

tackling sectarianism

building community

advocacy

on common ground

schools transition

volunteering

understanding each other



ANNUAL REPORT 2014-15

where everyone matters

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

Welcome to the annual report on the work of Bridging the Gap for the year to 31st March 2015. In an organisation that is constantly looking forward to find ways to engage with people creatively and effectively, it's not always easy to pause and look back.....however when we do, as in this report, we find a year that was packed with people, and in particular their achievements, their stories, their discoveries, their friendships, their part in shaping a caring and inclusive community. Behind



the pictures, and the stories, there is also the reality of people's lives, often fragile, carrying sorrow as well as joy, fear as well as hope, struggle as well as contentment.

The volunteers and staff of Bridging the Gap have accompanied a large number of people in parts of their journey over the past year, and according to the feedback from adults and from young people, all that has been done has continued to make a real difference to those who have benefited.

We were delighted that Scottish Government funding in relation to tackling sectarianism made it possible for us to extend the peer tutoring programme across the learning communities of Holyrood Secondary and Shawlands Academy. An extended team included three new staff who had themselves taken part in the programme when they were at school, and this enabled an increase in the number of young people participating. This funding stream will also be with us in the year ahead. The challenge of sectarianism was part of the original motivation for setting up Bridging the Gap, and it has been great to see this issue confronted with renewed energy.

Activities with families and community inclusion have continued to develop well, and there is real excitement at the emerging "highrise bakes" initiative which we hope will be in full swing later in 2015. We also hope to build on work that has been done in seeking the views of people locally in Gorbals about what needs to happen in the community.

On behalf of the Board I would like to thank all who have made this another positive year in the life of Bridging the Gap, including volunteers, staff, supporters, funders, and participants.

Ian Galloway

Chairperson, Board of Trustees



Director's Report

Welcome to Bridging the Gap's Annual Report for the financial year 2014-2015



WHAT WE HAVE ACCOMPLISHED

This year has been the most significant and successful year to date, despite operating in a difficult funding environment.

Over the last year we have made some key changes in the way we work with young people and also the local community by nurturing and supporting them to take more of a leadership role in all areas of work.

Major developments in terms of expansion of services has been the re-formatting of the schools transition programme, giving young people valued roles and responsibilities.

As always we are privileged to be working with real people with real stories and this year we have seen an increase of people living on the edge attending and participating in our Big Thursday International drop-in. We continue to empower people and others in building community.

Once again we have redesigned our monitoring and evaluation systems and we know that these have been effective at capturing outcomes and informal feedback. One volunteer who suffers a hip condition said *"Bridging the Gap saved my life"*.

I am pleased to report that the Board of Trustees has benefitted from consistent membership for a number of years and fully utilises the experience of Trustees. We have had 1 new person join our Board of Trustees this year.

Staff's skills and personal development are paramount in delivering the good work of the organisation and this year staff completed training in: Child Protection, Mental Health First Aid, bread making, Fit for Funding, Asset Based Community Development, Stand Up to Sectarianism, Art of Hosting, Best of You programme and Child Protection Officers Training.

We endeavour to offer volunteering opportunities ensuring that we are playing to their strengths, talents and gifts. One young person who was involved in the school's transition programme said *"Bridging the Gap has influenced me so much that I have decided to become a social worker to help the most vulnerable in society"*.

There have been momentous steps towards increasing our network with stakeholders, 3rd sector, public and business sector, particularly in the Gorbals area. We have taken the lead in events such as the Gorbals Voluntary Sector Forum and Pecha Kucha (3 minute presentations from groups and people in the local community). This has helped foster valued relationships as well as effective collaborative work between all sectors.

Moving forward

As in previous years, the funding situation has been uncertain and challenging and therefore the Board have made a number of important decisions to ensure the organisation is properly resourced to meet increasing demands in the future.

I would like to thank the Board of Trustees for their continuous support, the staff of Bridging the Gap for the constant hard work and ground-breaking ways of working and all our kind hearted donors, volunteers, stakeholders and all the sectors we have worked with over the last year. I look forward to working with them all in the future.

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.



This year the programme was split into 4 areas:

- MySchool** – exploring and conquering fears about secondary school;
- MyCommunity** – exploring issues within and creating positive members of their communities;
- MyGlasgow** – working to tackle Sectarianism
- MySelf** – team building and self-development workshops.

14 primary schools

2 secondary schools

550+ attended our award ceremony

80 S4s completed programme

143 P7s completed programme



"It's helped me to gain a sense of what it's like to teach young people, which is beneficial for my future as I want to become a teacher. It's also helped me gain more confidence and develop my social skills."



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. Parents, family and friends all contributed to the special atmosphere!



Tackling Sectarianism



By categorising the programme into 4 areas, we again gave our work on tackling sectarianism more focus – delving deeper into the root causes and solutions of the issue, giving young people the space to understand their own culture and identity and realise how this affects the prejudice they have.

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



- 70** young people went to Corrymeela
- 191** took part in issue based workshops focussed on sectarianism
- 8** issue based sessions
- 10** cross community and team-building sessions delivered
- 98%** feel they have a greater awareness, knowledge and understanding of Sectarianism
- 94%** reported having a positive experience when meeting and learning about other young people from different cultures and backgrounds
- 95%** of young people we worked with in S5 and S6 feel that they are confident enough to challenge sectarian attitudes in their own home and family



S4 Focus Group

The S4 focus group was made up of 16 S4 pupils from Shawlands Academy and Holyrood Secondary. It was used to evaluate the programme throughout and gave each S4 more responsibility within their role as they were asked to plan part of a session. It was also a chance to meet the other school's group before their trip to Corrymeela.

Best of You

In partnership with Mark Brown 'Best of You' is a six week programme which aims to challenge and inspire young people. The programme encourages those involved to realise that they can shape their future.

'...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.'



Volunteering

This year we had a team of pupils from S5 and S6 who have been involved in the programme previously, as well as our adult volunteers.

In addition to supporting the delivery of our programme week to week, they also planned and delivered sessions on their own, as well as providing a constant source of evaluation.



- 61 volunteers in total
- 48 S5/S6 volunteers
- 10 attended a training residential
- 8 volunteers attended Corrymeela
- 15 completed our 'Best of You' programme
- 19 returned to Corrymeela
- 13 Adult Volunteers
- 12 of whom attended a residential where they took part in basic youth work and child protection training

"I've found that volunteering with bridging the gap in 5th and 6th year has been very beneficial as I have been able to build on my confidence.I found this to be a very fulfilling experience so I would really recommend staying on and helping this program in 5th and 6th year."

Other projects

In addition to our transition programme we delivered buddy training for S6 pupils who would be mentoring new S1 pupils in Shawlands Academy; delivered sessions at Holyroods health and well-being day; facilitated a holocaust awareness day; delivered a P7 induction and took a group to the youth work games.

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

Being Part of Creating & Celebrating a Thriving Gorbals

BIG Thursdays Drop-in

An average of **60** people, of whom **53%** were from BME backgrounds, come each week to this hub of our activities which centres round a community lunch. People from **43** countries people had more to do, made more connections, felt more included, better informed and contributed to their community.

Over **2700** lunches were eaten



People also got English language support, information from Business Gateway, advice from Citizens Advice Bureau and cheap fruit and veg from the SEAL Fruit Bara. We had monthly BIG Chat discussion groups on issues from mental health to the referendum.

Men's group trips to New Lanark, Citizens Theatre, cinema and ten pin bowling.



As a result myths about asylum seekers are dispelled; "I'm just hearing about a guy in there and he's not got a house.. I thought they get everything"

"There are many, many benefits for me coming here. Nobody laughs at me because my English is not good, they are all very friendly so I have got more confidence to speak. I'm learning English with the ESOL teacher and my daughter is very happy."

Volunteering

We couldn't do much without our fantastic volunteers bringing their skills and ideas.

An average of **24** volunteers or helpers each week at the Drop-in & **3** at Baby and Toddlers.

43 volunteer training places taken up ranging from asylum issues to mental health first aid.

34 Taster Volunteers from the Volunteer

6 of our volunteers have moved into work



"I enjoy being a volunteer in BIG. I have learned a lot since I am coming here. I mix with different Nationalities and Cultures and learn from them"

Events and Trips



Gorbals Fair

Bridging the Gap brought colour and flair with hundreds of streamers, banners and a samba band to Gorbals fair.

47 people from BtG took part in the Gorbals Fair,

Refugee week Welcome Feast.

We served a delicious sit down meal at **8** tables each hosted by volunteers and had a series of games and activities to get people mixing. This enjoyable evening ended with a huge Auld Lang Syne.

12 volunteers from BtG hosted **62** people from the wider community at an International Feast.



International Women's Day

Men took charge of the kitchen at our International Women's Day and let the women relax. In the evening we enjoyed singing, jewellery and Iranian clay flower making, an Eritrean Coffee Ceremony, a group massage and some delicious food provided by the local Youth Cafe.

33 women at International Women's day and **24** at our evening event

Summer Trips and activities

116 people loved a sunny day at To Ayr Beach

90 came to our Sports day, delivered in partnership with Glasgow Life

14 came to Scotch Hops an interactive street games event in Glasgow City Centre as part of the Commonwealth Games.



Christmas party

142 people at the Christmas Party with great food cooked by **12** different chefs, big team challenges, games and arts activities as well as a visit from Santa.

17th October

Many of our members spoke out about their experiences on the 17th October, International Day for the Eradication of Poverty. In partnership with Glvin' It Laidie's Lodging House Mission Choir & Tackling Poverty Together.



On Common Ground Bingo Night

64 came to a bingo night in partnership with the Citizens Theatre and Gorbals Bingo as part of their On Common Ground Festival, with guest Indigenous Canadian Performers.



Understanding Each Other

This programme was re-written in partnership with the schools to better reflect the current experiences of migrants in Gorbals. The new workshops focused on learning about different forms of migration namely, internal migrant, economic migrant, refugee, asylum seeker. The children spent time discovering their own stories of migration and hearing from others through the volunteer visits.

Over **60** P6 children in **2** Gorbals primary schools took part.



"The pupils discovered that one way or another we are all migrants...This was, for all concerned in St Francis', a very worthwhile project and one which I would certainly recommend should be continued."

Being Part of the Networks

We are actively involved in South East Integration Network, Glasgow Asylum Destitution Action Network and Greater Gorbals Voluntary Sector; representing them in taking forward the Community Planning Thriving Places Agenda.

We have recognised that the effective development of the Gorbals Community will require greater collaborative working between organisations and with community members. We organised a 'Pecha Kucha' Thriving Place event to bring groups together and celebrate the richness of what's happening in the Gorbals. We created the second version of the Gorbals Timetable and made sure it was widely distributed round the Gorbals.



15 groups presented 10 slides each with 20 seconds to speak about each slide at our Gorbals Is A Thriving Place event

"It was a great achievement to pull it together. Well done all, it felt like action even though it was just words!"

Advocacy and Support work

On average **12** people came to the office each week for advocacy or support. The majority of these came to use the destitution food cupboard. Each one we try to support to move their situation on.

63 individuals have made use of our Destitution Food Cupboard this year.



Working with Families

Baby and Toddler Groups

These lively groups run on Tuesday mornings and Friday afternoons as well as BIG Messy Play and the Big Little Sing at the Thursday Drop-in, delivered in partnership with Scottish Preschool Play Association and Glasgow Life Rockin' Tots.

93 parents or carers and **100** children came to the baby and toddler groups.



"My son sees lots of kids here, more people and he gets to be active. Because it's only me and him at home, mostly we watch TV. Here he gets ideas and copies things from other kids. He is comfortable sitting and doing things with other people too".

Family Fridays



9 parents took part in this **7** week course in family communication. It was a lot of fun; with laughing, singing and dancing becoming an integral part of sessions.

"I gained a lot from this programme. When I'm stressed sometimes I pass that stress onto my kids. Now I have options, now I give myself a break and take care of myself. When I can care for myself it's easier to care for my children"

The People

Board of Trustees

Chairperson	Rev Ian Galloway
Treasurer	John Finch
Secretary	Jacqueline Stockdale
Trustees	Michael McLaughlin Katherine Longmuir Dr. Andrew Lyon Prof. Howard Sercombe Twimukye Mushaka
In attendance	
Director	Tricia McConalogue

Staff

Director	Tricia McConalogue
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Developing Young People

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

Developing Community Inclusion & Developing Families

Development Worker	Roz Adams
Project Worker	Catriona Milligan

Sessional Staff	Marie McCormack
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Administrator	Clemence Butoyi
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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 & Destitution Action Network
Citizens Theatre
Poverty Alliance
Poverty Truth Commission
South East Integration Network
New Gorbals Housing Association
NHS
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
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
Longside Primary School
St. Albert's Primary School
Holyrood Secondary School
Shawlands Academy
East Belfast Area Youth Project
Glasgow Life
GCYS
Finns Place
SEAL Fruit Barra
Glasgow Campaign to Welcome Refugees
Glasgow Volunteer Centre
Gorbals Fair Management Committee
The Carrymeela Community
Scottish Refugee Council
Taking Poverty Together
Givin' It Laidie
Citizen's Advice Bureau
Glasgow Destitute Asylum Seekers Night Shelter
Gorbals Voluntary Sector Forum
C Y C A
Gorbals Bingo
Saint Francis Pipe Band



Balance Sheet

31st March 2015

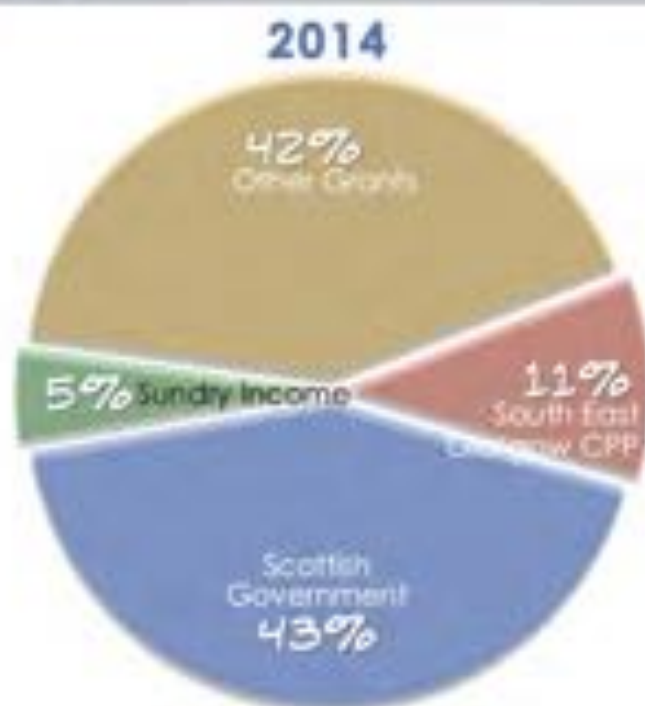
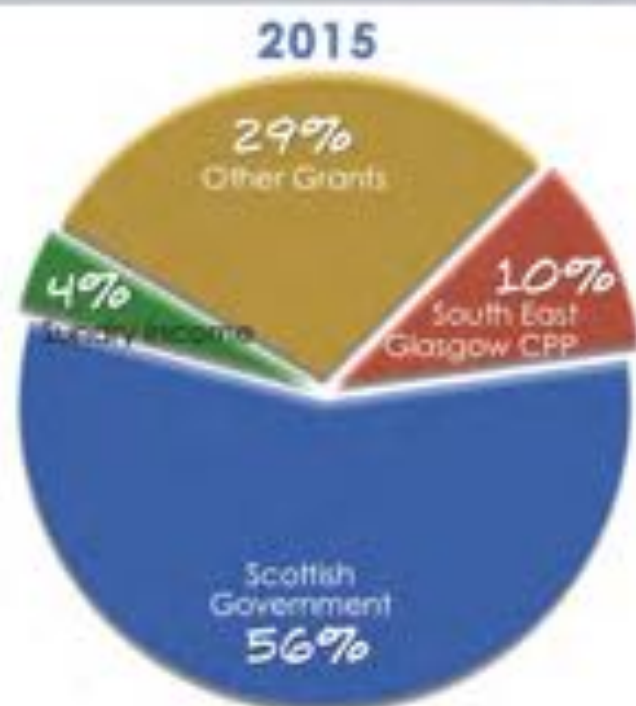
	31 March 2015 £	31 March 2014 £	31 March 2013 £
Fixed Assets			
Tangible Assets	1,145	2,045	1,965
Current Assets			
Debtors and prepayments	6,537	2,153	5,556
Bank	105,043	76,776	41,473
	<u>111,580</u>	<u>78,929</u>	<u>47,029</u>
Current Liabilities			
Accruals and Deferred Income	<u>35,877</u>	<u>7,678</u>	<u>6,129</u>
Net Assets	<u>76,848</u>	<u>73,296</u>	<u>42,873</u>
Funds			
Unrestricted funds	58,012	50,329	37,841
Restricted funds	<u>18,836</u>	<u>22,967</u>	<u>5,032</u>
	<u>76,848</u>	<u>73,296</u>	<u>42,873</u>

The financial statements were approved by the Board of Trustees on 3rd September 2015 and were signed on their behalf by:

Rev Ian Galloway **Chairperson**

Jacqueline Stockdale **Secretary**

Income



Income and Expenditure

For the year ended 31st March 2015

	Total Funds 2015 £	Total Funds 2014 £	Total Funds 2013 £
Income			
Revenue Grants	288,803	280,725	183,669
Interest	<u>247</u>	<u>168</u>	<u>173</u>
Total	<u>289,050</u>	<u>280,893</u>	<u>183,842</u>
Expenditure			
Charitable Activities	283,407	248,010	226,917
Governance Costs	<u>2,091</u>	<u>2,460</u>	<u>2,299</u>
Total	<u>285,498</u>	<u>250,470</u>	<u>229,216</u>
Surplus/-Deficit	<u>3,552</u>	<u>30,423</u>	<u>-45,374</u>

Surplus/Deficit

2015

2014

2013



Please note, the deficit reflected in 2013 accounts was offset by funds carried over from the previous year. 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:



LOTTERY FUND



AWARDS FOR ALL
SCOTLAND
LOTTERY FUNDED



Garfield Weston
FOUNDATION



Foundation
Scotland

MAY & STANLEY
SMITH
CHARITABLE TRUST

Gordon Fraser
Charitable Trust



SOUTH EAST
INTEGRATION
NETWORK

James T Howat
Charitable Trust

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