



WHERE EVERYONE MATTERS



ANNUAL REPORT 2020-2021

Who We Are



Introduction

Bridging the Gap, established in 1998, is a registered charity based in the Gorbals, Glasgow. Building relationships across diversity is at the core of all our work, which includes young people, families and people from different backgrounds, age groups, and cultures. Community-led and volunteer supported, Bridging the Gap is recognised across Scotland for its innovative, exciting and challenging work in inclusivity and cohesion, integration, tolerance, schools transition, tackling sectarianism, and building community.

Mission Statement

Bridging the Gap aims 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 is:

- To value the humanity and nurture the potential of every individual, and, where appropriate, provide practical support.
- To build positive relationships across the divides, with particular reference to the integration of the socially isolated, Black and Asian Minority Ethnic (BAME) communities, and the transition from primary to secondary schools.
- To celebrate the good in the Gorbals community and beyond, by providing the opportunity for people of diverse backgrounds to discover their common ground, overcoming racism, sectarianism, territorialism, poverty and isolation.

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Chairperson's Remarks

Welcome to the Annual Report

for the financial year 2020-2021

Pam Green & Marie Laidig

Co-Chairs of the Board of Trustees (Current)

Welcome, friends, to the Bridging the Gap Annual Report for 2020-21.

What is there still to say about what was such an extraordinary and unexpected time in all of our lives? At the beginning of this reporting year, April 2020, we had just entered the first lockdown, with the expectation that it would all be over soon. As we now know, it wasn't. It's not even over yet, and we don't know when everything will feel fully back to normal. What did continue throughout this time - albeit not as in previous years, not as anyone anticipated - was the work of Bridging the Gap. Your needs didn't stop, so neither did our work. It is the details of what we - and you - did that make up the body of this report.

Alongside the varied impacts of a global pandemic, over this time we also had to sadly bid farewell to several very familiar faces. On the board, after each giving many years of devoted time and commitment to different aspects of Bridging the Gap, both Jackie Stockdale and Katherine Longmuir stepped down. Most significantly of all, Ian Galloway, founder and long standing Chairperson, decided to leave the board prior to his retirement from Gorbals Parish Church. They all made outstanding contributions and leave big shoes to fill. In one other instance the board's loss was also the staff's gain, as Elsie Mackie sidestepped to instead become part of our Community Inclusion and Families team. On the staff side, we still feel the loss of two people who had been an integral part of the very fabric of Bridging the Gap from the early days. Project Development Worker Roz Adams, who joined the organisation back in 2003 and played an instrumental role in ensuring that community activities continued to be relevant and

expanding, as well as securing the fundraising was in place to support it, moved on to a new role in Edinburgh. Tricia McConalogue, for many both the public face and community heart of BtG, also retired from the position she had held and greatly developed since 2004, our Director, ably steering the organisation to the size and success that it is today.



Despite all of the changes, both internally and externally, Bridging the Gap continued to rise to the challenge of listening to and meeting the needs of those within the Gorbals community and beyond. The staff, volunteers, funders, partners, community members and board consistently went the extra mile to adapt, learn, and make sure that the organisation remained active, stable, and providing a constant and much needed source of help and support when so many other parts of all our lives felt beyond our control. But we came through it together, and we have no intention of stopping or resting on our laurels.

Please enjoy the rest of the report, which gives a flavour of all of the activities we managed to deliver, with a huge thank you to everyone who contributed; be very proud of what you, and by association we, achieved together.

Community Inclusion & Families

Community COVID Response

As of April 2020, all our face-to-face activities stopped. Bridging the Gap responded to community needs and acted to help people overcome isolation due to lockdown. Our focus has always been to provide support and extend friendship to our community where everyone matters despite the Covid restrictions that were in place. We worked online, talked to the community through WhatsApp and kept each other going. We worked outside members' houses and in the public spaces all over G5 when we could. We had to grow and change as people's needs changed.

Here are some of the examples of our work.



Wednesday Relaxation

This was a series of outdoor activities for people to come along and do some exercises, which helped them to unwind and forget about the moment. It was an active group always observant of the relevant COVID restrictions and advice.



Friday Social Bubble

This was set up so that people could still be connected with each other due to all our in-person activities closing down during the lockdown.



WE KEPT GOING

Gorbals Fair

This event took place online due to Covid. People celebrated the annual Gorbals Fair by decorating their windows and posting the pictures on social media.

We provided practical support with delivery of materials etc.

Responding To The Emerging Needs

Before lockdown, Bridging the Gap provided food to destitute people from our food cupboard. During the lockdown, our office was closed, but we still had destitute service users who needed our help with few places to turn to. As a result, Bridging the Gap contacted 3 local shops and opened accounts with them to allow many people who were struggling to access food. 165 families received food, including some who received phone top ups and utility vouchers. We also provided 67 children with activity packs and 64 families with food vouchers.



"I was thinking where the next meal will come from for me and my children, Bridging the Gap saved us"



"I was happy to see someone every week bringing me warm healthy homemade soup"



In partnership with Gorbals Parish Church, who were providing soup to feed people who were financially struggling or shielding, 3 of our staff members joined with other volunteers to help deliver the soup to those in need, supporting 33 families.

Gorbals COVID Response Group

We co-ordinated the Gorbals COVID Response Group, bringing together a range of Third Sector and statutory organisations working in the Gorbals. This collaborative approach has ensured that our efforts and resources have been well placed, and available support has been effectively shared with the people of the Gorbals.

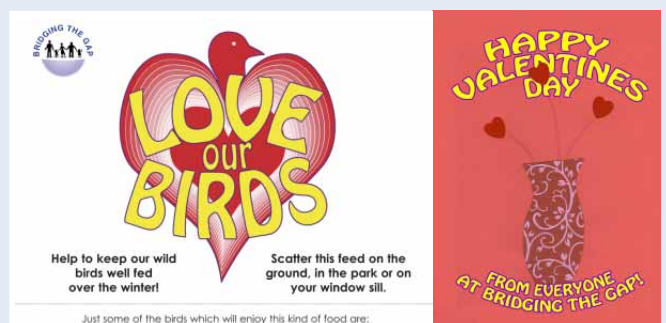
WE REACHED OUT TO THE COMMUNITY



As part of our community support work we called every single member weekly to check with them and to find out what their needs were. Through this we arranged delivery of activity packs, Christmas hampers and various other items.

"With the voucher I got in my pack, I was able to buy my children something for their Christmas"

Among these were novel projects such as 'Love Our Birds' for St Valentine's day, which was to encourage people to spread some love to the local wildlife and feed them with seeds provided. We also had the 'Pigeons of Hope' postcards posted out with a handmade origami pigeon, a contact information postcard and a prepaid postcard for our community members to post back to let us know how they were and how they were coping. 198 service users received these.



Digital Inclusion

Online sessions began in November 2020. Many service users did not have access to either a device or online access. Through referrals to New Gorbals Housing Association, devices and internet connection MIFI were distributed to the families and individuals who were digitally excluded. 21 families benefited from this with some receiving a device.



Monday Family Baking

Adapting to the circumstances, we started an evening online baking and cooking session for the whole family. Ingredients, equipment and recipes were delivered to everyone in advance, with 15 families regularly taking part.

"It gives me new skills like bread making"



Tuesday Baby and Toddler Group

As we couldn't do face to face for families, they wanted to do Zoom baking activities. Ten families consisting of parents, grandparents and carers, baking and cooking with their children.

"It's like a family all together"

"I am happy to be in the group as this is my first-time to do baking"





Tuesday Sing-along

An opportunity for individuals and families to come together via Zoom to sing their hearts out. It was good for people's mental health to be able to forget the isolation, enjoy some comfort and confidence-building by singing together, with around 8 households taking part each week.

"I find the confidence in the group to try songs that I have never tried before, this is down to my fellow chanters"

WE KEPT IN TOUCH



Thursday ESOL classes

Although our drop-in couldn't run during lockdown, families and individuals wanted to keep the conversations going, especially those for whom English is not their first language. Around 15 people attended these sessions.

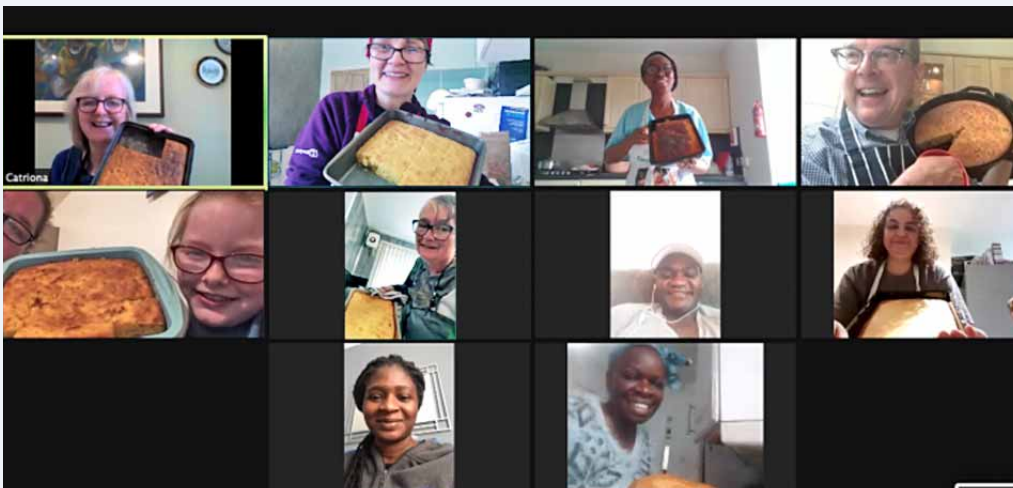
"Here in the UK, I try to speak good and correct English, and I am happy and excited to learn more"



Friday Baking With Friends

This Zoom baking group met every Friday, with ingredients and equipment delivered every 6 weeks and the recipes posted in a WhatsApp group. Members not only learned new baking skills and tried new recipes, but also built up relationships.

"I never used to eat cinnamon buns but since we made those I loved it, and I have made them again myself"



Developing Young People

Transition Programme

A unique peer led programme, that allows young people in S4 to be positive role models and mentors to vulnerable P7's making the difficult transition from Primary to Secondary school.

As might be expected, work with young people and schools has inevitably been disrupted because of Covid. We have modified and adapted to an ever changing environment and offered support in what was an extremely challenging and difficult time for our community.

As primary school groups were not allowed to mix, each school attended for one week and received a shortened version of the programme.



"My son J attended Bridging the Gap this week. I just wanted to say a huge big thank you for providing this wonderful opportunity - J had a fantastic time and it's really helped him feel more confident about making the transition next year. What a brilliant service you provide, it really is much appreciated."



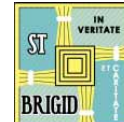
14 Primary Schools



Our Partners



2 Secondary Schools



The programme was divided into 3 areas delivered over 4 days:



MY GLASGOW

Working to tackle sectarianism

Wednesday

Snakes & Ladders; Sectarianism Challenge

MY SCHOOL

Exploring and conquering fears about secondary school

Monday & Thursday

Hopes & Fears; School Tour; Subject Taster

MY SELF

Team building and self-development workshops

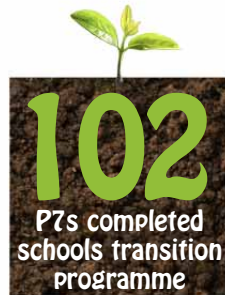
Tuesday, Wednesday & Thursday

Tower Challenge; Egg Drop; Family Fortunes; Minute to Win It

WE NEVER STOPPED DELIVERING



At the end of each week we celebrated the young people's achievements with an award ceremony, where each pupil received a certificate and goody bag. This replaced our annual award ceremony which usually hosts between 600 – 700 people. We hope to return to celebrating in this way when restrictions allow.



Volunteers

This year we adapted and changed. We delivered sessions digitally across 3 days to ensure that all volunteers were able to participate. The training provided the volunteers with the confidence to return to the school environment in these uncertain and challenging times. There were 15 young adult volunteers in attendance at the Zoom meetings. Across the digital training sessions, volunteers were trained on child protection where they familiarised themselves again with Bridging the Gap's child protection policy and were able to discuss scenarios with one another and the staff.

This also covered risk assessments, a new addition for this training programme considering COVID-19 restrictions, where they were able to read through the updated document and learn about the new ways of working. Volunteers could voice any concerns when learning of this way of working

"The Primary 7's (and me) were able to develop their confidence through activities within the sessions which allowed them to create better and more positive relationships with each other. It was a wonderful experience for both the primary 7's and me and I look forward to any volunteering with Bridging the Gap in the future."



Tackling Sectarianism

Despite the changing environment we continued to focus on tackling sectarianism throughout our programmes. We dedicated 1 out of 4 sessions in the week long transition programme to anti-sectarian work which allowed young people to explore the root causes and solutions to the issue.

The 'My Glasgow' booklet included in the activity packs provided an opportunity for the young people to explore their own identity and culture as well as the different cultures that exist around them.



WE KEPT GOING THROUGH
LOCKDOWN...
ADAPTING AND CHANGING

Andrew Brown Volunteering Award



Everyone matters - In 2019 we created the "Andrew Brown Volunteer Award". Andrew was one of our former volunteers who sadly passed away. He was the most enthusiastic, funny and genuine people we've ever had the pleasure of working with and he completely epitomised what Bridging the Gap stands for. Andrew lives on in all of our work and continues to inspire us to always be true to ourselves.

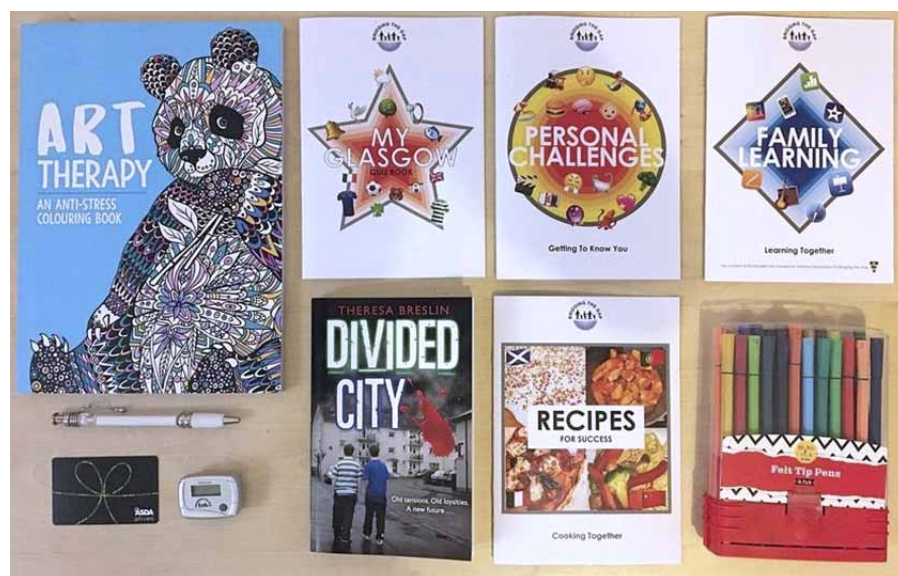
For the second year in a row the COVID-19 pandemic has forced us to cancel our awards ceremony but we were able to deliver the awards to this year's extremely deserving winners, Ally McCulloch and Erin Barr. Everyone at Bridging the Gap is very grateful for the hard work and commitment they've shown the organisation over the years.

"Volunteering with Bridging the Gap has been an amazing experience for me. The opportunity to work with my friends but also meet many new friends made it a unique opportunity.

While it's very rewarding being able to work with and develop the young people, it's also given me so much opportunity to develop myself. It felt great to be recognised and awarded the Andrew Brown Volunteer Award as I know this is a special award and it made me feel like I was making a difference." Ally



Delivering Through Lockdown



"My daughter received a pack from Bridging the Gap, it was delivered to her school. In particular she enjoyed the cooking part as she was given an Asda voucher to buy the ingredients she needed for the recipes in the pack. Things like this really helped through what was a hard time for all the kids."

211
young people reached

81
online activities delivered

140
activity packs delivered

15
primary schools engaged with

"Under very difficult circumstances, the Bridging the Gap team provided a programme of work to support our young people in their transition from Primary to Secondary education. Our young people were thrilled with the activity bags that were gifted to them last year. These bags allowed our young people to explore a variety of curricular areas with health and well-being as a focus. We thank the team at Bridging the Gap for their continued commitment and hard work in supporting our Primary 7 pupils."

Our activity packs introduced BtG to a new group of young people and offered support from a safe distance. We also remained accessible online where we posted daily challenges and content to spread positivity amongst our young people at a time of uncertainty.



Throughout the Summer of 2020 we posted 81 activities on our social media channels for young people to participate in.

Activities included quizzes, problem solving challenges and recipes which reached 211 young people.

From January – March 2021 we were unable to continue with the delivery of our transition programme in schools, and our staff team recognised the need to offer an alternative form of support to the young people who should have been involved.

In March 2021 we created health and wellbeing activity packs to support young people which were distributed to 140 P7 pupils from 15 primary schools.

Our Northern Ireland Partnership Connects And Builds

In March 2021, young people from Bridging the Gap started working in partnership with the North Down Area Project, Northern Ireland. The group has 20 young people from Glasgow, Belfast and Bangor who meet online once a month to take part in team building and issue-based sessions which focus on culture, identity and tackling sectarianism.

At a time when the world was discouraged from socialising, the group gave young people an opportunity to build relationships across borders.

Our young people anticipate eventually meeting their friends in person in March 2022 in Northern Ireland as part of community connections and relationship building.

They will take part in a day trip to Belfast and in workshops, which will encourage them to challenge their opinions and further explore their personal relationships with sectarianism through a trip round Belfast City.

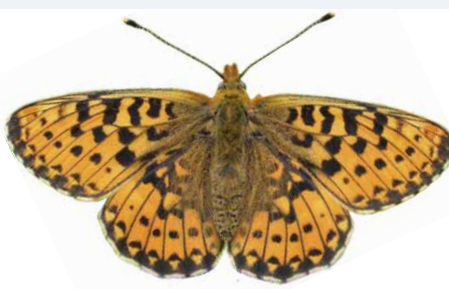


WE STAYED CONNECTED TO OUR COMMUNITY

Plans for the Future

The strength, commitment, and resilience of our staff, volunteers, partners, networks members and board were truly extraordinary as we all ensured the community continued to receive the support it needed during unexpected and trying times. Despite the limitations of the circumstances in 2020/21, we were able to maintain both operational and financial stability throughout.

Although we all hope that the worst of the pandemic is now behind us, we are confident we can start in-person activities again in new ways with the learning we have all gained. We know we will need to embrace new circumstances and opportunities as Bridging the Gap continues to understand the Gorbals community's needs, both now and in the future.



Both developing young people and communities teams would like to thank all of our partners for their continued support, particularly since the beginning of the pandemic in April 2020. This support enabled us to adjust swiftly to new ways of working while adapting the delivery of our programmes of work.

The People

Board of Directors

Chairperson (Resigned 5/7/2021)	Rev Ian Galloway
Treasurer	Robert Gillies
Secretary (Resigned 11/10/21)	Jacqueline Stockdale
Board Members	Patrick Barbour
(Co-Chair from 6/7/21)	Dr. Pam Green
(Resigned 10/8/21)	Victoria Heaney
	Jatinder Kang
(Co-Chair from 6/7/21)	Marie Laidig
(Resigned 24/4/2021)	Katherine Longmuir
(Resigned 2/3/2021)	Elsie Mackie
(Appointed 7/12/21)	Terry Strain
In attendance	
Director	Tricia McConalogue

Staff

Director (Retired 26/3/21)	Tricia McConalogue
Administrator	Clemence Butoyi
Developing Young People's Team	
Development Worker	Collette Daly
Project Workers	Michael Snee
	Megan Thomson
	Claire Bonner
Community Inclusion & Families Team	
Development Worker (Resigned 5/2/21)	Roz Adams
Project Workers	Catriona Milligan
	Marie McCormack
(Appointed 3/3/21)	Elsie Mackie
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 Community
 South East Integration Network
 New Gorbals Housing Association
 Gorbals Parish Church
 Blessed John Duns Scotus Church
 Holyrood Secondary School
 St. Albert's Primary School
 Holy Cross Primary School
 St Francis Primary School
 St Bride's Primary School
 St Conval's Primary School
 St Fillan's Primary School
 St Brigid's Primary School
 St Mirin's Primary School
 Our Lady of the Annunciation Primary School
 Shawlands Academy
 Cuthbertson Primary School
 Blackfriars Primary School
 Battlefield Primary School
 Shawlands Primary School
 Langside Primary School
 St Margaret's Academy Airdrie
 Airdrie Academy
 St Roch's Secondary School

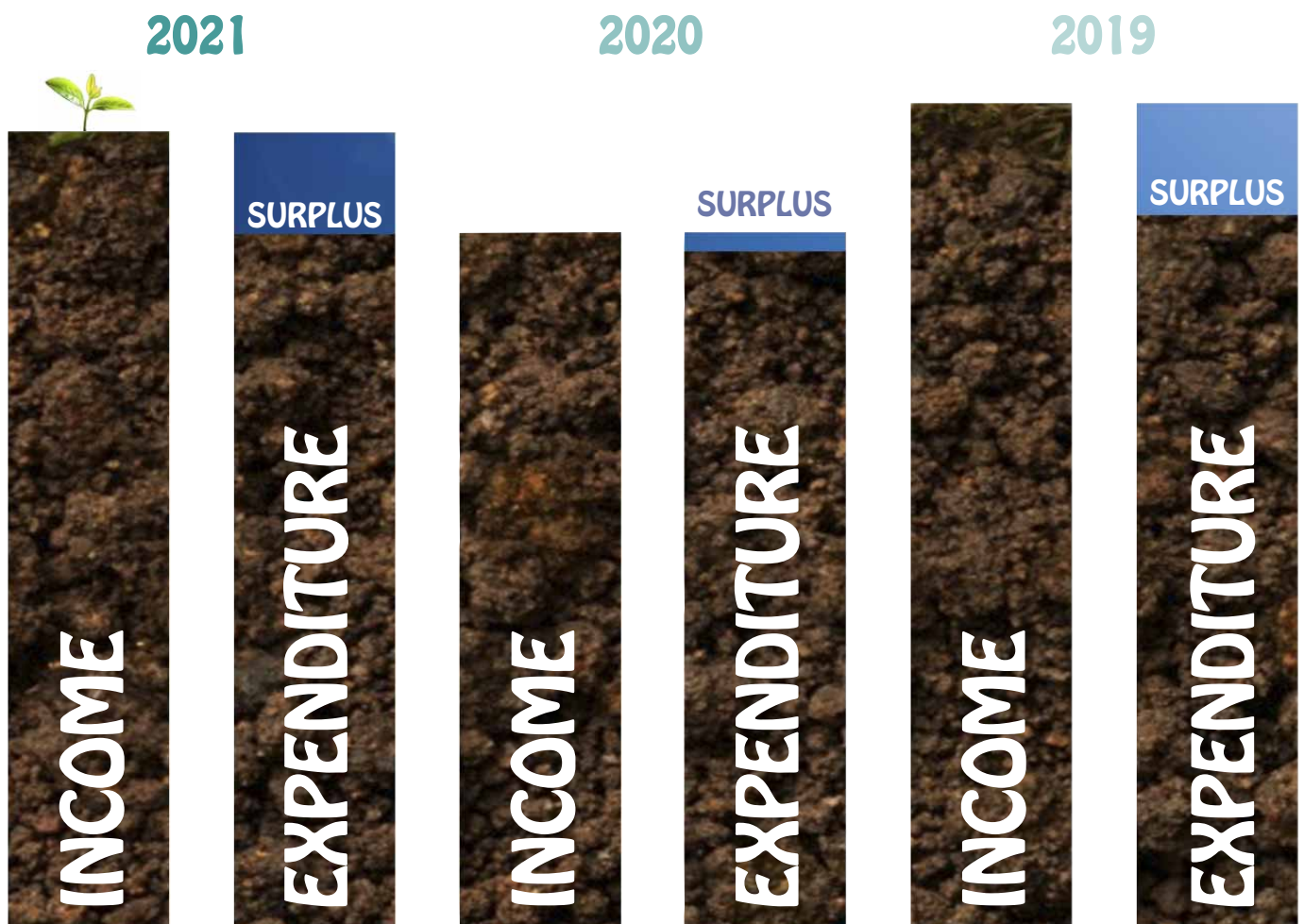
Whitehill Secondary
 Glasgow Life
 Youth Scotland
 Glasgow Council for the Voluntary Sector
 SEAL
 Glasgow Volunteer Centre
 Gorbals Fair Management Committee
 The Corrymeela Community
 Givin' it Laldie
 Gorbals 3rd Sector Forum
 The Barn
 NHS Health Improvement Team
 TASK
 Urban Roots
 Scotland the Bread
 Nourish Scotland
 Giggle N Grow
 ADevlin Visual
 ATD Fourth World
 Link Up Gorbals
 Mission Choir
 Grant Bellshaw Productions
 Friends of Southern Necropolis
 Gorbals Regeneration Group
 North Down Area Project
 Gorbals Response Group
 Saint Francis Pipe Band

Income & Expenditure

For the year ended 31st March 2021

	Total Funds 2021	Total Funds 2020	Total Funds 2019
Income	£	£	£
Revenue Grants	350,083	305,793	362,453
Interest	21	67	60
Total	350,104	305,860	362,513
Expenditure			
Charitable Activities	305,283	297,561	313,595
Surplus/-Deficit	44,821	8,299	48,918

Surplus/Deficit



Independent Examination carried out by Wylie & Bisset LLP Chartered Accountants

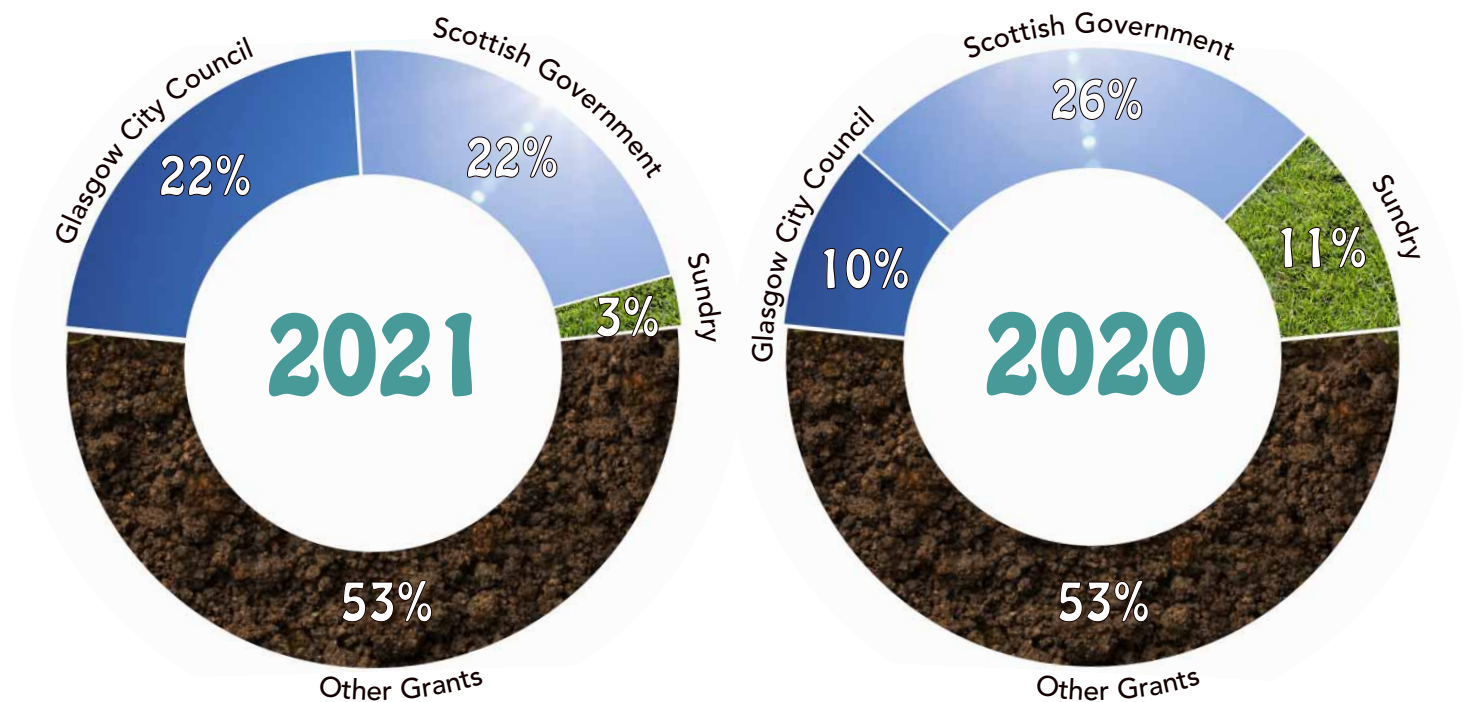
Balance Sheet

31st March 2021

	31 March 2021	31 March 2020	31 March 2019
<u>Fixed Assets</u>	<u>£</u>	<u>£</u>	<u>£</u>
Tangible Assets	5,162	9,571	13,979
<u>Current Assets</u>			
Debtors and prepayments	7,087	25,211	42,599
Bank	211,414	135,157	160,368
	<u>218,501</u>	<u>160,368</u>	<u>202,967</u>
<u>Current Liabilities</u>			
Accruals and Deferred Income	<u>22,145</u>	<u>13,242</u>	<u>68,548</u>
<u>Net Current Assets</u>	196,356	147,126	134,419
<u>Net Assets</u>	<u>201,518</u>	<u>156,697</u>	<u>148,398</u>
<u>Funds</u>			
Unrestricted funds	133,871	137,773	133,363
Restricted funds	<u>67,647</u>	<u>18,924</u>	<u>15,035</u>
	<u>201,518</u>	<u>156,697</u>	<u>148,398</u>

The financial statements were approved by the Board of Trustees on 10th August 2021
and were signed on their behalf by Robert Gillies, Treasurer

Income



Bridging the Gap is extremely grateful to all of the funding bodies, trusts, partners and individuals who provided financial support in 2020-21, including:



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www.bridging-the-gap.org

Scottish Charity No: SC028657 Company No: SC284862