



ANNUAL REPORT 2015-2016



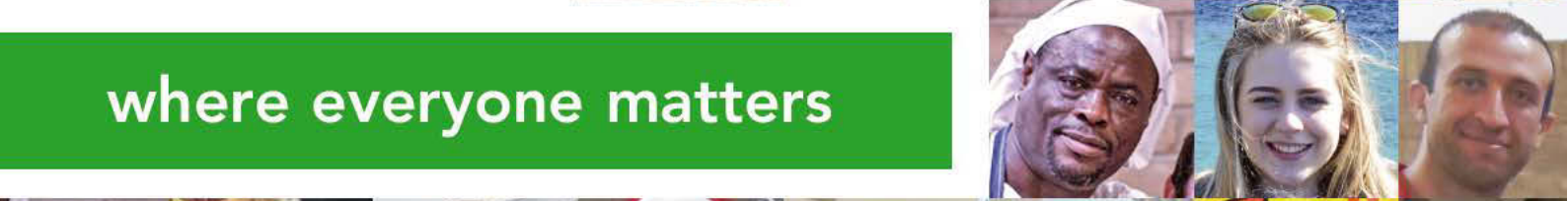
WE ARE



BRIDGING



THE GAP



where everyone matters



AND THIS IS WHAT WE DO

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



The year reported on here has seen both the consolidation and development of existing work alongside the emergence of a new strand as Bridging the Gap responds to opportunities to assist people of all ages in Gorbals and across the south side of Glasgow.

Our "High Rise Bakers" are a group of local volunteers who have developed the production and sale of high quality bread, including the Gorbals Loaf. Based in one of the local high rise flats, the bread making has come to be an important part of the lives of those involved. We are aware that there is a long way to go, however as the work continues to develop we look forward to creating a longer term business plan, and to watching spirits rise along with the dough!

Bridging the Gap has always tried to work with people's strengths, and to encourage people to shape their own participation. The dignity and worth of each human being is clearly understood in our values. The emergence of a strand of thinking and practice that embodies these principles has therefore been welcome, and the staff of Bridging the Gap have undertaken training in Asset Based Community Development. More than that, though, the board and staff together have looked at how we can root this approach across the work of the organisation, now and in future, and how we can contribute to the wider application of ABCD especially in the Gorbals area. We recognise that this has already challenged us to examine some of the ways we work, and that there are challenges to be met in continuing to be an effective organisation in terms of governance and the achievement of outcomes while ensuring that the people who participate are critical to the shaping of what is done.

While on the surface the work with young people has the same shape as in previous years, the staff team have deepened the reflective content of the programme to encourage the hundreds of participants to think more about their community, about Glasgow, about themselves and about their school. The sharpened focus on sectarianism has also continued to challenge the outlook and perceptions that is part of the inheritance of life in the west of Scotland. We are convinced that this intensive approach, sustained over years with an entire generation of young people, will assist in changing the destructive aspects of a culture that has no place in today's Scotland.

The board have worked alongside the staff team to ensure that the work of Bridging the Gap remains at the cutting edge of need, and that the constantly demanding task of funding an increased staff team can be met. The board consists of a group of volunteers who themselves deserve thanks for their commitment and energy, and I know that they would want to commend the staff team, and the increasing group of volunteers, who continue to inspire others in a spirit of capability marked by genuine warmth and compassion.

Ian Galloway
Chairperson



Director's Report

Welcome to Bridging the Gap's Annual Report for the financial year 2015-2016



There is no doubt that 2015-2016 has been another significant year in the work of Bridging the Gap.

There is still an increasing demand by parents and teachers for our schools transition programme and our anti-sectarian work. Due to the increasing numbers of migrants coming to this country we have tailored our Understanding Each Other programme to accommodate this theme. The Head teacher of one of the primary schools we work in said;

"Our children would be greatly disadvantaged if this school transition project was not available for them and their families. Many of our parents request that their children be a part of this project when they are in P7 as they know how beneficial it is."

This year we have taken a broader approach to food justice by listening to the people we work alongside. We expanded our work to include two new food initiatives; The High Rise Bakers, a social enterprise and 'Come dine with us' a community social gathering with meals cooked for the community, by the community. One local volunteer at the High Rise Bakers told us;

"I was recently told that I will never work again. But when people ask me who I am, I can say 'I am a baker'."

Throughout the year we have been consulted by various organisations, including the Scottish Government to speak about our expertise on working with communities and our anti sectarian work. We continue to strengthen our links and connections with our stakeholders and other organisations, particularly local groups and agencies. We know the value in this as we are now sharing our ideas and resources with each other.

Investing in the development of our volunteers is paramount to the good work we do. Throughout this year we offered various training opportunities: Child Protection, First Aid, Food Safety Awareness and Basic Youth Work as well as many others. We could not continue the good we do without the dedication and support of the volunteers.

Moving Forward

The funding situation has been uncertain and challenging over the last few years. We continue to work on and develop our funding strategy to ensure we are properly resourced to meet increasing demands in the future. We will ensure that direction of our work continues to be developed and directed by the community and young people that we work alongside; they are the ones at the heart of our work.

I would like to send my best wishes to Terry Strain, our previous Senior Project Worker who left Bridging the Gap to become a teacher. Terry was part of our Developing Young People staff team for over 12 years. He was a fantastic colleague and role model for the young people we work with.

I would like to thank the Board of Trustees for their continuous support, the staff of Bridging the Gap for the constant hard work, funders, volunteers, stakeholders and all the sectors we have worked with over this last year.

Tricia McConalogue MBE
Director



Developing Young People Team Report

Transition Programme

The Programme

A unique peer led programme, that allows young people in S4 to be positive role models and mentors to vulnerable P7s making the difficult transition from Primary to Secondary school.



The programme is divided into 4 areas:

My Glasgow -working to tackle sectarianism

My Community -exploring issues within and creating positive members of their communities

My School -exploring and conquering fears about secondary school

My Self -team building and self-development workshops

14 Primary Schools

2 Secondary Schools

700+ attended the award ceremony

123 S4s completed the programme

141 P7s completed the programme

"BtG; a place where I can make friends and be myself."



The Awards Ceremony

Our annual award ceremony was held at Hampden Park. It was a chance to celebrate the hard work and achievements of all the young people, and to listen to the voices of some of those involved in the programme.

Parents, family, friends and teachers all contributed to the special atmosphere. This year was our best attended award ceremony to date, with over **700** people in attendance.

"Bridging the Gap has made me more confident in coming to Secondary...it has been very fun and interesting, and to top it off I have lots of new friends."

"Everyday of BtG has made me happy."



Tackling Sectarianism

Keeping a continual focus on tackling sectarianism throughout the programme allows the young people to explore the root causes and solutions to the issue, and how it affects their lives in Glasgow. The workshops delivered and discussions facilitated gave young people the space to understand their own culture and identity, and realise how this affects the prejudice they have.

"I now have a better understanding of sectarianism both in Northern Ireland and in Scotland and through learning about this, I have become more confident in myself and I am more secure with my own opinions."

In addition to the work of the transition programme, young people in S4 from both Shawlands and Holyrood visited the Corrymeela centre in Northern Ireland allowing a space to engage in meaningful dialogue.



"I have a new respect for people's opinions, my opinion isn't the only one that counts."

86% of the volunteers reported feeling confident facilitating group work sessions focussing on sectarianism

96% of young people we worked with in S5 and S6 reported that they felt better equipped to facilitate workshops

100% felt more confident in talking about sectarianism



80 young people went to Corrymeela

8 issue based sessions

10 cross community and team building sessions

264 took part in issue based workshops focussed on sectarianism

92% reported having a greater awareness, knowledge and understanding of sectarianism

"I enjoyed doing things out of my comfort zone and getting to know people I wouldn't normally speak to."



Volunteering

This year we worked with a group of **20** young adult volunteers who supported the delivery of our transition programme on a weekly basis.

Prior to this year's programme, **14** of these volunteers attended our volunteer residential at Comrie Croft, Crieff. Throughout the residential, staff facilitated workshops focusing on youth work training, child protection training and team building activities.

In addition to this, **3** of our volunteers completed the Youth Scotland Personal Development Award in Youth Work (PDA). The PDA is an SQA accredited qualification which gives youth workers and volunteers the chance to build their skills in youth work.



"I started Bridging the Gap in S4 and have continued with it for 4 years, and I am now an adult volunteer. It's not only beneficial for those partaking in the programme, but it has given me many opportunities, educated me on my community and I have gained skills that I use now in everyday life."

"I have built amazing relationships with friends and staff at BtG and I always feel welcomed there."



"Best of You was an extremely inspiring and motivational experience. It taught me to believe in myself, stay optimistic and never give up."

Best of You

A partnership with Mark Brown Programmes, "Best of You" is a 6 week programme which aims to challenge and inspire young people, including an inspirational talk from Britain's official Polar Explorer Craig Mathieson. The programme encourages those involved to realise that they have the ability to shape their future. **14** young people from S5/6 completed this programme

"...a highly experiential and inspirational programme where young people are challenged to look at themselves as leaders of their own lives, to take control of their future and realise their own unique purpose."

S5/S6 Development

Every year we retain a group of 5th and 6th year pupils who have been through the programme as 4th years and want to continue their commitment to Bridging the Gap.

In July we held a development day in St Francis Centre, attended by **40** young people who gave up a day of their summer holidays to build upon their pre-existing skills and experience, provide a source of evaluation and take part in forward planning for the next year's programme.





Summer Programme

In addition to the core transition programme, we offered additional transitional support in Shawlands Academy in the form of a 3 day programme during July.

20 young people from a variety of primaries were offered team-building activities, games and familiarisation with the school building - as well as specific exercises surrounding the move from primary to secondary.

"It was interesting seeing things from other people's perspectives."

Understanding Each Other

This programme was run by the Developing Young People team this year, and over **4** workshops young people learned about different kinds of migrants and their experiences.

They found out more about these experiences by spending time with migrants to the Gorbals during one workshop, and listening to their stories.

The young people also spent time finding out more about their own family history and that of their classmates, and the unique story found in the collective history of their class.

Over **50** young people from the Gorbals took part.

"...it really helped our children discover more about themselves, and each other, and to help dispel negative feelings towards migrants...and they all had fun doing it!"

Other Projects

As well as our core activities, we offered buddy training to S6 pupils who would be mentoring new S1 pupils in Shawlands Academy, and delivered sessions at Holyrood's Health and Wellbeing day for new 1st years. Our staff also delivered MVP (Mentors in Violence Prevention) training to S4 and S5 pupils at Holyrood and attended their Aim High Conference.

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.



Community Inclusion & Families Team Report

BIG Thursdays Drop-in

"Bringing out the best in Gorbals"

One of the friendliest places you could hope to come to is our BIG Thursdays Drop-in.

An average of **68** people, of whom **32** were from BME backgrounds, came each week to this hub of our activities which centres round a community lunch.

Over **2800** lunches were eaten.

People from **31** countries met, made friends, led and joined in activities, shared their skills and sometimes discovered untapped talents.

People also got English language support, information from Business Gateway, and quality cost price fruit and veg from the SEAL Fruit Barra.



"Even the conversation this morning enabled me to have a conversation with someone I would not have had."

The Men's group organised trips to Lochwinnoch bird sanctuary, Queen's Park putting green, ten-pin bowling and the cinema.

"Over the last 4 years you have helped me to live the life I like."

We had **9** BIG Chat days on issues from mental health to the referendum. The 'Talking About Cultural Difference Day' was hugely successful with everyone actively involved in the discussions and everyone giving it the highest possible rating in the evaluation at the end. Some comments during and after are included here.

"What brings people in is the sharing of food, but once they cross that door they are sharing their stories."

"I've never been at anything like this before. It's really good to talk about it."

"It's xxxxxxxx brilliant. It's a place where everybody's welcome. It doesn't matter where you've come from and if you've got an addiction. It's a place you can feel good about yourself."

STV recently featured our BIG Thursdays Drop-in on Live at Five. Here is a link to the feature:

www.youtube.com/watch?v=TgtHcTzv_-w



Events and Trips

Gorbals Fair

We had great fun preparing the circus theme costumes and wonderful signs for this event – and a few intrepid folk battled the gales and rain on the day!



"I learned to Ceilidh, I liked everything."

International Women's Day

20 women celebrated International Women's day at the Drop-in and **24** at our evening event with music, food and crafts.



Christmas Party

Our fantastic Christmas Party included great food cooked by **15** different chefs, games and arts activities as well as a visit from Santa.



Come Dine With Us

In January 2016 we started a G5 volunteer-led community meal with live music as a dignified alternative to food banks and a fun night for people often alone in the evening. It was so successful we have continued it on a 6 weekly basis and now feed over **100** people each time.



Refugee Week Welcome Rising Roses

101 people celebrated Refugee Week at our Rising Roses Event with an international barbeque and picnic, drumming, Indian dance and games. The event won a Spirit of Refugee Week Award from the Scottish Refugee Council.

"I learned we can be united irrespective of language, country and birth."



Summer Trips and Activities

As well as a day trip to see the Vikings in Largs we had fun closer to home this year with a trip to Glasgow Green Sandy park and a Sports day in the Rose Garden with **71** contestants!



"I say 'Hi' to a few people now in the community that I met on that night."





4 of our members spoke out about their experiences on the 17th October, the event in George Square marking the International Day for the Eradication of Poverty, in partnership with Givin' It Laldie's Lodging House Mission Choir & Poverty Truth Commission.



17 volunteers started baking and selling delicious, nutritious, affordable bread and buns for their neighbours in the kitchen at the bottom of 39 Waddell Court. **10** live in G5 and **7** are from a refugee background.

In February our High Rise Bakers Project was named one of the top ten food projects in Scotland.
<http://source.scot/top-ten-food-projects/>

"It gives me purpose and makes me feel a part of something, moving together towards a common goal."

Sadly our destitution cupboard is still needed. **15** of our members who have come to the Drop-in have been destitute during the last 6 months including **6** of our volunteers. **92** others made use of our Destitution Food Cupboard this year. Thanks to everyone who donated food or money.



"I thought it was a great night I really enjoyed it and there were a few projects I knew nothing about."

Being Part of the Networks

We are actively involved in Gorbals 3rd Sector Forum; representing them across sectors and working with partners to support the growth of Community led activity.

We held the 'What's On In the Gorbals' Community Event in October with **25** local groups and organisations presenting using the Pecha Kucha presentation format (10 slides, 20 seconds to talk per slide) and stalls selling local produce. It was a great success and **4** of the **7** stall holders were from BME backgrounds showcasing Polish arts and crafts, Algerian food and Pakistani make-up. We provided a creche which enabled 3 of the stall holders to take part.

"I thought it was a great night I really enjoyed it and there were a few projects I knew nothing about."



Working with Families

Baby and Toddler Groups & Big Messy Play

61 parents or carers and **72** children came to the baby and toddler groups.

We have had a huge amount of fun and games and are amazed by the ideas and enthusiasm of our members making it different every week.

We have learned new songs and been working together on how we help the children improve their emotional literacy.

"I lead the singing with the kids at all three groups each week."



"This has been great fun for my son and also given him more confidence for starting nursery."

"We designed and made the new banner for BIG Messy Play."



Volunteering

We are hugely grateful to our fantastic volunteers and helpers who shape everything we do by bringing their skills, ideas, friendship and a lot of hard graft.

"I took over the running of the men's Group."

Over the year **48** volunteers or helpers helped each week at the Drop-in & at Baby and Toddlers groups.

53 volunteer training places were taken up ranging from Food Safety Awareness to Mental Health First Aid and Advanced Listening Skills.



"I've made a Sudanese lamb curry 3 times now, people keep asking for it."

39 Taster Volunteers came for the day from the Volunteer Centre, many of them stayed.

This year **5** of our volunteers moved into further education and **3** into work

"The reason my life found purpose and stability was the Drop-in. Also the skills set gained by meeting and greeting many people throughout the world has undoubtedly made me stronger."



The People

Board of Directors

Chairperson	Rev Ian Galloway
Treasurer	John Finch
Secretary	Jacqueline Stockdale
Trustees	Michael McLaughlan
	Katherine Longmuir
	John Finch
	Dr. Andrew Lyon
	Prof. Howard Sercombe
	Rosie Holleran
	Twimukye Mushaka

In attendance

Director	Tricia McConalogue
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Staff

Director	Tricia McConalogue
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Administrator	Clemence Butoyi
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Developing Young People Team

Senior Project Worker	Terry Strain
Project Workers	Collette Gallanagh
	Michael Snee
	Megan Thomson
	Patrick Barbour
	Claire Bonner

Community Inclusion & Families Team

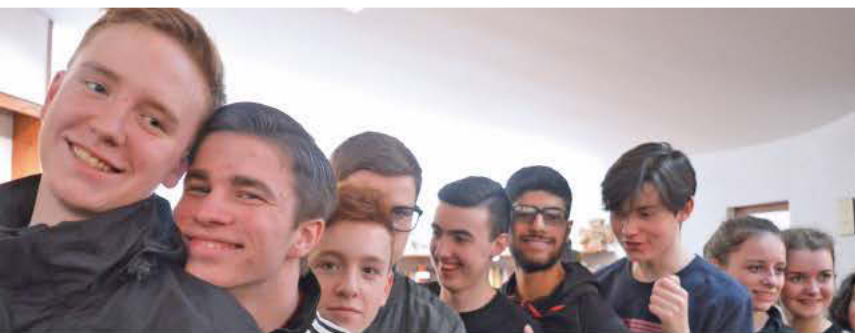
Development Worker	Roz Adams
Project Workers	Catriona Milligan
	Marie McCormack

Bookkeeper	Brett Nicholls Associates
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The Network

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

Glasgow Asylum and Destitution Action Network
Citizens Theatre
Poverty Alliance
Poverty Truth Commission
South East Integration Network
New Gorbals Housing Association
Business Gateway
Gorbals Parish Church
Blessed John Duns Scotus Church
Blackfriars Primary School
Holy Cross Primary School
St Francis Primary School
St Bride's Primary School
St Brigid's 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
Battlefield Primary School
Shawlands Primary School
Langside Primary School
St. Albert's Primary School
Holyrood Secondary School
Shawlands Academy
Glasgow Life
GCVS
Finns Place
SEAL Fruit Barra
Glasgow Campaign to Welcome Refugees
Glasgow Volunteer Centre
Gorbals Fair Management Committee
The Corrymeela Community
Scottish Refugee Council
Tackling Poverty Together
Giffnock South Parish Church
Givin' it Laldie
Citizen's Advice Bureau
Glasgow Destitute Asylum Seekers Night Shelter
Gorbals Voluntary Sector Forum
The Barn
NHS Health Improvement Team
TASK
Urban Roots
Bookbug
Saint Francis Pipe Band



Balance Sheet

31st March 2016

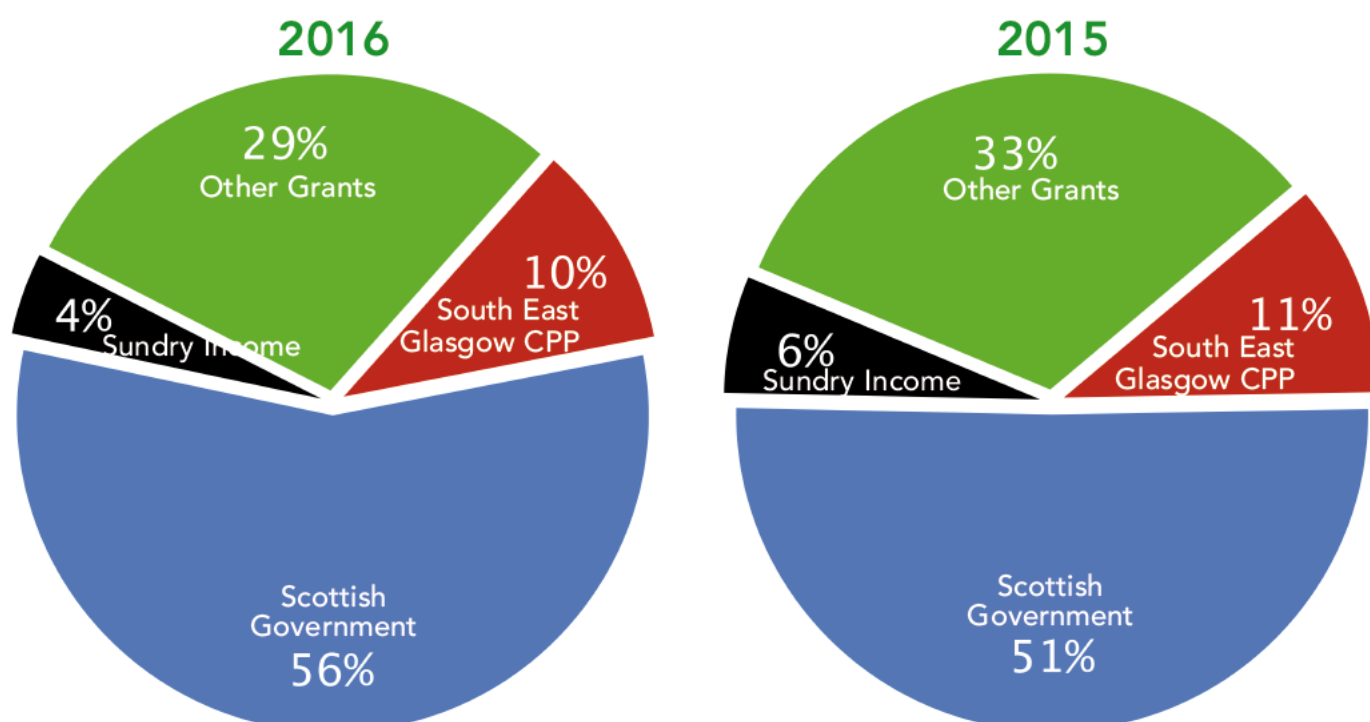
	31 March 2016 £	31 March 2015 £	31 March 2014 £
Fixed Assets			
Tangible Assets	245	1,145	2,045
Current Assets			
Debtors and prepayments	6,455	6,537	2,153
Bank	102,306	105,043	76,776
	<u>108,761</u>	<u>111,580</u>	<u>78,929</u>
Current Liabilities			
Accruals and Deferred Income	<u>39,397</u>	<u>35,877</u>	<u>7,678</u>
Net Assets	<u>69,609</u>	<u>76,848</u>	<u>73,296</u>
Funds			
Unrestricted funds	68,069	58,012	50,329
Restricted funds	<u>1,540</u>	<u>18,836</u>	<u>22,967</u>
	<u>69,609</u>	<u>76,848</u>	<u>73,296</u>

The financial statements were approved by the Board of Trustees on
3rd October 2016 and were signed on their behalf by:

Rev Ian Galloway **Chairperson**

John Finch **Treasurer**

Income



Income and Expenditure

For the year ended 31st March 2016

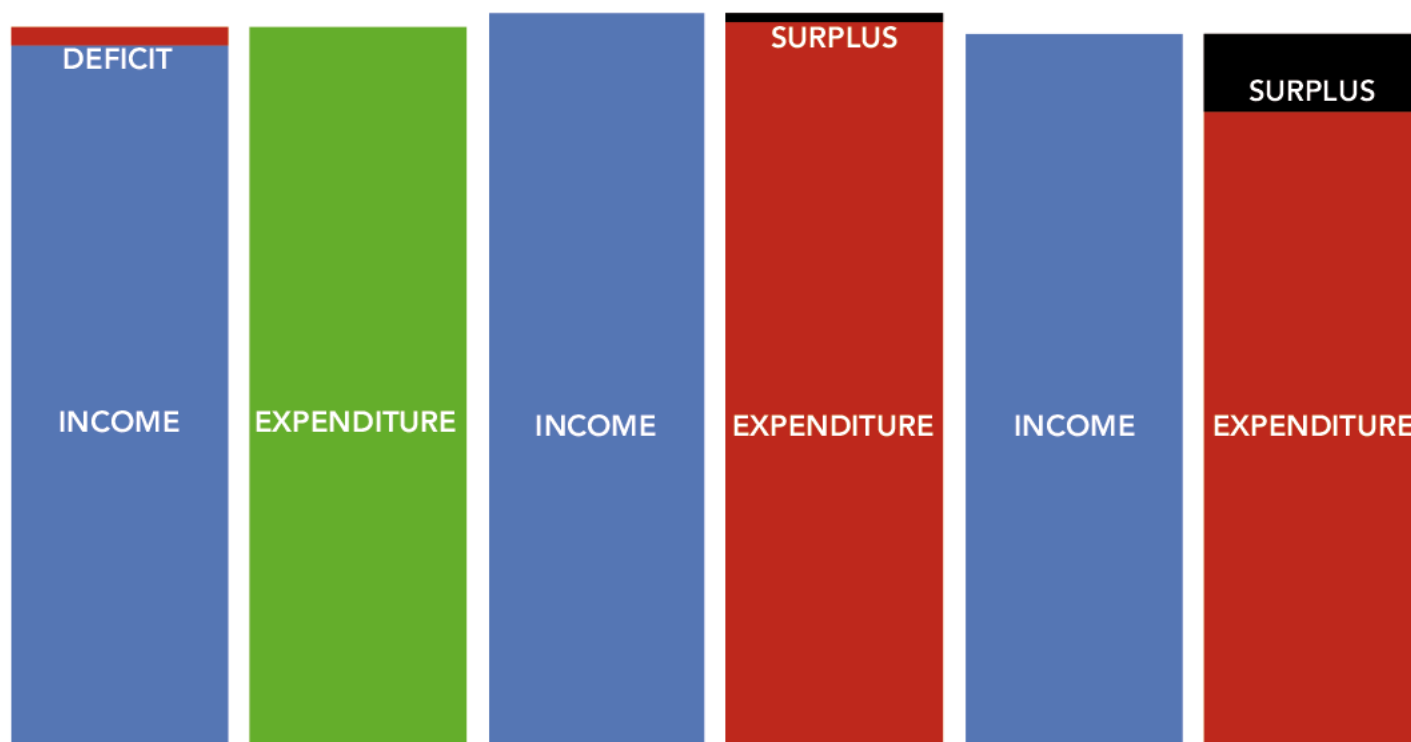
	Total Funds 2016 £	Total Funds 2015 £	Total Funds 2014 £
<u>Income</u>			
Revenue Grants	276,273	288,803	280,725
Interest	145	247	168
Total	<u>276,418</u>	<u>289,050</u>	<u>280,893</u>
<u>Expenditure</u>			
Charitable Activities	280,756	283,407	248,010
Governance Costs	2,901	2,091	2,460
Total	<u>283,657</u>	<u>285,498</u>	<u>250,470</u>
Surplus/-Deficit	<u>-7,239</u>	<u>3,552</u>	<u>30,423</u>

Surplus/Deficit

2016

2015

2014



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:



The Scottish Government



Glasgow
CITY COUNCIL



BBC
Children
in Need



The Anchor Foundation

Gordon Fraser
Charitable Trust

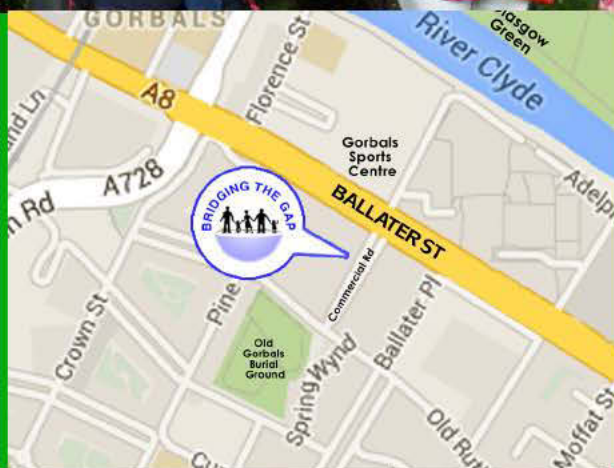


Foundation
Scotland

LLOYDS TSB
FOUNDATIONS



Garfield Weston
FOUNDATION



Greyfriars Centre
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