



**ANNUAL REPORT  
2009-10**



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## 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 nurturing the potential of every individual, and where appropriate, providing practical support.

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



# Chairman's Remarks

## Welcome to the Annual Report of Bridging the Gap.

On behalf of the Board of Directors I am delighted to commend our excellent staff team on another year of work that has demonstrably made a real difference in the lives of hundreds of people.



Bridging the Gap does what it says on the tin. Across barriers and divides, people meet and work together in a host of ways and create a bridge into new experiences of community and personal development. Primary school children are helped to cross the difficult divide into the Secondary sector, and the enthusiastic response of schools, parents and children tells us both that it works and that peer tutoring adds real value to what schools can offer. Young people at S4 and S5 have the benefit of real responsibility and mind expanding new experiences and relationships.

Integration work helps people into training, education and work as well as enhancing people's sense of belonging and value. The international drop in offers a celebrative community, a place of meeting and the opportunity to find practical help.



In this report you will gain a glimpse of the work of Bridging the Gap. As I write the organisation is seeking funding to secure the future of this most valuable resource on the South Side of Glasgow. We are interested in hearing from anyone who can help us to go on making a measurable difference where it is needed.

**Ian Galloway**

Chair, Board of Directors, Bridging the Gap

*The quote on the front cover is from a volunteer from Kenya*

# Co-ordinator's Report

## Welcome to Bridging the Gap's annual report for the financial year 2009- 2010.

We continue to deliver excellent and accessible services to the community and as you will read in this report we have grown and evolved to meet their needs. This year we took on three part time students who brought a wealth of talent to the project and gained great experience.



Behind the scenes the staff and Board of Directors have put in a lot of work ensuring that our governance, policies and procedures are up to date and in line with Government Policies .

This has resulted in staff, board and volunteers participating in child protection and first aid training and the updating of our Child Protection Policy and staff handbook, and an induction manual for Board of Directors.

Over the past three years all staff have undergone conscious communication training and it's principles now underpin our approach to our work. As an organisation we are committed to both personal and organisational development so that we can continue to provide support in a compassionate and professional manner.

In May 2009 the board and staff took time out to look strategically at the Organisation and how we would forge ahead under the direction of a consultant. From this day we came up with a 'Purpose Statement' (included in this report).

In September 2009 we said goodbye to one of our staff members, Cait Brady who moved on to go into nursing. Cait was a valued member of staff for the schools side of the organisation and we wish her all the best in the future. In October we appointed Collette Gallanagh who has proved to be an asset to our staff team.



I would like to thank the Board of Directors for their continuous support. I'd also like to say a big thank you to all the staff here at Bridging the Gap. They continue to work tirelessly above and beyond their remit with fantastic enthusiasm and good humour.

I would also like to thank all our partner organisations, both Statutory and Voluntary and look forward to continuing strong partnership working in the future.

From our humble beginnings as a small project we have now grown into an established, experienced, well known and well respected organisation.

**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, easing 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 activities.

## Peer Tutoring

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.

P7 pupils work closely with S4 pupils over a 20 week period. Throughout this time the pupils take part in various group work games and activities, tours of the school, subject tasters, and question and answer sessions with head teachers and school captains. P7s are also supported by S4 pupils through a study skills pack.



In 2009-10, we continued to deliver our programme in partnership with St Francis, Blackfriars, Holy Cross, St Brigid's, and St Bride's Primary Schools, and Holyrood Secondary and Shawlands Academy. In addition to these schools, we welcomed Annette Street and Our Lady of the Annunciation Primary Schools. 88 S4 pupils, and 80 P7 pupils successfully completed the programme.

*"I think every P7 should get to do BTG because if you don't you might get lost, you might not meet new friends and you won't have all the fun that I had."* (P7 pupil)

*"If I was to say to anyone thinking about doing Bridging the Gap in the future I would say - Don't sit back, get involved and you'll enjoy it. It's a great experience for you personally and you'll take much more from it than you expect."*

(S4 pupil)

To celebrate the achievements of all young people who participated in the programme, we held our annual awards ceremony at Hampden Park. Around 500 people attended the Oscar themed evening, with the guests being welcomed by St Francis Pipe Band. Every young person involved received a certificate and gift in recognition of their contribution from local celebrities and politicians. The whole evening proved to be a wonderful testimony to the fantastic people involved.





## Finding Common Ground

In July 2009, a group of young people from East Belfast Area Youth Project came to Glasgow on a three day residential. This was a follow up to the previous year's trip to Northern Ireland, where the young people from Belfast and Glasgow initially met. The trip included visits to Celtic and Rangers football stadiums, a bus tour of Glasgow, and team building activities in the evenings.

Each year our partnership with East Belfast Area Youth Project continues to grow, and in October 2009, we attended their annual awards ceremony held at Stormont Hotel in Belfast.

Five young people from Shawlands Academy accompanied us on the trip, and were presented an award from Peter Robinson MP, First Minister of Northern Ireland, in recognition of our cross community work.



At the end of our peer tutoring programme in March 2010, the S4 pupils from Holyrood and Shawlands went on two residential trips to Northern Ireland. In partnership with the Corrymeela community, we stayed in residential centres in Ballycastle and Belfast. The Corrymeela Community encourages people of all ages and backgrounds to meet and explore their culture and identity. The young people took part in a programme including team building and discussion based activities around themes of prejudice and sectarianism. The highlight of the trip was a tour of Belfast and a visit to Carrick a Rede rope bridge. We look forward to continuing to build on the relationship with East Belfast Area Youth Project and the Corrymeela Community.

*"I had a really good time on the tour of Belfast. Before I went on the trip I thought that the sectarianism in Glasgow was bad, until I saw Belfast. I could not believe the divide between*

*Catholics and Protestants."* (S4 pupil)



## Youth Action

In July 2009, we held two development days, one for S5 pupils and one for S6, to plan their involvement for the following academic year. The S5 pupils agreed to continue to volunteer at our peer tutoring sessions, leading small groups of S4 and P7's through group work activities. We also had a small number of S5 pupils who continued to support S1 pupils in their first year of high school, at a lunch time drop-in. Our steering group who are in S6, their final year of secondary school, decided

to continue their involvement on the Board of Directors, and played a vital role in preparing S4 pupils to participate in the peer tutoring programme.



At our awards ceremony we recognised their hard work and commitment over the past three years by awarding them the Brother Joseph O'Toole award for outstanding contribution. Brother Joe was a Franciscan Friar and previous co-ordinator of Bridging the Gap. In October 2009, Brother Joe, who was working in Zimbabwe was tragically killed in a car accident. Many people remember Brother Joe for his compassion for others, his warmth, kindness, and humour. He



# Integration Team Report

It has been a very positive year for integration in the Gorbals and beyond with more local people than ever getting involved in the Drop-in, Women's Group, Summer trips and events. We have made a real impact on the understanding of migration issues and helped to forge literally hundreds of relationships across cultures. The new Understanding Each Other project, taking refugee volunteers into P6 and P7 classes to be interviewed by the kids has been immensely successful.



One teacher told us *"in all my years of teaching, today's session was the most powerful lesson I have seen"*. Another said, *"This is real education. The children's attitudes and perceptions about asylum seekers have altered radically, for the better"*.



## The International Drop-in

With help from many talented volunteers, students on placement and partner organisations the weekly Drop-in continues to be a hub of community activity and the mainstay of our integration work. Ever increasing numbers of Gorbals locals are coming along to enjoy great food and activities for adults and kids. Attendance has increased to an average of 85 each week. We have been especially pleased to have so many people contribute their talents - singing, drumming, dance, keep fit, flower arranging, cooking and Japanese crafts to name but a few. We continued the singing workshops with Voice Box and performed

at Refugee Week. One member told us *"I had ... a really good time every week singing in the choir. This was a most enjoyable experience to be with new people...I have enjoyed meeting all the new people and they made me just part of the whole company"*.

33 new white indigenous people and 108 new BME (black and minority ethnic) members, including many asylum seekers and refugees have registered at the Drop-in since April 09. We have registered 231 people (including kids) at the Drop-in this year.

Our very popular events have marked Refugee Week, Christmas and International Women's Day and we have played a lead role in the Gorbals Fair. The Refugee Week assistant co-ordinator told us, *"this was the most diverse event in refugee week. It was lovely to come along, chat to people, enjoy the delicious food and the amazing atmosphere"*. Volunteers on International Women's Day highlighted the contribution of Women of Influence from 4 different countries with stories and freedom songs from different countries. An Iranian woman taught Iranian dance. An Eritrean woman did her traditional coffee ceremony and a woman from Cameroon talked about the woman's role in a family and danced a traditional dance. Four men from different countries worked together to take care of the cooking to give women a break.



## Framework for Dialogue

This series of monthly meetings has evolved over the year to include speakers on health topics (addictions, Hepatitis C, HIV and epilepsy) and in depth sharing of experiences of different religions. A refugee from Zimbabwe said *"this is the most important thing that you do here. People need this information"*. One member from Kenya and an American volunteer who went on to attend the Poverty Alliance Conference told us, *"It was good to give our experiences to the government ministers"*.



## Advocacy and Signposting for individuals

Due to a reduction in demand (19 requests on average per week), this has been limited to 3 days each week. We have made a positive difference to their lives in many ways from getting new lawyers, sorting out bills to access to the emergency dried food store. Most notably this year we supported three families to meet their MP to ask him to campaign on inequalities in the citizenship process. The systems were reviewed, a new directive given to Home Office Staff and we have since successfully advocated for 5 families to have their negative citizenship application decision overturned.



## Summer programme

Trips and activities on the Summer programme to places such as Heads of Ayr, and Rouken Glen have allowed people to meet others and put aside their stress for a day, *"You are homesick and have pain but all that goes away here"*

## Volunteers

Our skilled and diverse volunteers are crucial to running the Drop-in. Volunteers have taken up 27 training places (form filling, child protection, Basic Food Hygiene, Asylum issues) and 7 are working on SVQs in 'Research' and 'Volunteering'.

## The Women's Group

The group has been holding a monthly meeting for a fish supper night. After a discussion on women's issues, one woman told us, *"I really enjoyed this. It was interesting to hear that there are common women's issues that affect everyone, young, old and different cultures."* The group are working on a quilt which will hang in the Women's Library.

## Understanding Each Other project

Of the 70 young people involved in the first Understanding Each Other project all said they enjoyed being involved and all said they now know more about asylum seekers and refugees.

Quotes from kids included, *"I know that not all people from other countries move to Scotland to bomb or hurt us. It's because of the government and they need a home"*, *"I learned how it feels to be an asylum seeker"*, *"most asylum seekers are coming to seek safety"*. One school asked us back to give an additional workshop on migration to the P6 pupils.

## Annual Storytelling Weekend

18 people enjoyed our annual Storytelling weekend, taking part in a range of music, drama and storytelling activities all promoting integration. A Ugandan family said *"this is the best time we have had in the three years since we came to Glasgow...I'm complaining. It's only 2 days, it should be at least a week"*. A Scottish family said, *"Everyone has different backgrounds but we all came together as one"*

All this has been very positive, but we are not complacent. The Gorbals and Glasgow are still frightening places for many people. We are aware of what still happens in the community in terms of racially motivated crime and intolerance based on misperceptions about migrants. Thanks in part to Bridging the Gap the enlightened are growing in number but we still have work to do!





## Some Volunteer & Student Placement Views

I became a volunteer at Bridging the Gap because I briefly attended the project as a service user but not being able to sit by and let others do all the work I gradually took on more and more of an active role in helping with all of the duties that go along with running the drop-in.

My motivation was that of feeling part of a team working towards helping others. In doing so I was meeting lots of new friends and gaining a confidence in myself to be capable of working again, which had been lost while I took time out to have a family.

Gaining experience working with the children doing arts and crafts and reading and singing with them helped me with my successful application for a job working with another charity called Bookbug.

There is a great feeling of sharing and family at Bridging the Gap and I enjoyed my time working for the project. I will miss the community spirit but hope to visit in my new role.

**Clare West**

September 2010

My 17 weeks with Bridging the Gap exceeded all my initial expectations I had about placement.

The friendly atmosphere in the office and warm welcome I received from the staff made me feel like part of the team, and I felt comfortable approaching staff for support from the start.

I experienced so many learning opportunities throughout my time with Bridging the Gap. From preparing and running a small programme to run in schools, which would tackle asylum based issues, to being part of the organisations annual residential trip to Northern Ireland. These experiences helped me to grow on an academic level, but also on a personal level and I have taken away so much from this.

Overall my experience with Bridging the Gap was truly inspiring and enjoyable and I would like to take the opportunity to thank each of you for making it so memorable.

**Jen McAleese**

October 2010

## The People

### Staff:

<b>Project Co-ordinator</b>	Tricia McConalogue
<b>Project Worker</b> (Schools)	Terry Strain
<b>Project Workers</b> (Schools)	Cait Brady Collette Gallanagh
<b>Project Worker</b> (Integration)	Roz Adams
<b>Project Worker</b> (Integration)	Linda Ashby
<b>Bookkeeper</b>	Brett Nicholls
<b>Administrator</b>	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:

<b>Chair person</b>	Rev Ian Galloway
<b>Treasurer</b>	Haider Al-Eidan
<b>Secretary</b>	Heather Gowans
<b>Directors</b>	Nonhlanhla Moyo Nacer Djoudi Hector Dickson Elen Mehari Fr Edmund Highton Thomas Friel Margaret Leyden Lorraine Sermanni Duncan Wallace Scott Devlin
Resigned 22/10/09	
Resigned 21/10/09	
Resigned 21/10/09	

### In attendance

<b>Faith in Community Scotland</b>	Margo Uprichard
<b>Project Co-ordinator Glasgow South East Regeneration Agency</b>	Tricia McConalogue Janet Campbell



# BALANCE SHEET

31st MARCH 2010

	31 March 2010 £	31 March 2009 £	31 March 2008 £
<u>Fixed Assets</u>			
Tangible Assets	823	117	0
<u>Current Assets</u>			
Debtors and prepayments	6,234	6,982	11,935
Bank	104,860	76,659	52,934
	<u>111,094</u>	<u>83,641</u>	<u>64,869</u>
<u>Current Liabilities</u>			
Accruals and Deferred Income	<u>18,918</u>	<u>8,277</u>	<u>6,861</u>
Net Assets	<u><u>92,999</u></u>	<u><u>75,481</u></u>	<u><u>58,008</u></u>
<u>Funds</u>			
Unrestricted funds	36,870	27,922	9,874
Restricted funds	<u>56,129</u>	<u>47,559</u>	<u>48,134</u>
	<u><u>92,999</u></u>	<u><u>75,481</u></u>	<u><u>58,008</u></u>

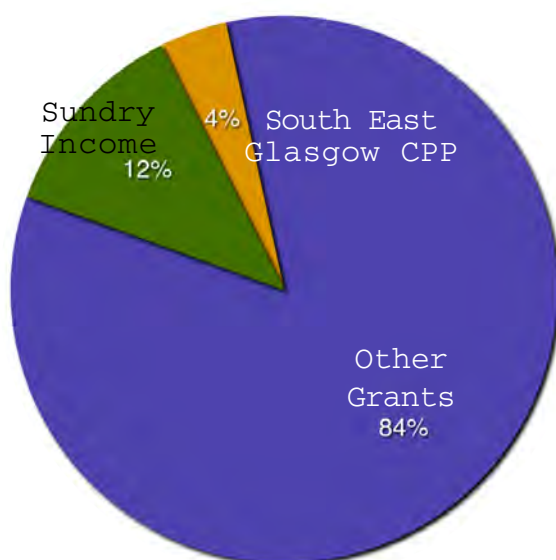
The financial statements were approved by the management committee on 12th September 2010 and were signed on their behalf by:

Rev Ian Galloway Chairman

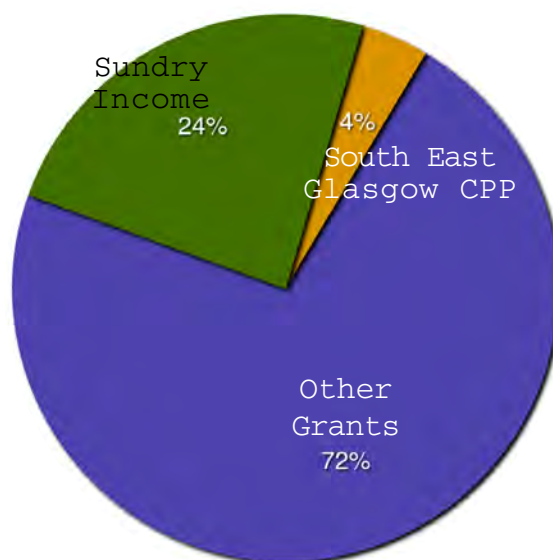
Haider Al-Eidan Treasurer

## INCOME

2010



2009





# INCOME AND EXPENDITURE

For the year ended 31st MARCH 2010

	Total Funds <u>2010</u> £	Total Funds <u>2009</u> £	Total Funds <u>2008</u> £
<u>Income</u>			
Revenue Grants	200,804	183,901	242,049
Interest	<u>143</u>	<u>503</u>	<u>481</u>
Total	<u>200,947</u>	<u>184,404</u>	<u>242,530</u>
<u>Expenditure</u>			
Charitable Activities	182,506	165,832	184,388
Governance Costs	<u>923</u>	<u>1,099</u>	<u>3,119</u>
Total	<u>183,429</u>	<u>166,931</u>	<u>187,507</u>
(Deficit)/ Surplus	<u><u>17,518</u></u>	<u><u>17,473</u></u>	<u><u>55,023</u></u>

## SURPLUS/DEFICIT



Audit carried out by Wylie & Bisset LLP Chartered Accountants.



# The Network

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

Glasgow Campaign to Welcome Refugees  
 Community Health and Care Partnership  
 Gorbals Fair Management Committee  
 National Asylum Support Service  
 Glasgow Asylum Support Project  
 East Belfast Area Youth Project  
 Blessed John Duns Scotus  
 Glasgow Volunteer Centre  
 St Bride's Primary School  
 Gorbals Parish Church  
 Shawlands Academy  
 Holyrood Secondary  
 St. Francis Primary  
 Carlton Day Centre  
 Holy Cross Primary  
 Blackfriars Primary  
 St Brigid's Primary  
 Citizens Theatre  
 Adelphi Nursery  
 Bookstart  
 PATCH  
 GCVS

Culture & Sport Glasgow Youth Services  
 Glasgow College of Nautical Studies  
 Integrating Torglen Community  
 Gorbals Healthy Living Network  
 The Corrymeela Community  
 Cardinal Winning Pro Life  
 Scottish Refugee Council  
 Mohammed Sarwar MP  
 Gorbals Health Visitors  
 Transformation Team  
 The Iona Community  
 Reed in Partnership  
 Sandra White MSP  
 Strathclyde Police  
 Langside College  
 Phoenix House  
 Impact Arts  
 ROOTS  
 GSERA  
 UNITY  
 TASK  
 and others.



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



Scottish  
 Churches  
 Communities  
 Trust

**Blessed  
 John Duns  
 Scotus**



**Gorbals  
 Parish  
 Church**



**INDIVIDUAL  
 DONATIONS**

Scottish Charity No: SC028657 Company No: SC284862