



ANNUAL REPORT 2008-09



.....work across divides.....





Mission Statement

Bridging the Gap is a local a 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'.

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Chairman's Remarks

Welcome to the annual report of Bridging the Gap

It is a real privilege to welcome you to this report of the work of Bridging the Gap. I commend to you all the work that has been done and the people who have ensured that Bridging the Gap makes a difference in the lives of so many people.

Bridging the Gap is about counting people in – hundreds of young people making the transition to secondary school, or taking on adult responsibilities as they look forward to leaving school, and hundreds more refugees, asylum seekers and some very vulnerable local people who have found new friends and new hope as part of our international community that gathers week after week throughout the year.

We are proud that our Co-ordinator, Tricia McConalogue, is co-chair, along with Lord (Jim) Wallace of Tankerness, of the Poverty Truth Commission, which aims to make the voices of some of the poorest people heard in the wider world, and in decisions about how to put an end to poverty.

Our whole staff team has shown huge determination in taking the work of Bridging the Gap forward over the past year, and the Board is just as hugely grateful to them all. Our funders have shown continued trust in us as an organisation to produce results that contribute to Glasgow's reputation as a friendly and welcoming city with a real investment in its young people.

These young people should fill us all with confidence in the future. The voluntary effort of our peer tutors is admirable – and the enjoyment of the P7s from several schools is evident. By the time this report is published more schools will have been added (by demand!) to our tutoring programme. Our concern, of course, is how to keep going with this acclaimed work in a time of increasingly tight resources. Anyone with any ideas should contact us as soon as you read this.

Enjoy the annual report – and join me in celebrating Bridging the Gap!

Ian Galloway

Chair, Board of Directors, Bridging the Gap



Co-ordinator's Report

Bridging the Gap continues to be a warm and welcoming organisation for all our young people, service users, organisations, groups and others.

The last year has seen an increase in our work on both sides of the project and we have continued to establish strong links with many different organisations. Over the last two years our integration work has been expanding into the South East Area of the city; however we recognise the vital importance of still chipping away at building community within the Gorbals area.

On the schools side we extended our work to include an additional Primary School (requested by the School) in our Peer Tutoring programme. We have benefited from the steering group, 8 young enthusiastic and committed S5 pupils, who have helped shape the schools work and share, in pairs, attending our Board of Directors meetings. The recognition for the contribution of the work in schools has been praised by Anne Marie McGovern: A representative of Glasgow City Council Education Department "On behalf of Education I just want to thank you for all the hard work you have done. You may not see the difference you make to young people but you should look back with pride".

Bridging the Gap continues to work with the whole community, building community cohesion, giving people opportunities to find common ground. We support all new comers including members of the BME Community many of whom are Asylum Seekers and Refugees to ensure that they feel welcome and safe and to provide the necessary support they need to integrate whilst waiting for their Home Office decision. Over the years we have seen an increase of local indigenous people joining our Drop-in, some becoming volunteers at our weekly drop in. By providing training opportunities for volunteers we are opening doors of opportunity and confidence and hope for the future both in employment and socially: Heather a volunteer says "I am getting busier and busier doing work stuff, but it's Bridging the Gap that helped me to make these connections, so that's a bonus "

One of our highlights of last year was the celebration of Bridging the Gap being 10 years old. We marked this at a special AGM with a party and a short video presentation of the work that we have undertaken over this period. The video showed the growth and development of an organisation that bridges gaps. We hope that we can continue to bridge many more.

I would like to thank a great, dedicated and committed staff team and Board of Directors who work tirelessly on behalf of this organisation. Thank you to our Funders and to the Friends of Bridging the Gap who have given individual donations in support of our work. Finally we are sorry to say goodbye to Cait Brady who worked on the schools team. Cait has been a good asset to our work and a good team member. We wish her well in her new venture.

Tricia McConalogue
Project Co-ordinator



Schools Team Report



Through all of our work with young people in Schools we aim 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.

Peer Tutoring

In 2008-09 we continued to successfully deliver our peer tutoring programme in partnership with 4 local Primary Schools and 2 Secondary Schools. Our peer-tutoring 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.Bride's Primary School to the peer tutoring programme in January and 5 pupils benefitted from the additional support on offer. We look forward to extending the programme in full to the pupils of St. Bride's!

70 S4 pupils from Holyrood RC Secondary and Shawlands Academy took part in the 20 week programme and supported 68 Primary 7 pupils from Blackfriars, St.Francis, Holy Cross, St.Brigid's and St.Bride's Primary Schools. Around 90% of the young people completed the programme.



S4 pupils commented:

"I got the satisfaction of helping others and a sense of accomplishment"

"I got to help others and it has made me realise how much the support meant to them (Primary 7 pupils)."

P7 pupils told us:

"The S4s can help you with your worries and fears about secondary"

"I think it is great, BTG is excellent and I am more confident about secondary school now."

Our annual awards ceremony, held in Hampden Park, was a fitting celebration of the achievements of all young people involved. Approximately 400 people attended the event that had St.Francis Pipe Band welcome guests on the steps of the stadium; while a band "The Bandits", made up of S6 pupils from Holyrood Secondary opened the Ceremony. Every young person involved received a certificate and gift in recognition of their contribution.

Finding Common Ground

As part of our peer-tutoring programme the S4 pupils from both Holyrood and Shawlands went together 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 and how that relates to how they behave. During this trip the young people met other young people from one of our partners – The East Belfast Area Youth Project. Bridging the Gap and Corrymeela staff delivered a programme that





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 peoples day to day life. The funding support provided to cover the costs of this trip by Sense over Sectarianism is greatly appreciated.

A parent told us that the trip “caused a lot of discussion between the family afterwards and it was good to hear his voice!”



Youth Action *“Life would be boring if we were all one culture”*

Our steering group, made up of 8, S5 pupils who were involved in the previous year’s peer tutoring programme, wrote up an action plan in July 2008 after a 3 day citizenship programme. The main points of the plan being that the group would like to volunteer at our peer tutoring sessions and also have a place on our Board of Directors. Each week from October ‘08 through to March ’09 the group attended the peer tutoring sessions and supported the work of the S4 pupils involved. The group were excellent in helping us to plan and evaluate each week’s activities.

In order to play a full role and to be aware of their responsibilities as part of our Board the young people identified a need to be trained. We secured funding from The Church of Scotland Parish Development Fund to take the group on a training residential to London in February 09. As well as meeting with representatives from another of our funders - The Paul Hamlyn Foundation – the group completed a training programme that equipped them with the knowledge of the roles and responsibilities of a board member. The young people involved have now begun to attend board meetings and 1 in particular has been involved in the securing of 2 years continuation funding for the project. We look forward to the year ahead and to the increased involvement of the group in all aspects of our work.



WAY AHEAD GROUP - Young people who are, or are at risk of being, not in education, employment or training and at risk of becoming socially excluded are a priority for the Scottish Government. Working with a group of S4 pupils we continued to deliver a personal development programme – Go For It - which aims to give young people the thinking skills they need to make the improvements they want in their lives enabling them to become self-motivated, lifelong learners. The programme was completed at the end of March.

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 with all the schools

“Celebrate your culture – it’s dangerous when people think theirs is the only one”

Asylum & Refugee Team Report



It has been another good year for the Integration Team. Many people who have been seeking asylum for many years have finally got permission to stay and it has been a pleasure to help them make the transition to work, benefits and citizenship and to watch the cloud of uncertainty lift from their lives after so long. Our weekly Drop-in has developed to include new arrivals particularly from Iran and Zimbabwe, more members of the established BME community including a group of Japanese women and more local Gorbals Scots. This safe place where flavours and cultures mix is an oasis for many in a challenging city.

Increasing Integration in the Gorbals.

As the main aim of our team we concentrated most of our efforts this year on this. The Drop-in has been attended by an average of 50 people each week. Many other agencies have used this meeting place to advertise their courses and services including Health Visitors, Regional Equality Council and Langside College ESOL Network Co-ordinator. We have run a variety of activities to get people up and integrating like the Bridging the Clyde Choir jointly with the Citizens Theatre Community Company and facilitated by Voice Box, the newly formed Bridging the Gap Samba band who will soon perform at our events, and many one-offs on Health and Beauty, Oral health, Animal Man, Arts and Crafts and Fire service visits. Two single Mums who were isolated in the High Flats became friends at the parenting class run by health visitors at the Drop-in. Since December our Women's Group has involved a monthly fish supper night which has been very successful in attracting a diverse group of on average 22 women. Our Summer Programme joint with Playbarn and PATCH included a Sports day, Picnic, PATCH themed Drop-ins, Scavenger Hunt and Football Tournament. We have also organised four one-off events; SRTRC (Show Racism The Red Card) games day for 28 young people as part of the Fortnight of Action jointly with the Playbarn, International Women's Day Celebration, Christmas Party and Refugee Week International Fashion Show and played a key role in the Gorbals Fair. The Gorbals fair was a step for 7 indigenous women to join our Women's group, 2 of whom then became volunteers. We had another magical weekend of Storytelling at Wiston Lodge joint with folk musicians from Common Ground Scotland .



We celebrated integration in the Gorbals with a series of beautiful photographs called Imagine Nation taken by a refugee volunteer. That volunteer is now on a full time photography course. She told us, "If it hadn't been for taking photographs at the Drop-ins, events and Imagine Nation I might not be there now. It really helped me". The South Side Integration Network has been going through a period of transition from a project to programme approach and Bridging the Gap and ITC (Integrating Toryglen Community) are the lead agencies in taking this forward. We hosted a Network Advice and Information Day with representatives from over 15 organisations and interpreters present. It was attended by over 70 people. One Scottish volunteer told us, "People here don't make divisions. We are all parts of a mini world; big hearts in a mini world" another Iranian volunteer said, "this place is the same for me as my country, for me it is very very good. My God is kind and wants us to live together with love and kindness. We can learn from each other and grow and change" A Scottish woman





told us, "This Drop-in is absolutely fantastic. I've met people I probably wouldn't have met before. It brightens up my day"

Developing our Volunteers

There has been a shift in the intake of volunteers. Many come from other parts of the city such as Springburn, the West End and Bridgeton bringing a wide range of life experience and skills to our drop ins. For example we are proud to welcome volunteers from Phoenix Futures and The Calton Centre who are proving to be valuable and committed helpers on our busy Thursdays in St. Francis Hall. We encouraged 2 of our volunteers to attend the GCNS First Steps Open Day which opened doors for them to do Basic IT, Communication and Maths. This led them onto HNC courses in Social Care which will help in future employment.



Our Volunteer Training during 0809 consisted of:

- 4 volunteers have attended Certificated REHIS Food Hygiene training;
- 7 did Certificated training on Baby First Aid;
- 4 attended SRC's Working with Asylum Seekers and Refugees workshops;
- 2 did Child Protection Certificated course;
- 2 passed their HNC in Flower Arranging;

In addition, 4 volunteers have moved on into employment and one long standing volunteer was accepted into Strathclyde University for a Master Degree Course in August '08 after being given leave to remain in Scotland. The training manager at Phoenix Futures told us about one volunteer, "there has been a huge difference in him since he began volunteering at the Drop-in. His peers have remarked to the staff that they see him coming out of his shell and being more confident. The consequence is that now two more people want to volunteer".

Improving the quality of People's Lives

An average of 27 enquiries has been dealt with at the office each week with issues ranging from Citizenship, benefits, ESOL, Housing to reporting racial incidents. For example we worked closely with the Regional Equality Council to help someone address a racially motivated attack in their workplace.

Another woman from an ethnic minority had a very complicated home and work situation which was difficult for the benefits system to recognise. This was having an impact on her mental health and housing; she was in danger of becoming homeless. Over weeks of phone calls, form filling and with support from our emergency food store we helped her to sort out her benefits, to gain employment and secure her housing. She said, "Thanks for all your help, you give me strength, thank you". The Framework for Dialogue Group was poorly attended for a while so we moved the meetings to during the Drop-in and they have been more successful. The trips and residential also improved people's quality of life; on the storytelling weekend Abdul told us, "This is the first time I have been out of Glasgow in the five months since I came. Five months of no good, always in my head, thinking, thinking, thinking. Today I am very happy,



very, very happy!"

Improving our Monitoring and Evaluation

Recognising that this was one of the weaker areas of our practice in previous years, we have put in new systems, done better recording, sent staff on Evaluation Support Scotland (ESS) courses, and employed a new worker with specific responsibility for monitoring and evaluation.

Using the information we have gathered we have been able to better focus our work since April 2009.



The People

Staff:

Project Co-ordinator	Tricia McConalogue
Project Worker (Schools)	Terry Strain
Project Worker (Schools)	Cait Brady
Project Worker (Asylum Seekers and Refugees)	Roz Adams
Project Worker (Asylum Seekers and Refugees)	Linda Ashby
Bookkeeper	Brett Nicholls
Administrator	Clemence Butoyi

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
Vice Chairperson	Scott Devlin
Treasurer	Haider Saady Yassin
Fr Edmund Highton	Elen Mehari
Duncan Wallace	Hector Dickson
Margaret Leyden	Nonie Moyo
Tom Friel	
 In attendance	 Pauline Edmiston

The Network

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

Gorbals Parish Church
 Blessed John Duns Scotus
 Blackfriars Primary
 Holy Cross Primary
 St Brigid's Primary
 St. Francis Primary
 St Bride's Primary School
 Holyrood Secondary
 Shawlands Academy
 Adelphi Nursery
 Bookstart
 Cardinal Winning Pro Life
 Citizens Theatre
 Phoenix House
 Carlton Day Centre
 Community Health and Care Partnership
 Culture & Sport Glasgow Youth Services
 East Belfast Area Youth Project
 GCVS
 Glasgow Asylum Support Project
 Glasgow Campaign to Welcome Refugees
 Glasgow College of Nautical Studies
 Glasgow Volunteer Centre
 Gorbals Fair Management Committee
 Gorbals Health Visitors
 Gorbals Healthy Living Network
 GSERA
 Impact Arts
 Integrating Toryglen Community
 The Iona Community
 Langside College
 The Corrymeela Community
 Mohammed Sarwar MP
 National Asylum Support Service
 PATCH
 Reed in Partnership
 ROOTS
 Sandra White MSP
 Scottish Refugee Council
 Strathclyde Police
 TASK
 Transformation Team
 UNITY
and others.



BALANCE SHEET 31st MARCH 2009

	31 March 2009 £	31 March 2008 £
<u>Current Assets</u>		
Debtors and prepayments	7,099	11,935
Bank	<u>76,659</u>	<u>52,934</u>
	<u>83,759</u>	<u>64,869</u>
 <u>Current Liabilities</u>		
Accruals and Deferred Income	<u>8,277</u>	6,861
 Net Assets	<u>75,481</u>	<u>58,008</u>
<u>Funds</u>		
Unrestricted funds	27,922	
Restricted funds	<u>47,559</u>	9,874
	<u>75,481</u>	<u>48,134</u>
		<u>58,008</u>

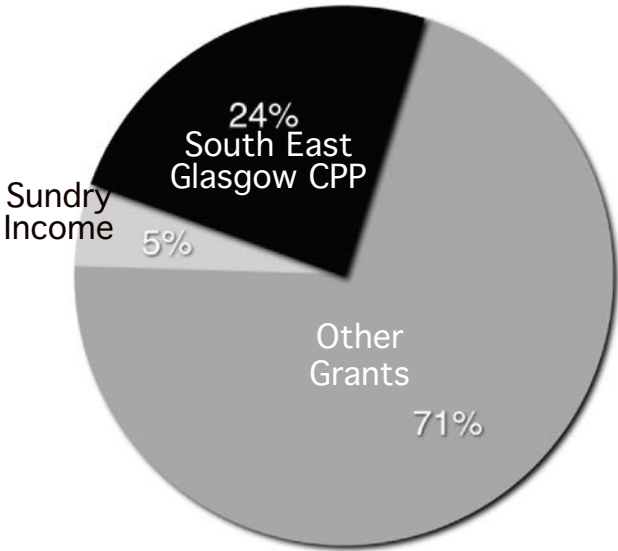
The financial statements were approved by the management committee on 12th September 2009 and were signed on their behalf by:

Rev Ian Galloway Chairman Haider Saady Yassin Treasurer

INCOME

2009

2008



Sundry
Income



INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st MARCH 2009

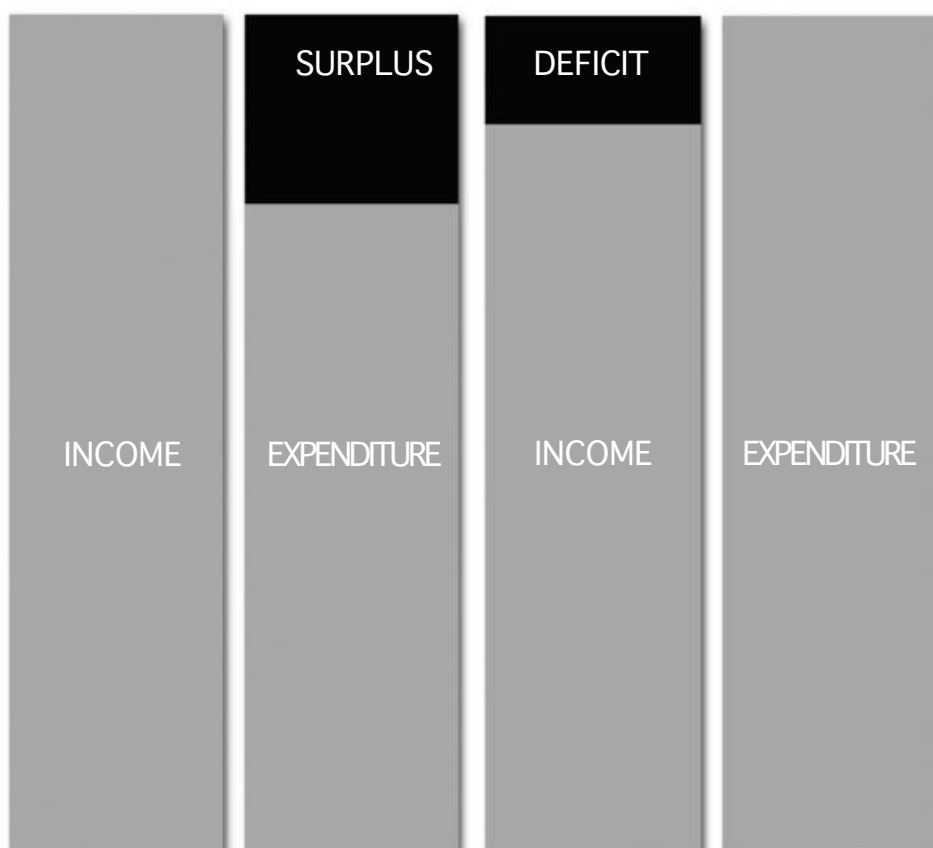
	Total Funds <u>2009</u> £	Total Funds <u>2008</u> £	Total Funds <u>2007</u> £
<u>Income</u>			
Revenue Grants	183,901	242,049	153,064
Interest	<u>503</u>	<u>481</u>	<u>325</u>
Total	<u>184,404</u>	<u>242,530</u>	<u>153,389</u>
<u>Expenditure</u>			
Charitable Activities	165,832	184,388	173,731
Governance Costs	1,099	3,119	2,711
Total	<u>166,931</u>	<u>187,507</u>	<u>176,442</u>
(Deficit)/ Surplus	<u><u>17,473</u></u>	<u><u>55,023</u></u>	<u><u>(23,053)</u></u>

SURPLUS/DEFICIT

2009

2008

2007



Audit carried out by Wylie & Bisset LLP Chartered Accountants.



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

Awards for All
BBC Scotland Children in Need
Blessed John Duns Scotus
Glasgow Community Planning Ltd
Gorbals Parish Church
Parish Development Fund
Scottish Churches Community Trust
Scottish Government
Race, Religion and Refugee Integration Fund
Sense over Sectarianism
The Moffat Trust
The Paul Hamlyn Foundation
The Robertson Trust
The Tudor Trust
Individual donations