

Bridging The Gap productions presents

THE GORBALS
COMMUNITY

STAFF

VOLUNTEERS

BOARD
MEMBERS

in a story of epic scale

BRIDGING THE GAP

"where everyone matters"

Featuring a cast of hundreds
on an unforgettable journey!



the Gorbals View

"An inspiring experience..."



ANNUAL REPORT 2016-17



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 Bridging the Gap's annual report for 2016-2017. This year, though challenging, saw the further development of each of our strands of activity. Throughout the year, the organisation has created and responded to opportunities to assist people of all ages, not only in the Gorbals but right across the south side of the City.



Bridging the Gap employs a strong set of values to guide our work. We hold that positive relationships are at the heart of a fulfilling life for each of us and for every community. This rests upon the idea that each and every human being has intrinsic value. Together with these values, our starting point emphasises and celebrates what our community has and is capable of. This asset based approach runs like a golden thread through our work.

Each aspect of our work addresses these values in a practical way. For example, the High Rise Bakers, whose sense of purpose is strengthened with every nutritious Gorbals loaf baked at an affordable price. Or take Come Dine With Me Community meals; a simple idea where local people cook for local people, providing a hot 3 course meal with dignity, community and live entertainment to anyone who wants it, including many who would otherwise be hungry or isolated. In each activity, we gather around a common practical purpose and relationships are formed which also make our community and its residents stronger. The more we do this, the more resilient we become.

This also applies to our work with young people in schools. The report describes how the team has worked with dozens of schools and hundreds of pupils; encouraging them to reflect upon their relationship to their city, their community, their school and their own life. The quality of reflection which young people bring to these questions of inclusion, equality, compassion, relationship and care is both inspiring and humbling.

Our work is generated by a talented and resourceful staff team. I thank them on behalf of the Board. They have performed with great effectiveness, enthusiasm and passion. We appreciate this greatly. I note too that Paddy Barbour stepped down from his post in the young people's team during the course of the year to travel the world. We thank him and wish him well on his journey.

Volunteers are at the heart of what makes Bridging the Gap. I want to thank each and every one of them on behalf of the Board. Without their effort, we would be much diminished.

Finally, I want to thank my fellow board members, themselves volunteers, for their effort this year. We send our good wishes to Twimukye Mushaka who retired as a board member during the year and thank her for contributing with integrity and thoughtful care.

Ian Galloway

Chairperson of the Board of Trustees



Director's Report

Welcome to Bridging the Gap's Annual Report for the financial year 2016-2017

This annual report presents some highlights, celebrating the diversity of our work.

Bridging the Gap's work continues to create a space for people to be themselves, build valuable relationships and to find their 'common ground' with people from different faiths, backgrounds and cultures.



We remain focused on easing the transition for vulnerable Primary 7 children to secondary school and our innovative anti-sectarian work. The Schools Transition Programme is well established and valued by the schools we work in. Over the years it has grown in popularity. Pupils who were previously supported in making the transition from primary to secondary school are now volunteering their time in all aspects of the programme. Some have continued their involvement through our Understanding Each Other project. We know these young people have benefited from being involved and have had acquired

life skills that will help them towards making the transition from secondary school into adulthood. One 4th year pupil recalled the quote: *"We cannot hold a torch to light another's path without brightening our own"*.

Our Community inclusion and Families work has a proven track record of supporting vulnerable individuals to feel that they matter. The vital ingredients in this work are relationships and time. Over the last year I have witnessed individuals and families nurturing each other and fostering friendships that go beyond the scope of our work. We love to mark and celebrate diversity and we continue to help people to uncover their talents and develop new ones. This collaborative way of working builds strong community ties and improves people's mental health and well-being. One person told us *"The most valuable thing is community safety because sudden someone who might look a bit different isn't a stranger anymore, they're someone you see on a Thursday and eventually a friend and even more maybe a friend that you see outside the place. That's how a community continues to knit itself together."*

Moving Forward

With the increasing demands on our services, comes the inevitable increasing search for more sustainable funding. Our forward looking Board continue to put in place sub-committee structures that better support the work and future development of the organisation.

We will continue to maintain our commitment to being a key player in the Gorbals 3rd Sector Forum ensuring our partnership working across all sectors enables the Gorbals to become a 'Thriving Place'.

As Director, I would like to say that this wouldn't have been possible without the hard work, commitment and passion of the staff team which I feel privileged to be part of.

I would like to thank the Board of Directors, organisations that have partnered us in joint projects and our donors and funders for their support and belief in our work. I would also like to thank the local churches and congregations for their continuing support.

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

13 Primary Schools

2 Secondary Schools

650+ attended the award ceremony

117 S4s completed the programme

161 P7s completed the programme



"The BTG programme was something I'm glad to have taken part in in Primary 7 and S4. Helping younger people to make their secondary school experience a little bit better was great for me."

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.

This year we welcomed families, friends and teachers to celebrate the young people's achievements. The evening was well attended with **650+** in attendance.



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.

"Through talking with the Youth Group from Belfast I learned a lot about the world and the discrimination in it. I will take away a wider understanding of sectarianism, especially in Ireland, new friends and hopefully confidence."



"I have really enjoyed the trip. Not only has it been fun and enjoyable but educational and extremely insightful. It was interesting learning about the different struggles a community so similar to mine faced on a daily basis."

97%

reported having a greater awareness, knowledge and understanding of sectarianism

99%

of S4 pupils reported feeling confident taking on a leadership role

88%

of the P7 pupils reported an increase in confidence about moving to secondary school

"Corrymeela has taught me it is important to take risks and that meeting new people can be so positive. It was great to have a place to get to know each other better and find out about their beliefs."



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.

This year, the S4s worked with a group from Northern Ireland through our partnership with East Belfast area youth project. Through various group work sessions, they were given the opportunity to explore issues young people in Belfast and Glasgow are faced with today. It was evident these discussions had an impact on the group as they continued, voluntarily, across the 3 day residential.

88

young people went to Corrymeela

8

issue based sessions

8

cross community and team building sessions

278

took part in issue based workshops focussed on sectarianism

"I will take away a new perspective on the world and how things are done."



Volunteering

Year on year we work with a group of committed young adult volunteers, who dedicate their time to assist staff with the planning and delivery of our transition programme. The majority of the group have been involved in the programme themselves as S4, S5 and S6 pupils. Their previous experience allows them to pass on their knowledge to the next generation. This year we worked with a group of **17** young adults, supporting the delivery of our transition programme on a weekly basis. **14** of these volunteers attended our training day where staff facilitated workshops focusing on youth work training, child protection and team building activities.

"When I first started volunteering in S4, I was surrounded by volunteers who were great role models and inspired me to continue volunteering after I left school. I've gained a lot of self-confidence and independence by leading workshops each week throughout the transition programme."



"Volunteering with Bridging the Gap is fun, rewarding and interesting and I think it has a significant impact on many young people's lives."



S1 Mentoring

This year we have started an enhanced transition support programme for S1 pupils in Shawlands Academy through weekly one-to-one sessions. Young people worked through a variety of exercises with staff to help build self-esteem and confidence. The sessions also gave the young people the opportunity to discuss issues that may have been affecting them, and to look at ways of resolving these. Staff were able to monitor the young people's progress throughout their 1st year in secondary school and liaise with teachers based on this progress.

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 the St Francis Centre which was attended by **23** young people. At this, they were given the opportunity 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. We finished the day off with a BBQ in the sun!

"After doing BtG for 2 years, I feel as though my confidence with Young People has increased exponentially."





"I really enjoyed the youth work games. My people skills definitely improved, as at night you could sit at the fire and talk to people who you have never met before and learn more about them as people."

Understanding Each Other

In our Understanding Each Other programme, **75** young people received a 4 week programme looking at sectarianism, migration and difference. S5 pupils, who had previously travelled to Northern Ireland with Bridging the Gap, helped facilitate the first session, sharing stories with the P6 classes about their time in Belfast and showing the stark reality of what it can really be like when people don't understand each other. The children also took part in exercises looking at their family history and exploring what are the different types of migrants. The highlight for the children is always meeting the young people, but also meeting these 4 types of migrants, asking them questions and hearing their stories of how they ended up in the Gorbals area.

- 86%** of P6 pupils said they knew more about sectarianism
- 79%** of the P6 pupils said they knew more about their own family and where they came from
- 68%** knew more about their classmate's stories
- 90%** of the group knew more about the stories of people who have come to the Gorbals.



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.

Youth Work Games

In a continued partnership with Muirhouse Youth Development Group, **12** young people took part in the 'Youth Work Games'. 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.



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 & Wellbeing day for the new S1's years. We also delivered enhanced transition support through a range of classes for S1 pupils in Shawlands Academy who begin their move to secondary school before the summer holidays begin.

Community Inclusion & Families Team Report

BIG Thursdays Drop-in

"Growing Gorbals"

Thursdays is a great day to be in the Gorbals.

In 2016-17 our BIG Thursdays Drop-in welcomed an average of **64** people, **31** from BME backgrounds. People from **32** countries met, made friends, led and joined in activities, shared their skills and sometimes discovered untapped talents. **349** people registered as members, **63%** of them living in the Gorbals area.

Over **2600** freshly cooked delicious lunches were eaten, ranging from Scottish mince and tatties to Sudanese lamb and potato stew.

People also got to fix their clothes in our sewing machine corner, to let their kids get messy and active at BIG Messy Play, have English language support, information from Business Gateway, and quality cost price fruit and veg from the SEAL Fruit Barra.



"I remember [on first visit] there were so many different people just all kinds of people ... and [name] they were looking after me ... it was lovely they chatted to me and told me a bit about their story which was similar to mine really"

We had **9** BIG Chat sessions on issues such as famous black Scots, men and women around the world and sexuality and gender.



'it was great that people felt they could say anything and would not be judged'



High Rise Bakers

26 volunteers have been baking and selling delicious, nutritious, affordable bread and buns for their neighbours in the kitchen at the bottom of 39 Waddell Court. **16** live in G5 and **11** are from a refugee background.

We've had **94** baking days and **3** sessions teaching bread making in schools, nurseries and to the public.

"I beat 50 other people to get my job in the ice-cream wafer factory. They said it was because I had volunteered at High Rise Bakers"



Events and Trips

Gorbals Fair

'Bridging the Gap is Incredible' was our contribution to the Superheroes theme this year, a trail of mysterious black and red-clad people wearing eye-masks danced their way through the streets to the sound of our Samba band.



Refugee Week One Nation Street

100 people celebrated Refugee Week on the theme Our One Nation Street, with an international market stalls buffet, the High Rise Bakers staffing the Rovers Return, a silhouette frieze of everyone who came and a send-off at the end from St Francis Pipe Band.

International Women's Day

25 women celebrated International Women's day themed on Everyday Goddesses with **7** men in the kitchen at the Drop-in and **31** women at our evening event with music, trying on hijabs and saris, food and crafts.



Summer Trips and Activities

We went on trips to Heads of Ayr Farm Park (**135** people!), The Edinburgh Festival, Sandy Park, Rouken Glen and the parents organised their own trips to the science centre and soft play. We also had our annual Sports Day in the Rose Garden.

"some events are outside but you are together as a community group ... and they can be themselves and they are just people ... not refugees not migrants not addicts not sick with mental health ... and that's what is precious about BtG we are stronger together"

Come Dine With Us

Since January 2016 we have run a G5 volunteer-led community meal just for people who live locally, 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 monthly basis. We have fed over a **100** people some nights.

"I had a nightmare last night that I'd slept in and missed Come Dine With Us"



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



5 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 & The Poverty Truth Commission.

Sadly our destitution cupboard is still needed with **71** people using it this year. **10** of our members who have come to the Drop-in have been destitute during the year. Thanks to everyone who donated food or money.



We took **24** people including families from Syria, Ethiopia, Somalia and Scotland to Wiston Lodge for 3 days of activities around telling and making stories, songs and games.



6 people with direct and ongoing experience of poverty were part of a group of 5,000 people invited by Pope Francis to join him to celebrate the end of a special Year of Mercy which the Pope instigated in December 2015.

"It has strengthened my faith and 2 of us want to look at how we can support the homeless"

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

The High Rise Bakers have linked us into Nourish Scotland and the Real Bread Campaign and social enterprise networks.

The Gorbals Timetable, a simple A3 info sheet is updated by us every 6 months and widely distributed.

[illegible]

Working with Families

Baby and Toddler Groups & BIG Messy Play

78 parents or carers and **85** children came to the baby and toddler groups this year. We have had a huge amount of fun and games and are amazed by the enthusiasm of our members and their ability to come up with new songs, craft ideas and new ways to play.



"This group has been fantastic for my grandson who has all three spectrums of autism. The staff have been a Godsend to my family. I have found my grandson has newly joined in play with other children and this is the first time in his wee three years of age. I am grateful for all the support".

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.

41 Volunteers or helpers helped each week at the Drop-in & at Baby and Toddlers groups.

13 Volunteer training places were taken up on a Food Hygiene course

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

1 Volunteer moved into further education

2 Volunteers moved into work.

A new volunteer from a BME background who has a disability told us, *"I had a good time today. I feel as though being here has taken a big weight off my shoulders"*

Activate Course

Bridging the Gap and Link Up worked together to recruit local people and book premises and crèche for an 'Activate' course (Glasgow University) where **10** local people including **5** migrants (Indian, Polish and Egyptian) learned Community Activism skills. One person has started a Community Development Course at College as a result.



"I just wanted to volunteer ... do something locally ... having a purpose and belonging"



"It was a good group of people and although we had differences we found a way of working together and we met new people and we gelled together"

The People

Board of Directors

Chairperson	Rev Ian Galloway
Treasurer	John Finch
Secretary	Jacqueline Stockdale
Trustees	Michael McLaughlan
	Dr. Pam Green
	Katherine Longmuir
	Dr. Andrew Lyon
	Prof. Howard Sercombe
	Rosie Holleran
Appointed 8 Nov 2016	Paul Kellas
Resigned 24 Mar 2017	Twimukye Mushaka
In attendance	
Director	Tricia McConalogue

Staff

Director	Tricia McConalogue
Administrator	Clemence Butoyi
Developing Young People Team	
Project Workers	Collette Gallanagh
	Michael Snee
	Megan Thomson
	Claire Bonner
Resigned Jan 2017	Patrick Barbour
Community Inclusion & Families Team	
Development Worker	Roz Adams
Project Workers	Catriona Milligan
	Marie McCormack
Bookkeeper	Brett Nicholls Associates



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
Cuthbertson Primary School
St Conval's Primary School
St Fillan's Primary School
St Brigid'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
Muirhouse Youth Development Group
East Belfast Area Youth Project
Glasgow Life
Youth Scotland
GCVS
Mark Brown Programmes
Finns Place
SEAL
Glasgow Campaign to Welcome Refugees
Glasgow Volunteer Centre
Gorbals Fair Management Committee
The Corrymeela Community
Scottish Refugee Council
Tackling Poverty Together
Givin' it Laldie
Glasgow Destitute Asylum Seekers Night Shelter
Gorbals Voluntary Sector Forum
The Barn
NHS Health Improvement Team
TASK
Urban Roots
Bookbug
Saint Francis Pipe Band
Scotland the Bread
ATD Fourth World
Volunteer Glasgow
Poverty Truth Commission
Adelphi Nursery
Link Up Gorbals

Balance Sheet

31st March 2017

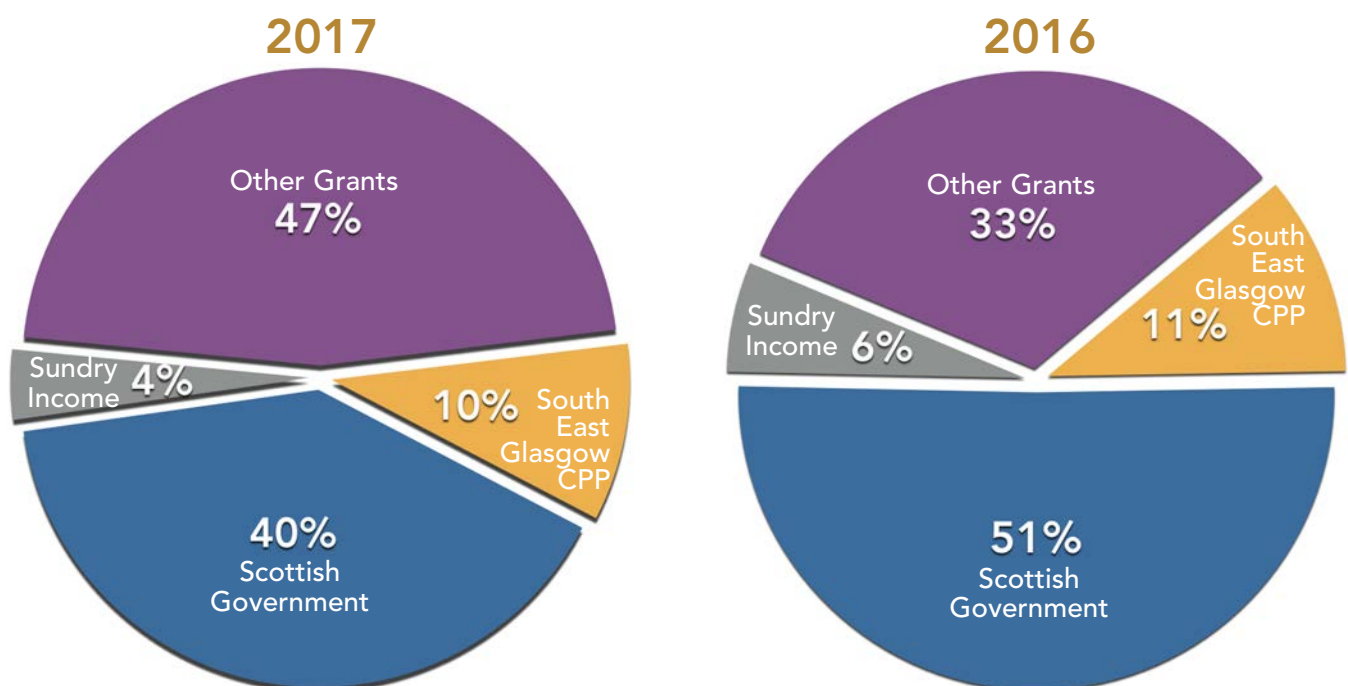
	31 March 2017 £	31 March 2016 £	31 March 2015 £
<u>Fixed Assets</u>			
Tangible Assets	1,436	245	1,145
<u>Current Assets</u>			
Debtors and prepayments	7,607	6,455	6,537
Bank	116,122	102,306	105,043
	<u>123,729</u>	<u>108,761</u>	<u>111,580</u>
<u>Current Liabilities</u>			
Accruals and Deferred Income	<u>26,636</u>	<u>39,397</u>	<u>35,877</u>
<u>Net Assets</u>	<u>98,529</u>	<u>69,609</u>	<u>76,848</u>
<u>Funds</u>			
Unrestricted funds	79,058	68,069	58,012
Restricted funds	<u>19,471</u>	<u>1,540</u>	<u>18,836</u>
	<u>98,529</u>	<u>69,609</u>	<u>76,848</u>

The financial statements were approved by the Board of Trustees on
3rd October 2017 and were signed on their behalf by:

Rev Ian Galloway **Chairperson**

John Finch **Treasurer**

Income



Income and Expenditure

For the year ended 31st March 2017

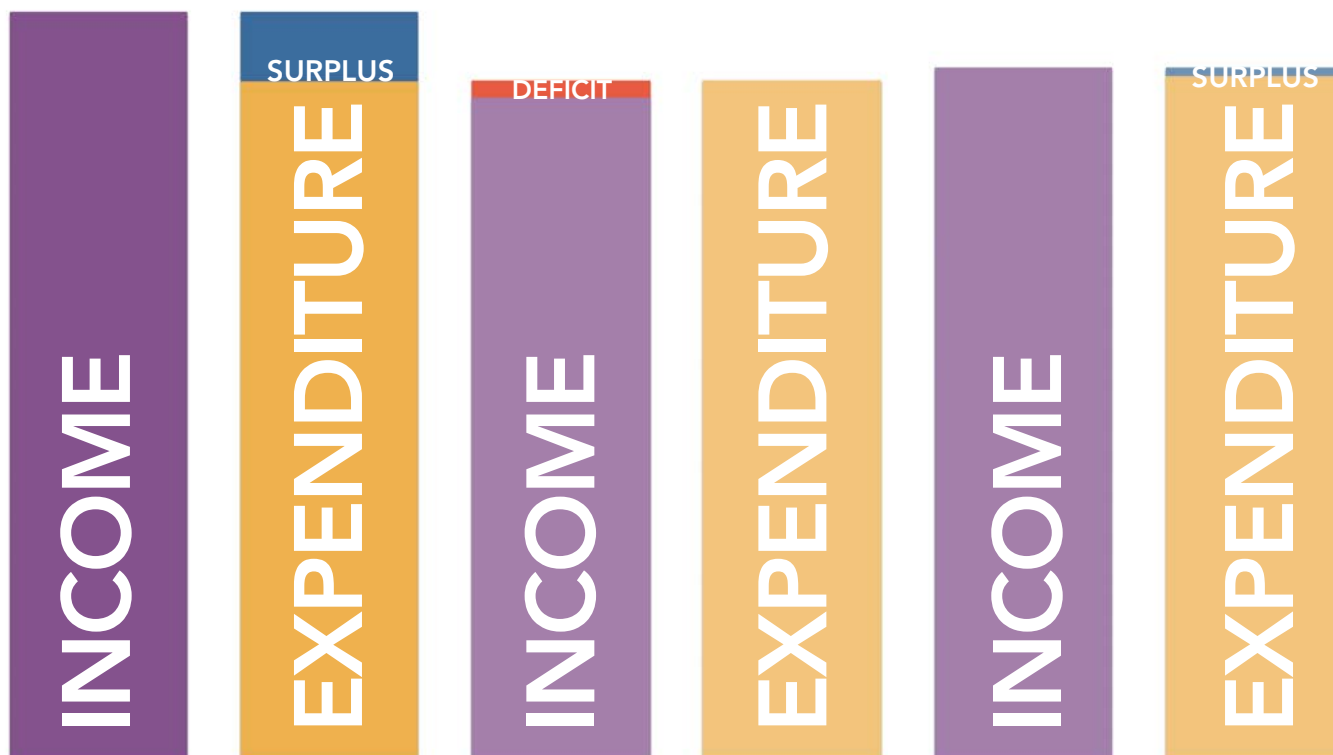
	Total Funds 2017 £	Total Funds 2016 £	Total Funds 2015 £
<u>Income</u>			
Revenue Grants	312,278	276,273	288,803
Interest	<u>81</u>	<u>145</u>	<u>247</u>
Total	<u>312,359</u>	<u>276,418</u>	<u>289,050</u>
<u>Expenditure</u>			
Charitable Activities	281,305	280,756	283,407
Governance Costs	<u>2,134</u>	<u>2,901</u>	<u>2,091</u>
Total	<u>283,439</u>	<u>283,657</u>	<u>285,498</u>
Surplus/-Deficit	<u><u>28,920</u></u>	<u><u>-7,239</u></u>	<u><u>3,552</u></u>

Surplus/Deficit

2017

2016

2015



Independent Examination carried out by Wylie & Bisset LLP Chartered Accountants.



The Scottish
Government



Glasgow
CITY COUNCIL



Supported by



And other
small Trusts
& individual
donations

Bridging The Gap is grateful to all the trusts and other bodies for funding support during 2016-2017:

"A unique insight into an organisation which is at the heart of the Gorbals"

Join the Gappers on their epic journey through the year 2016-2017.

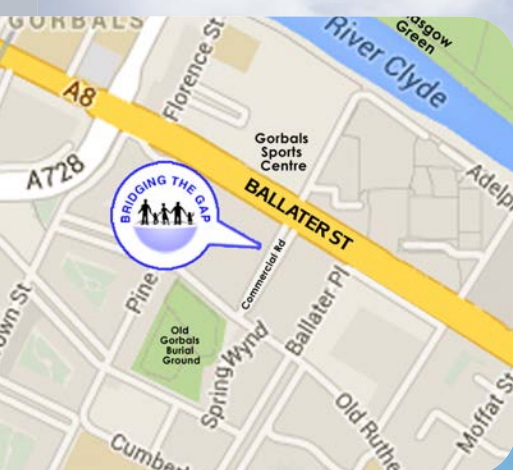
An action packed roller-coaster of a journey filled with much fun, food, travels, activities, help, support, advice and so very much more.

An at times emotional, exhilarating exploration of what it is to be alive, living and growing in Glasgow in this most tumultuous of years.

Sense the dramas of deadlines to be met, events to organise, activities to arrange, all carried out by a vibrant and willing community of individuals, each with their own rich stories to tell, set against a backdrop of ever developing inner growth, interpersonal relationships and practical challenges.

Spanning the full expanse of the diverse and growing community of the Gorbals, from the ever present locals, people from across the globe, the children and young people, the disadvantaged, the elderly, the skilled and unskilled. All playing their part in this rich unfolding story. Each and every contribution valued because **Bridging The Gap** is **where everyone matters**.

"Bridging the gap where individual journeys meet. A crossroads of collaboration"



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