one another across what might be perceived as divides. This Report gives a glimpse into some of what makes that a reality. It is hard, though, in an Annual Report, to communicate the passion, commitment, generosity of spirit and abundant compassion that is seen among people along the way.

The Board is a group of volunteers who bring experience, expertise and conviction to the task of supporting the very special people who are our staff and volunteers in what they do. In the year under review, the Board and Staff have come together to plan how we can ensure that the values of Bridging the Gap remain at the heart of the organisation even in very difficult times. We are told again and again by people that Bridging the Gap makes a difference in their lives. We also continue to be deeply grateful for the support of a range of funding bodies who enable Bridging the Gap to go on making that difference.

Enjoy the Annual Report!

Ian Galloway

Chairperson, Board of Directors



Co-ordinator's Report

Welcome to Bridging the Gap's Annual Report for the financial year 2012-2013.

2012-2013 has been another extremely busy year for everyone involved with Bridging the Gap. The organisation continues to adapt to the difficult external environment and the demand for our services has increased.



This report gives an overall view of the work and range of activities that we provide in the Developing Young People, Community Inclusion and Developing Families' strands of our work.

Our Big Thursday drop-in continues to be a haven for people seeking asylum, destitute people, local community and people from different cultures and backgrounds. Our drop-in is about holding a vision of inclusion and participation through food and activities. This year the distinct benefits we have seen have been in the relationships formed that go beyond this weekly event, creating a rich diversity of friendships between people.

Our partner schools have once again offered valuable support to staff and young people who deliver the schools transition work. It has been great to witness the growth in confidence of the children who are moving from primary to secondary school and it is especially rewarding to see young people and young adults whose hard work and commitment in supporting the children has eased this move.

We place a high priority on working with children and their families. It is nice to see on-going development of families who attend our baby and toddler groups and the family communication course. At the time, it can be hard to know the impact that these services have. It is by having long-term relationships with families that we see or hear later just how important these services have been.

A major feature this year has been the involvement of volunteers. In a climate where there are few jobs, we have seen an increase in volunteers in all strands of our work.

There has been continued support from young people who have volunteered and supported staff to deliver the schools transition work. Some of our volunteers are former pupils, some in professional jobs, and some in further education.

We are grateful for the diversity and skills of our volunteers, which have hugely increased our capacity to deliver services.

I would like to take this opportunity to thank the Board of Directors for their support and contribution over the last year; having an active role in the development of our organisation.

I am especially pleased and gratified to be working with a staff team whose passion, hard work and commitment makes positive social change happen; small steps big successes.

I hope you enjoy reading on.

Tricia McConalogue
Project Co-ordinator



Developing Young People Team Report



In 2012 – 2013

our work with young people in schools, easing the transition from primary school to secondary school, has continued to be our main focus. Building the confidence and self-esteem of young people continues to be at the heart of our work. We have also had the opportunity to build upon the development of young people through their involvement in extracurricular activities and volunteering opportunities.

Schools Transition

Our programme, which gives young people in the final year of primary school the opportunity to prepare for the transition to secondary school, has continued to grow and strengthen. Over the 20 week programme, S4 pupils provide support for the primary 7 pupils through a mixture of group work, one to one, and team building activities. Building positive relationships with older pupils, feeling comfortable in the secondary school building, and getting to meet the new teachers enables the young people to become more confident and relaxed about starting secondary school.



This year we continued our partnerships with **11** local primary schools: St Fillan's, Our Lady of the Annunciation, St Francis, Blackfriars, Annette St, Cuthbertson, St Brigid's, Holy Cross, St Conval's, St Mirin's and St Brides, and with Shawlands Academy and Holyrood secondary schools.

Through these successful partnerships, the following was achieved:

Schools transition programme delivered to 224 young people

3 week training on working with young people delivered to 137 S4 pupils





At the end of the programme, young people from P7 and S4 are rewarded for their hard work and commitment at our awards ceremony. The young people volunteer their time every week so we feel that it is important to celebrate the achievements of everyone involved.

Primary 7 pupils told us:

"Bridging the Gap is a fun and enjoyable way to learn about your school and meet friends for 1st year"

"Bridging the Gap was a fun enjoyable experience that I will not forget"

S4 pupils said

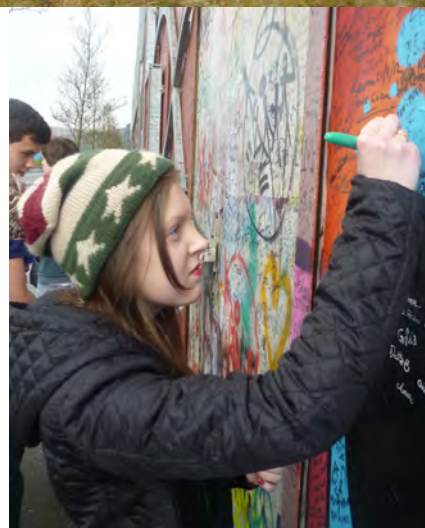
"The full Bridging the Gap programme – having fun and watching children make friends, it's amazing", and another referring to the programme as "a complete ball of fabulousness"

Common Ground

Through our cross community work, we have continued to bring people together from different backgrounds to discover common ground. The S4 pupils that take part in the schools transition programme are given the opportunity to take part in workshops and a residential where the issue of sectarianism is raised, discussed and challenged. In preparation for a trip to Northern Ireland, S4 pupils from Holyrood secondary and Shawlands Academy came together for a series of workshops to introduce the topic and to give them a deeper understanding of how sectarianism affects people's lives.



Our successful partnership with the Corrymeela Community has continued this year and in April we took **74** S4 pupils to the centre in Ballycastle, Northern Ireland. The weekend began with a tour of Belfast to show the young people the physical divides, and the way in which sectarianism affects people's lives on a daily basis. The rest of the weekend included team building and discussion based activities around themes of prejudice, culture, background, sectarianism and identity.



The benefit to the young people being involved in the project might not be apparent immediately but young people will remember the discussions they had and how negative assumptions and opinions were challenged. Also how positive opinions and values were reinforced and how they were encouraged to think about the choices they make and realise how fortunate they are to live in a society where they are allowed to make choices for themselves. The support provided by SOS in relation to our anti sectarian work is greatly appreciated.

Continued involvement

Following on from successful transition programmes, a number of the young people, once they have moved on from S4, are keen to stay involved in our work. We build on this enthusiasm and ensure that these pupils have a volunteering role to play in their fifth and sixth year at school. This year we had **19** S5 & S6 pupils volunteering their time to support S4 & P7 pupils throughout the transition programme.

As well as additional volunteering opportunities, we have been involved in further development programmes out with the transition programme. This year a group of **14** S5 and S6 pupils took part in the personal development programme – The Best of You – aimed at young people leaving school and entering into further education or employment.

This involved a 6 week programme with activities designed to allow participants to experience and realise their own untapped potential, to increase confidence, self-awareness and ability to self-motivate, and to look at behaviour at times of chaos, conflict and unsettlement. This culminated in a 3 day intense residential in March. At the end of the residential we spoke to some of the young people involved and one of them told us...



"I really enjoyed the retreat and the activities that we did at it. It really helped your team building skills and made you think a lot. Getting to know people better was fun as you found out things about them that you wouldn't have if you hadn't participated in BOY. Every session was serious but also a laugh meaning you wouldn't get fed up easily. I would really like to do it again this year and would recommend it to people!"





In a new partnership, a group of 15 young people also took part in the 'Youth Work Games' run by Muirhouse Youth Development Group.

Young people from across the country attended the overnight camping trip, taking part in activities such as tandem bike rides, cross country running, archery, swamp football, canoeing, swimming, and many more. The young people had to work in teams, motivating and encouraging one another. It was a great trip for all involved and those that took part were keen to return for the following year's games.

One of the S6 pupils that took part in the trip said

"It was a great weekend packed with tough challenges and lots of fun and laughter"

Our volunteer base has continued to strengthen over the year. Now in its second year of running, we had a core number of 18 volunteers providing support to the staff and young people in the programme. These volunteers are those that have left

school, many of whom have been involved in the programme in S4 at school. Their hard work and commitment is imperative to the running of the programme.

Mikey Snee, volunteer

"The bonds you make with everyone involved at Bridging the Gap when you volunteer gives you a sense of worth, you feel the impact you have on the kids. It's somewhere you can go and be yourself, like a family"



The Developing Young People team would like to thank all of our partners we have worked with over the year. Without the support and the flexibility of the schools, 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.

Developing Community Inclusion & Developing Families Team Report

BIG Thursdays Drop-in

Every Thursday during school term time the community is invited to come together to socialise, to support each other, to get support and to have fun. We share a lunch cooked by volunteers, have activities, a men's group, the Fruit Barra, ESOL support, and access to information and advice from Citizens Advice Bureau and Business Gateway. Over the year we have had an average of **68** people each week attending the BIG Thursdays Drop-in. We registered **125** family groups or single people from **36** countries including more local Scottish people and more men than ever before. The weekly singing session for pre-school kids is now led by volunteers. In September we introduced the 'BIG Explorers' play session to help develop the social skills and integration of children and their parents.

Each month we have a discussion and information session called Framework for Dialogue. Topics and speakers this year have included Waverley Care, Alternativity/Alternateid, Castlemilk Domestic Abuse Project, sharing Top Tips, Unite Union and an evaluation of our services. Off shoots from this project have been a myth busting survey about how housing is allocated and the Ideas for Change Project where we are gathering people's views about what is needed in the area on public blackboards. This is a partnership with another local organisation, TASK's Big Blether Project.



Volunteers

41 volunteers have helped ensure that BIG Thursdays continues to be lively and welcoming. In January a new Volunteer Handbook was launched along with a revamped induction process. It has been noticeable how effective the team has become at supporting one another within and beyond their weekly commitment. Volunteers took up **76** places on **11** different courses to develop their skills and enhance their employability. Seven volunteers moved into work and **2** took up college places. **31** came from the Volunteer Centre for taster sessions and we are delighted that **5** stayed on as regular volunteers. We were sad to see our longest standing volunteer retire

who has been with us since the very beginning, and are very grateful for all her work.

A volunteer's story

"When I first started volunteering at BIG Thursdays I wondered where I would fit in? I felt quite shy and lacked confidence, but along the way something has changed...All of a sudden for someone who said, "I'll not be in the kitchen, never mind cook!"... I'm teaching baking! Yes we had challenges, opportunities to learn new skills, take part in trainings, enjoy the banter from all walks of life and I've loved every minute of it!

For me, giving out gave me so much back. It's been amazing, worthwhile, fun and the place where I found I 'fit in'. Although I have moved on to college, I will always thank Bridging the Gap for giving me my chance to shine"



Student Placements

We have given placement opportunities to **4 students** this year, all of whom have moved into or towards paid employment.

One told us

"I was instantly welcomed into the BtG family and was fully supported by staff and fellow volunteers throughout my ten weeks there. I was encouraged and motivated to facilitate activities and prepare for a fantastic International Women's Day - a personal highlight that I thoroughly enjoyed with all the women at the centre. I have developed many employability skills whilst on placement, my confidence in working with vulnerable people has grown and as a result, I am certain that I will pursue and enjoy a career in the third sector"

Understanding Each Other (UEO)

UEO is an inter-active two-week programme which helps p6 children in Gorbals to learn more about asylum-seekers and their lives. The highlight for the children is always meeting asylum-seekers to ask them questions and hear their stories. This year for the first time we tailored some of the programme to ensure that pupils who need Additional Support for Learning could be fully included.

UEO worked with 72 children in 3 Schools 2012-13



"The whole programme was nothing short of excellent and well organised. I think meeting the asylum seekers was the most valuable and memorable for our pupils"

Advocacy Work

People come to us for all sorts of support and information. On average we have had 10 people come each week to the office, some for a few minutes, some needing several hours to help resolve complex issues.



Poverty and Destitution

Poverty and destitution have an ever greater impact on those who are part of Bridging the Gap. The emergency food cupboard has struggled to keep up with demand and at times has run out of supplies. **34** different people used the cupboard over the year. As a member of Glasgow Destitution Network we helped to enable the Glasgow Destitute Asylum Seekers Night Shelter to become an independent organisation.

On 17 October a faithful crowd braved the elements (again!) and gathered round the All Together for Dignity (ATD) 4th World stone in George Square to mark the United Nations Day for the Eradication of Extreme Poverty. We heard moving stories of those feeling the impact of welfare reform punctuated by music from Glasgow Homeless Choir.

Events

We love celebrations as a way to bring people together and with so much diversity in the Gorbals there's much to celebrate! This year we marked International Women's Day, Chinese New Year, Diwali, Eid, Iranian New Year and had about **200** people at our Christmas Party. In partnership with the Scottish Interfaith Council we held an event for Refugee Week where our volunteers performed their 'Recipe for

Successful Community Integration'. For the Olympic themed Gorbals Fair we paraded in our 'At BtG Everyone's a Winner' medals and shared stories and songs in the tiny tent theatre produced with Citizen's Theatre and Givin' It Laldie.

Summer Programme

During the school holidays we try to keep kids busy and families stress free with a series of trips and activities. This year we brought together **58** members of the Drop-in and Baby and Toddlers groups to go to Summerlee Heritage Park, **148** to go to Almond Valley Farm Park, **56** for a Sports day in Glasgow Green and the Men's group went on a hill walk.



Storytelling weekend

We went on 2 storytelling weekends this year, each to Wiston Lodge.

19 and then 18 people enjoyed a mixture of stories, songs and games which are designed to get us mixing and to create understanding across cultures.



One Pakistani woman who is seeking asylum told us, *"As a Mother I am speechless, you are creating the very best memories for my daughters which I never had in my life"*

Another woman told us, *"the colour of blood is the same despite the different nationalities"*

Women's Group

Our women's group continues to meet once a month. The key focus of the group this year has been around poverty and benefit cuts. Poverty Alliance delivered three workshops to highlight the new changes to benefits.

In the face of adversity, the women remain to be a source of strength to each other, through sharing stories and experiences with other women on the same path.



17 women attended the our women's group over this period

2 women are now involved in the Poverty Truth Commission

3 women have since spoken out about their experience of poverty issues at Poverty Alliance events

"It's a warm and friendly atmosphere, good banter and a home from home"



Rowdy Rascals

Our baby and toddler groups are aimed to help pre-school children come together to learn, develop and have fun through activities, physical exercise and music. It can also be a lifeline for parent/carers and their children who feel isolated. Scottish Pre-school Play Association, Glasgow Life and Handmade Arts provided sessions for us.

Activities during this year included baby yoga, healthy snacks, singing time, arts and crafts.

An average of 29 children attended on Fridays and 37 on Tuesdays

"My daughter has come on since coming here. I can see a big improvement with her. She shares with children now and gets involved in activities. She's used to being in adult company all the time, so this is great for her"



Family Communication Course

In its 3rd year this course has been adapted again to better meet the needs of parents. A parent this year told us,

"I have learned so much.- I've really learned to tolerate people because you don't know their circumstances, there may be something underneath"

8 parents completed the course



As a team we feel extremely grateful to all of the volunteers, service users and partners who make the work possible. We continue to be amazed by the diversity of what people offer and humbled by how much of themselves people are willing to give, often when their personal circumstances are difficult.

The People

Board of Directors

Chairperson	Rev Ian Galloway
Treasurer (Interim)	Lynsay Wishart
Secretary	Jacqueline Stockdale
Directors	Noni Moyo Nacer Djuoudi Dr. Andrew Lyon Prof. Howard Sercombe
Resigned	Ian Russell Haider Al-Eidan
In attendance	
Project Co-ordinator	Tricia McConalogue

Staff

Project Co-ordinator Tricia McConalogue

Developing Young People

Senior Project Worker Terry Strain
Project Worker Collette Gallanagh

Developing Community Inclusion & Developing Families

Development Worker Roz Adams
Project Worker Catriona Milligan

Administrator Clemence Butoyi
Bookkeeper Brett Nicholls Associates

Student Placements Alan Gilmour
Mairead Murray
Marvi Karim
Matilda Lomaz
Shanza Tamour

The Network

Bridging the Gap is grateful to the following for their support and partnership working:

Mark Brown Programmes
Citizens Theatre
Poverty Alliance
Destitution Network
My Adventure
Poverty Truth Commission
Scottish Pre-school Play Association
South East Integration Network
New Gorbals Housing Association
Business Gateway
Glad Café
Handmade Art
Gorbals Parish Church
Blessed John Duns Scotus Church
Blackfriars Primary
Holy Cross Primary
St Francis Primary
St Bride's Primary
St Brigid's Primary
Annette Street Primary
Our Lady of the Annunciation Primary
Cuthbertson Primary
St Conval's Primary
St Fillan's Primary
St Mirin's Primary
Holyrood Secondary
Shawlands Academy
Cardinal Winning Pro Life
East Belfast Area Youth Project
Glasgow Life
Glasgow Council for the Voluntary Sector
SEAL Fruit Barra
Glasgow Campaign to Welcome Refugees
Glasgow Volunteer Centre
Gorbals Fair Management Committee
Gorbals Healthy Living Network
Langside College
The Corrymeela Community
Anas Sarwar MP
Scottish Refugee Council
Faith in Community (Scotland)
Transformation Team
Givin' it Laldie

Balance Sheet

31st March 2013

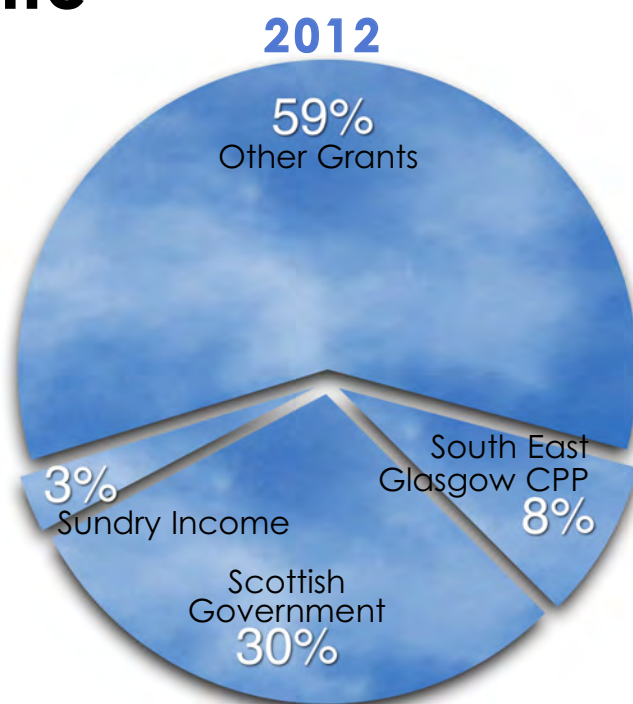
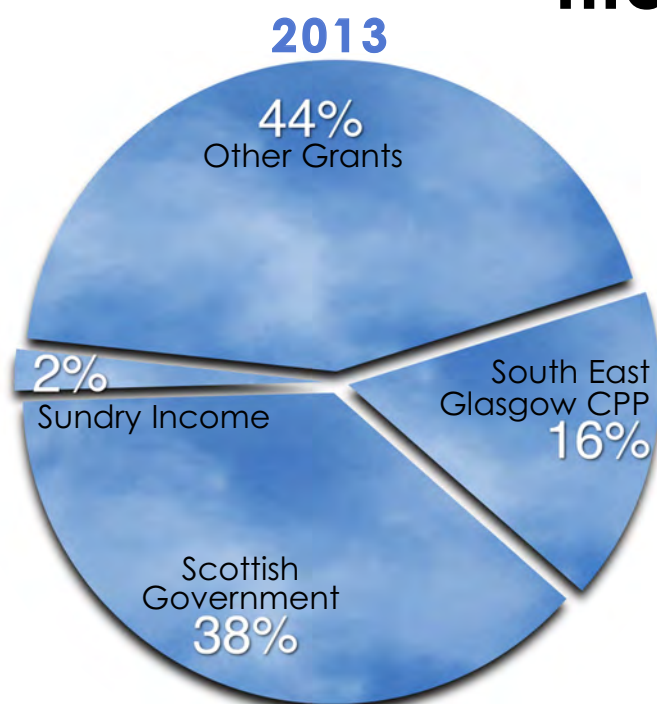
	31 March 2013 £	31 March 2012 £	31 March 2011 £
<u>Fixed Assets</u>			
Tangible Assets	1,965	250	537
<u>Current Assets</u>			
Debtors and prepayments	5,556	16,900	982
Bank	41,473	82,477	72,857
	<u>47,029</u>	<u>99,377</u>	<u>73,839</u>
<u>Current Liabilities</u>			
Accruals and Deferred Income	<u>6,129</u>	<u>11,380</u>	<u>7,493</u>
<u>Net Assets</u>	<u>42,873</u>	<u>88,247</u>	<u>66,883</u>
<u>Funds</u>			
Unrestricted funds	37,841	39,714	40,759
Restricted funds	<u>5,032</u>	<u>48,533</u>	<u>26,124</u>
	<u>42,873</u>	<u>88,247</u>	<u>66,883</u>

The financial statements were approved by the Board of Directors on
3rd September 2013 and were signed on their behalf by:

Rev Ian Galloway **Chairperson**

Jacqueline Stockdale **Secretary**

Income



Income and Expenditure

For the year ended 31st March 2013

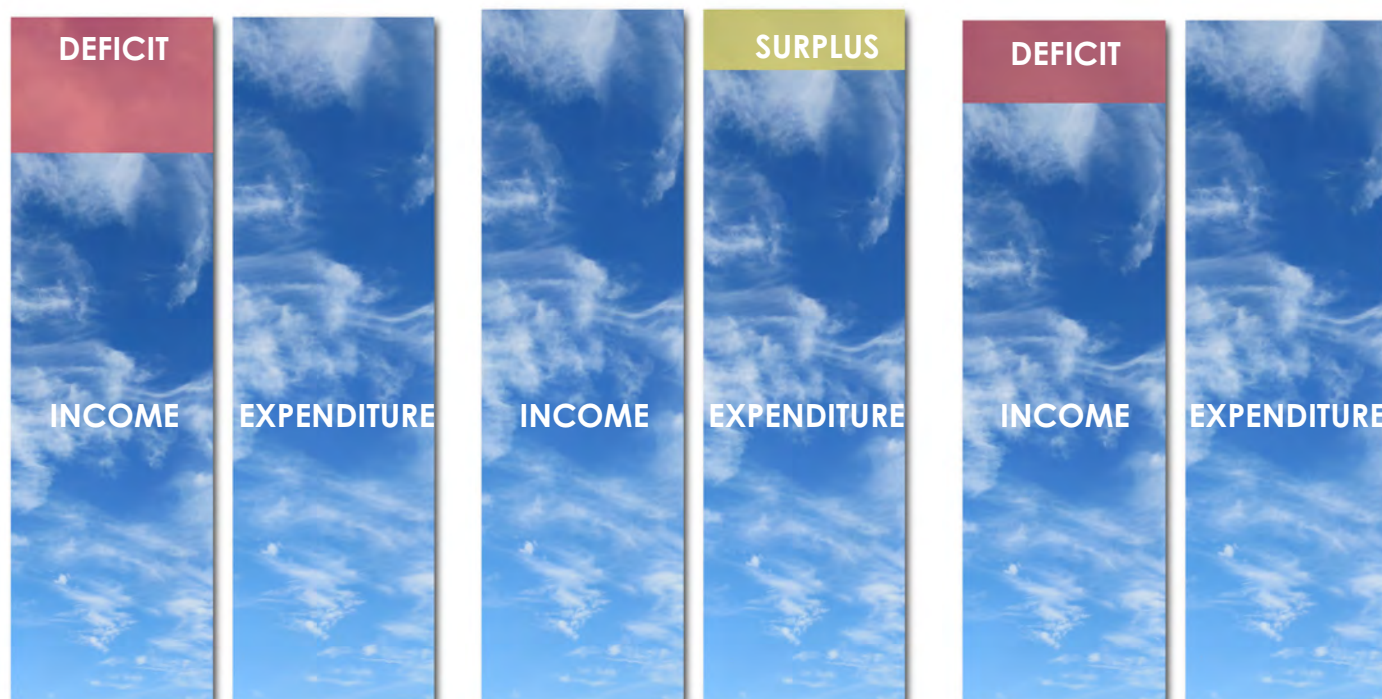
	Total Funds 2013 £	Total Funds 2012 £	Total Funds 2011 £
<u>Income</u>			
Revenue Grants	183,669	234,745	189,855
Interest	<u>173</u>	<u>173</u>	<u>192</u>
Total	<u>183,842</u>	<u>234,918</u>	<u>190,047</u>
<u>Expenditure</u>			
Charitable Activities	226,917	211,868	214,579
Governance Costs	<u>2,299</u>	<u>1,686</u>	<u>1,584</u>
Total	<u>229,216</u>	<u>213,554</u>	<u>216,163</u>
Surplus/-Deficit	<u><u>-45,374</u></u>	<u><u>21,364</u></u>	<u><u>-26,116</u></u>

SURPLUS/DEFICIT

2013

2012

2011



Please note, the deficit reflected in 2012 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.

Bridging The Gap is grateful to the following trusts and other bodies for funding support:



**Blessed
John
Duns
Scotus**



**Gorbals
Parish
Church**



**The Scottish
Government**



Supported by



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**INDIVIDUAL
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