

REGISTERED COMPANY NUMBER: SC313463 (Scotland)  
REGISTERED CHARITY NUMBER: SC026233

**ANNUAL REPORT 2019**



**Youth Community Support Agency  
(A Company Limited by Guarantee)  
Report and Financial Statements  
For the year ended 31<sup>st</sup> March 2019**

Brett Nicholls Associates  
63 Ruthven Lane  
Glasgow  
G12 9BG

## Youth Community Support Agency

### Contents of the Financial Statements for the Year Ended 31 March 2019

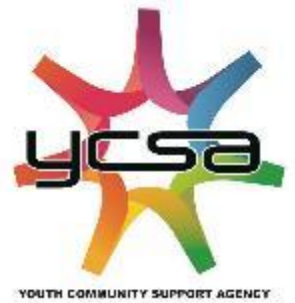
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## Youth Community Support Agency

### Reference and Administrative Details for the Year Ended 31 March 2019

<b>Charity Name:</b>	The Youth Community Support Agency
<b>Registered Office and Operational Address:</b>	48 Darnley Street Glasgow Lanarkshire G41 2SE
<b>Charity Registration Number:</b>	SC026233
<b>Company Registration Number:</b>	SC313463
<b>Trustees:</b>	Anwari Din (Chair) Shehla S. Ihsan (Company Secretary to 1 <sup>st</sup> May 2019) Ahad Aslam (Treasurer to 1st May 2019) Zarina Ahmad (Company Secretary from 1st May 2019) Michele O'Brien (to 30 May 2019) Fatawu Yahaya (appointed 1st May 19, Treasurer from 1st May 19)
<b>Manager:</b>	Fariha Thomas
<b>Independent Examiners:</b>	Brett Nicholls Associates 63 Ruthven Lane Glasgow G12 9BG
<b>Bankers:</b>	Bank of Scotland Bridgewater Shopping Centre ERSKINE PA8 7AA





The Trustees present their annual report and financial statements of the charity for the year ended 31 March 2019

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's memorandum and articles of association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The legal and administrative information on pages one and two form part of this report.

#### Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

The Trustees who served during the year and since the year end (unless otherwise stated) were as follows:

Anwari Din (Chair)

Shehla S. Ihsan (Company Secretary to 1<sup>st</sup> May 2019)

Ahad Aslam (Treasurer to 1st May 2019)

Zarina Ahmad ((Company Secretary from 1st May 2019)

Michele O'Brien (to 30 May 2019)

Fatawu Yahaya ((appointed 1st May 2019. Treasurer from 1st May 2019)

No Trustee holds the title to property belonging to the charity.

## BACKGROUND

YCSA was founded in 1993 and has been working continuously with young people and their families from Black and Minority Ethnic (BME) backgrounds since then. YCSA obtained charitable status in 1997. It became a Company Limited by Guarantee in 2006.

## PURPOSE AND AIMS

The Company's objects are to promote any charitable purpose for the benefit of young Black and Minority Ethnic (BME) people aged between the ages of ten to twenty five, and their family members where relevant, in particular:

- the advancement of citizenship and community development,
- the promotion of religious and racial harmony,
- the promotion of equality and diversity,
- the advancement of education,
- the relief of poverty and distress,
- the furtherance of health
- the provision, or assistance in the provision, of facilities of recreation or other leisure-time occupation in the interests of social welfare with the object of improving the conditions of life of the aforementioned persons.



And in furtherance thereof to:

- Empower BME young people, particularly young women and girls to meet their needs and to be able to confidently make informed choices,
- Provide BME young people access to culturally sensitive environments and services,
- Provide counselling advice for young BME people through a 'single door' system in all social issues which affect their wellbeing,
- Facilitate use of networks, which incorporate referral system and partnership approaches with statutory bodies such as Education and Social Work Departments, Housing Agencies, Benefit agencies, Skills Development Scotland, Voluntary organisations and other relevant agencies,



Ctrl Alt Del Programme lead and Placement Student, at *Moving Images*, run in North Glasgow

- Organise training that will assist young people from BME communities in improving personal skills, support and confidence building techniques and basic information technology skills. Such training to include improving life chances of employment and creating direct links with Schools, Skills Development Scotland, Job agencies and independent employers,
- Pursue research in areas of extended needs for BME youth, publish outcomes and seek redress
- Carry out outreach work, and
- Train and facilitate the development of volunteers by networking groups and agencies with a view to sessional employment

During 2018/19 YCSA revised its Business and Strategic plans, in the course of which it created a new strapline:

***YCSA – Empowering Black and Minority Ethnic Young People***

and Vision, Mission and Values statements:

**Vision (what we do)**

YCSA is an organisation that challenges discrimination and works to influence policy and practice change in relation to youth. YCSA helps BME young people embrace their potential to become active and valued members of our diverse society, developing the skills and leadership abilities to succeed in life.

**Mission (how we do it)**

YCSA works to overcome the barriers that hold BME young people back and provides a range of social, educational and therapeutic services to support and empower young people

**Values**

- respect
- dignity
- equality
- anti-discriminatory practice
- diversity
- openness
- inclusivity

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

The organisation was registered as a Charity in July 1997 and incorporated as a Company Limited by Guarantee, governed by its Memorandum and Articles of Association, on the 14<sup>th</sup> December 2006.

The overall control of the organisation lies with the Board of Directors who have the power to decide on all matters concerning Youth Community Support Agency, subject to the Memorandum and Articles, and policy made at the AGM. The YCSA Board meet on a 6 weekly basis and are responsible for the strategic direction and policy of the charity. At present there are 5 Directors from a variety of professional backgrounds relevant to the work of the charity.

YCSA also has an advisory Youth Panel comprised of current and former service users who help ensure staff and Board are aware of current issues impacting on young BME people and who also take a role in promoting YCSA and leading projects.

A scheme of delegation is in place with the YCSA Manager having overall responsibility for the operational management of the organisation. The Manager reports directly to the Board, and is line managed by the Chairperson.

The day- to-day responsibility for the provision of the services rest with the Manager working with the Programme Lead for the Ctrl, Alt, Delete services. The Manager is responsible for ensuring that the charity delivers the services specified and that the key performance indicators are met; and is also responsible for supervising the Programme Lead and a staff excluding the Ctrl, Alt, Delete development and sessional workers. All staff have clear job remits and designated levels of responsibility and receive monthly support and supervision to ensure staff are supported in providing quality services. Development workers manage their own projects, project staff and volunteers, the latter with the support of the Volunteer Coordinator.

### **Key Management Remuneration**

In the opinion of the trustees there is one member of key management personnel, the manager.

The cost of the post included Employer National Insurance Contributions of £3,100 and Employer's Pension Contribution of £4,715. The total cost to the employer for this post was therefore £38,968 during the year to 31 March 2019.

## **RECRUITMENT AND APPOINTMENT OF BOARD MEMBERS**

The Directors of the Company are also Charity Trustees for the purposes of charity law and under the Company's Articles are known as the Board of Directors. Under the requirements of the Memorandum and Articles of Association the members of the Board are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The minimum number of Directors is 3, and the Board has the power to co-opt additional members with full voting rights to serve until the next Annual General Meeting.

All Board members give their time voluntarily and received no benefits from the charity. The Board of Directors seeks to ensure that Board members have skills that are relevant to overseeing the Company and ascertaining the strategic direction for the services provided to the young people and their families.

## **DIRECTOR INDUCTION AND TRAINING**

New Board members receive induction to ensure they are both familiar with the services and policies of YCSA and of their responsibilities as Charity Trustees/Directors. The Directors are taken through the following documentation when they take up a place on the Board of Directors:-

- Previous Annual Report
- List of staff positions and duties with staffing structure diagram
- Staff handbook
- YCSA Board Remit and Code of Conduct
- OSCR guidance on the roles and responsibilities of charity trustees plus other information on the roles of Board members
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Future Plans and objectives



## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

The Board of Directors undertakes training needs and skills analysis, with a training plan devised from this.

#### **THE FOCUS OF OUR WORK**

With over 25 years' experience, the organisation has a wealth of expertise in working with young people especially those from Black and Minority Ethnic (BME) communities in Glasgow. The organisation provides a range of services to young people, with an emphasis on work with those living in poverty and deprivation, those who have difficult family circumstances or other vulnerabilities, and those who are involved in, or are on the fringes of behaving anti-socially or offending. The work also provides support to parents/carers of young people as part of a holistic approach to meeting the needs of BME young people.



YCSA also has a role in influencing policy and mainstream service provision to ensure that BME young people's needs are met. To this end we work in partnership with a range of agencies including schools and employability agencies, engage in a range of networks such as the Glasgow BME Task Group chaired by Cllr. Jennifer Leyden, the Scottish Parliament Cross Party group on Islamophobia chaired by Anas Sarwar MSP, Glasgow Voluntary Sector Race Equality Network, South East Integration Network, and feed into policy consultations such as the Scottish Government's Review of Hate Crime legislation and of Fireworks.

Services delivered during 2018/19 include: Volunteering; Counselling Services; Family Support; Control Alt Delete: Reboot Your Life (skills and confidence development, employability including Literacy/Numeracy/ ESOL, creative programmes and women only sessions); Ebara: Inspiring Identity, Prison Through Care Work, a summer programme for BME young people aged 11-18, and locality based youthwork with that age group in Pollokshields and Govanhill.

## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

The work of Youth Community Support Agency is regularly reviewed, with quarterly statistical monitoring of a range of variables relating to service user origin and need, and an annual review of targets and effectiveness. This process is used to identify unmet needs and monitor continued requirements for existing services.

In the autumn of 2018 YCSA organised a Strategic Review Day with the support of Community Enterprise in Scotland (CEIS), attended by Board, Staff, Youth Panel and Volunteers. This fed into the new Business Plan and Strategic Plan that has been devised by YCSA for the period 2019-2022. During the year YCSA invested in a new database software package, Upshot, designed for the Voluntary Sector to help with monitoring of data and outputs across funding streams. We are in the process of renewing our website and of developing our social media and marketing strategy, items that were highlighted at our Strategic Review day.

YCSA has continued to review and update policies, with this year a particular emphasis on preparation for, and revision of, policies in relation to the GDPR and Data Protection training for all existing and new staff.

#### **ENSURING OUR WORK DELIVERS OUR AIMS**

YCSA services are provided through structured programmes and individual support plans that are designed taking young people's experiences and feedback into account. The services are tailored to individual needs and are sensitive to differences in young people's culture and religion. Through the provision of numerous services, the organisation has gained a good understanding of structures, norms, and levels of cohesion among families. With this knowledge, we are able to make the appropriate needs analyses for the young people and also able to assess the knowledge, attitude, and practices within families so as to provide the required level of support.

We carry out surveys with young people including via street outreach, and our Youth Panel feeds in views to ensure service development is in line with the needs and interests of young people.



## **Youth Community Support Agency**

### **Report of the Trustees for the Year Ended 31 March 2019**

We use a range of methods to evaluate our work including a GIRFEC SHANARRI based Lifemap tool that helps measure change and progress for the individual young person. Other tools used including encouraging young people to photograph, film, draw, audio record, or whatever method is easiest for them to use to provide feedback. Where appropriate we seek feedback from referral partners on changes observed.

#### **STAFFING**

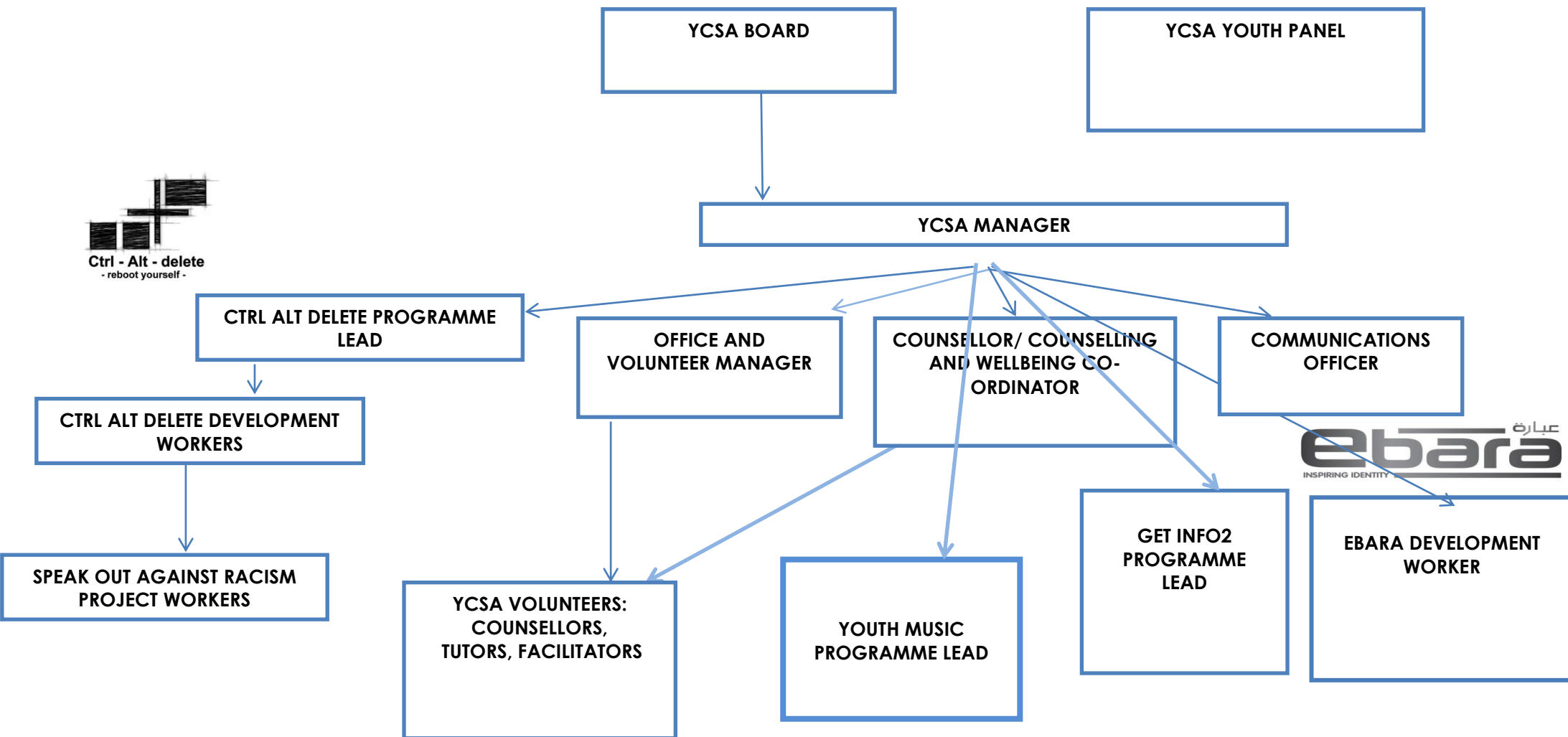
During 2018/19, the organisation's staffing levels have averaged 4 full time and 5 part time posts with some variation over the year. The establishment currently stands at 5 full time and 5 part time staff. Sessional staff have also been employed during the year to bring specific expertise and this will continue in 2019/20. Over the year 46 volunteers have assisted with delivery of services. Volunteers include young people co-facilitating work with their peers, ESOL tutors, musicians, counsellors, and other support and development roles. We have also hosted 2 University placements for BME students studying Community Development, 1 placement for a young BME person studying Social Care and an internship for a Robertson Scholar, who have helped with service delivery during their placements.

Regular monthly staff meetings take place as well as a programme of monthly team training at YCSA on agreed topics for staff and volunteers, delivered by both YCSA staff and external trainers. These combined with monthly support and supervision for all staff, ensure good communication within the team and positive team morale. During the year, three sets of Child Protection training took place to ensure all staff and volunteers are up to date on all aspects of safeguarding and child protection. In addition staff and volunteers have access to external training as appropriate.

YCSA has a relatively flat staffing structure, with an overall Manager funded by Glasgow City Council Integrated Grants Fund (IGF) with contributions from other funders toward staff management, and an Office & Volunteer Manager funded by IGF, being the only staff whose remit is not solely project specific. The Scottish Government People & Communities Fund (PCF) and IGF funded Ctrl,Alt,Delete Programme (16-25 age group) has a Programme Lead who manages that programme whilst also having a hands on development role.

There was considerable staff turnover during the year with threatened redundancy for the team funded by PCF leading to their obtaining other jobs, and recruitment to replace them happening once funding was awarded. The Office & Volunteer Manager left her post in the summer of 2018, and the current post holder did not start until late November.

YCSA Organisational Chart 2018/19



## **THE WORK OF YCSA**

In the past year YCSA has provided direct services to over 319 young people with additional support to families and impacted on wider service provision in supporting awareness of the needs of the range of BME groups in Scotland and the importance of culture and diversity aware service provision.

YCSA delivers the majority of our programmes from our base in Pollokshields, whilst also delivering some programmes in schools. We also hire/borrow other community venues where required for particular activities.

Our intensive model of support with 1:1 support to service users, many of whom also benefit from a range of other YCSA services, means that we are focussing on providing a quality service to the most vulnerable rather than on maximising numbers. Over the past year however we have been providing a range of new services including a summer holiday programme and “youth club” provision, aimed at secondary school aged young people, a campaigning group – Speak Out Against Racism (SOAR) as well as groupwork in schools. In 2019/20 we will be starting homework club provision for secondary school aged young people. These more preventative services do not always include the structured 1:1 support, although this is always offered.

## **CTRL, ALT, DELETE - REBOOT YOUR LIFE**

Funded primarily through the Scottish Government People & Communities Fund (PCF) and Glasgow City Council Integrated Grants Fund (IGF), YCSA’s ‘Ctrl, Alt, Delete’ is a developmental programme, empowering young people to take control of their lives, identify barriers and areas of need, and find alternatives in order to become confident individuals, successful learners and responsible citizens. Support is focussed on young people, aged 16 – 25, from Black and Minority Ethnic backgrounds (BME) and is based around increasing engagement in employment, education and social contexts.

We obtained further match funding from Cashback for Communities Youth Work fund, Cashback for Creativity, Creative Scotland’s Youth Music Initiative, NHS Scotland Community Food and Health Programme, and Glasgow South Youthbank, to pay for part-time project workers and/or resources to support the work of the team and deliver programme objectives.

## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

Individual progression plans are developed with each client, with regular review sessions to identify areas of need. Support is offered in 1:1 sessions to follow up on progress made, and to ensure appropriate goals are set and progresses. A range of group activities are developed to meet the needs of service users, which while being enjoyable, help young people to develop a range of practical skills such as cooking, cycling, computing; creative skills such as music, songwriting, photography, film making, creative writing; and which helps them develop confidence, language, numeracy, literacy and communication skills. All of these are important for their success in moving to positive destinations such as continuing education or work; and helps overcome social isolation. Young people are also invited to take up other YCSA support services as required, such as counseling.

At the start of the year it was uncertain whether the PCF funding would be available, and staff had undergone a redundancy process. Resulting from this, although at the end of April 2018 further funding was granted from PCF, the 2 staff members had found other employment. In addition the IGF funded worker had agreed to work part time to reduce the redundancy levels and indicated he wished to continue at that level. Recruitment for 2.5 workers was therefore undertaken with the 1.5 development workers taking up post from June and the Programme Lead from July. As new staff needed to be inducted, and it takes time to get up to speed, this created some pressure on the Ctrl, Alt, Delete programme in terms of achieving targets, although thanks to our Robertson intern and a student placement, sessional staff and additional support from volunteers and staff, service users did not notice any reduction in service.

We are delighted to have obtained continued funding from IGF and for part of the year from PCF, as well as an offer from Cashback Youthwork fund to take forward work with the 16-25 age group in 2019/20.



*YCSA's CAD team on the Moving Images programme, visiting a construction site in North Glasgow*



## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

CAD worked in partnership with a broad range of agencies, both to co-deliver programmes e.g. Bike for Good, Social Bite, Glasgow Life, Glasgow Clyde College and for referrals to and from YCSA. We partnered with Glasgow Kelvin College to offer accreditation to young people who take part in YCSA services. 8 young people were registered and working towards a Level 5 Community Achievement award, which can be used towards gaining a place in further education.

In 2018/19 Ctrl, Alt, Delete:

- Worked with 184 young people
- Conducted 232 individual one to one support sessions across 108 young people.
- Supported 72 young people to access or sustain education, further education or employment opportunities
- Supported 18 young people to take up a volunteering role
- Supported 79 young people to take up a new activity
- Supported 29 young people through numeracy, literacy, ESOL support via 3 programmes
- Ran 2 ICT programmes with Glasgow Life
- Ran 5 Employability Workshops
- Ran 6 Activity / Creative Programmes
- 1 Youth Panel Training programme
- 1 Youth Music Programme (YMI)
- 1 Young Women's programme (Get Info)
- Worked in 3 schools to run 4 Programmes (2 with Springburn, 1 each at Holyrood and Bellahouston) to provide skill building and youth development projects to 32 students.



YCSA works in an innovative way, using the interests of young people to help them recognise their abilities and potential, to increase their confidence and engagement in wider society, and to develop planning and practical skills including improved language, literacy and numeracy skills.

## Youth Panel

YCSA Youth Panel consists of 10 members with 7 regular attendees (12 members over the course of the year). The group met on a weekly basis throughout the autumn/winter addressing their training needs. The Panel have engaged in Committee Training skills, Team Building Exercises and developing their priorities for development, with support from the CAD team.

The Panel Participated in various activities. These have included

- YCSA CAD Speak Out against Racism Project (SOAR) 7 Youth Panel members participated
- Pollokshields Participatory Budget Scoping – 2 Members have signed up for Local Residents Panel – awaiting future development process
- WSREC – Employability Consultation – 1 member
- DWP / Cadder Event Stall – 1 member
- YCSA CAD Football Coaching project – 2 Co-facilitators
- YCSA CAD Confident Engagement project – 1 Co-facilitator
- YCSA Strategy Development day – 6 members
- Scottish Government Hate Crime legislation consultation workshop – 7 members

The Youth Panel have been involved in discussions with the CAD Programme Lead over potential ideas for development in a future Pollokshields Participatory Budget bid. Areas discussed include Street Work, Diversionary Activities particularly sports based exploration of local drugs issues and also to develop school-based programmes, talks & events addressing a range of subjects from racism & overcoming barriers to promoting engagement in personal development experiences & opportunities.

## Programme Examples:

### 1. Project Title: Film Club - Home from Home

This project was partly funded by Glasgow South Youthbank, following a successful bid made by the young people via a participatory budgeting process earlier in the year. PCF funding paid for additional sessional hours required to support and run the project. 14 young people took part in this programme, with 9 graduating after significant involvement over the 22 weeks programme. The filmmaking project ran from April to end August on a weekly basis with additional sessions for location shooting including 2 day visits. The film, and the work leading up to making it, explored homelessness and people's journeys into and beyond homelessness.

The programme started with weekly sessions watching short films that featured people who have different identities or lifestyles. After watching films, conversations were facilitated about what people thought about the film or issues in the film. Activities were designed that challenged people's attitudes or created debate. The Hero's Journey storytelling model was used, followed by a day visit to Glasgow's Queens Park where participants were encouraged to go on their own hero's journey and used the storytelling model to think about their own life journeys. This tied in with the beginning of conceptualising the film on homelessness.





Report of the Trustees  
for the Year Ended 31 March 2019

The participants storyboarded their own stories and thought about how these could be translated into film. They then picked out stories to film and use in the final film production, **Where Homelessness Lives**. The film can be viewed on: <https://youtu.be/IASPYNHA9PU>. The young people were supported to discuss and plan the following - the name of the film, scripting questions to ask someone who was either currently homeless or worked with a homelessness charity, what advice they would give anyone watching the film that might be experiencing issues raised in the film, what places they thought would be important places for people to know (one of the pieces of advice they said they thought was important) and finally how to structure and end the film.

The participants as well as conceptualising and developing the content of the film took part in filming behind and in front of the camera and some were able to help with editing the film. One participant also developed the music for the credits. The young people developed skills in planning, both through making the film and organising the premiere, at which they presented the film. This was held on 29<sup>th</sup> August at the Glad Café in South Glasgow attended by 30 people consisting of young people, host families of young people, and a range of community members including a local Councillor. The project was also shortlisted for the Youthbank Project of the Year Award 2018-2019.



Young people had the chance to reflect on their own experience of homelessness and that of others, looking at what has helped them in taking their lives forward in a positive direction in Glasgow. They have made good friends, thus overcoming social isolation, and learnt techniques such as storyboarding, filming, interviewing and editing. Their confidence in social interactions has increased.

Participants gave the following testimonies about what they learned and any positive destinations.

A (male, Pakistani origin, early 20's, formerly homeless) – *'It took me out of my comfort zone and into situations I was not used to. I learned new skills like using the video camera and the confidence I gained helped me when I went to work with an employment coach at Momentum.*

B (Male, African, Refugee background, early 20's) – *I gained confidence, IT skills and have been supported to continue to work at Tesco and with dealing with issues in my life*

C (Female, African, Refugee background, late teens) – *I became more confident learning skills of film making and making new friends. I learned new words and since I joined film club I have also joined Impact Arts.*

D (Female, African, Refugee background, late teens) – *I learned about accepting others points of view and communication skills. I learned about other cultures and lifestyles. I improved my literacy. I started a social care course and placement during the summer.*

E (Male, African, Refugee background, early 20's) – *I became better at communicating. I learned about homelessness. Since being in Film Club I have also become interested in photography and have just started an Electric Engineering course at Kelvin College.*

## **2. Work with schools. Project Title: Confident Engagement (16-17 yrs)**

Following discussions with Head Pastoral Care Teacher & Skills Development Scotland at Holyrood Secondary around concerns about Slovakian & Romanian Roma pupils' engagement in School & community provision and around difficulties between the two national groups it was decided that YCSA would run a short engagement programme.

This programme was designed to address the development of confidence & engagement through the activity of Bouldering (Rock Climbing) it was run in conjunction with the Corra Foundation funded youth development worker. The project ran for 5 weekly sessions of 3 hours per week.

8 participants were referred by the School – 4 from each national group with an uptake of 6 participants 5 of whom completed the full programme – 1 participant attended 3 sessions but unfortunately had to withdraw due to family medical issues.

All participants reported an increase in confidence & engaged well with YCSA staff. Young people mixed very well in the group activities and reported that they felt less isolated & felt that the activity programme made them feel valued. Young people from both national groups mixed very well and established friendships.

Holyrood Teaching staff have reported that all participants were engaging well in school and that the programme had an impact on the group's confidence in communication & participation at school.

## **3. Project Title: Cooking with Confidence (16-25yrs)**

This was co-funded by NHS Scotland Community Food and Health Programme.

Cooking with confidence was an 8 week, 3hrs per week programme run in partnership with Social Bite. 13 young people registered for the programme with an uptake of 11 participants, 6 participants completed the full programme.

The programme was designed to support participants in developing their communication skills including ESOL & Literacy & Numeracy Skills. The project also engaged participants in developing their cooking skills. The project engaged participants in the development of a community celebration event, promoting healthy eating. Participants organised the full event and developed skills in team work, planning a menu, budget management & Economical Shopping.

The project also addressed the development of Employability skills & engaged participants in exploring different employability routes across the food production sectors. This included a brief introduction to potential educational courses open to participants.

All participants reported a positive impact from the project, particularly in their development of language skills. Participants reported an increase in their confidence level and felt they had developed useful skills in cooking & shopping for healthy eating on a limited budget. 1 participant started volunteering with Social Bite.

#### **4. Project Title: ICT for Beginners**

The project in partnership with Glasgow Life delivered 2 x 10 week programmes addressing the development of basic computing skills. Participants were engaged in learning around Microsoft word / Excel / Power Point, Safe Web Browsing, Social Media interactions, Pass wording, Managing Cookies, Video Editing, Word Art, Clipart, Creating Folders, Data Storage Tools Security, & Creating a CV.



Over the course of the 2 projects 15 participated in total with 10 regular attendees.

All participants reported a positive impact, stating that they had enjoyed learning new sets of computing skills; participants also stated that these projects had helped them improve their use of both spoken & written English.

#### **5. Project Title: Youth Community Make Music**

This project was funded primarily by the Youth Music Initiative Access to Music Making Fund with support for 1:1 issues from the CAD project and cross referral of young people. A coordinator, sessional musicians, 2 young BME volunteer trainees and 2 volunteer musicians supported the project. 2 groups were run – one women only and one mixed, on a weekly basis

#### **Outputs**

- 58 weekly music sessions for young people to learn how to play instruments such as piano and guitar, how to write raps and how to sing.
- 12 bespoke music, song writing and instrumental sessions for the Red Cross Chrysalis project over 4 intensive days working with two different groups.
- 2 intensive workshop days at Chem19 studios where the young people learned about technology, recording and performance techniques and recorded Demo versions of 6 of the songs they wrote. (6 sessions) these can be heard on <https://soundcloud.com/yicsa-music/sets/hidden-rhythms>
- 1 intensive weekend of rehearsals ahead of the final sharing event at Glasgow Women's Library (3 sessions)
- 3 intensive song writing weekends for young people to learn song writing techniques and write their own songs with a professional musician (21 sessions)
- 8 planning sessions with young people including planning for future group music sessions, song writing weekends, performances, recording sessions, booklet design.
- 12 evaluation sessions with participants of each of the different strands of activity.



The young people also performed at a number of events including:

- Loretto Care sharing event in July 2019
- European Championships main stage with partners Loretto Care in August 2018
- Hidden Gardens Celebrations Here, Hear Aunties! Women’s parade, fireside poetry and music”
- Celtic Connections – Scale Up event.
- Glasgow Women’s Library on International Women’s Day as part of the Scottish Women in Music Launch.

## Outcomes

Tutor/practitioners commented on the improvement in music skills of the young people. Carers, other staff members and the young people themselves all remarked on the increase in confidence, and the joy shown by the young people (especially from the women’s group)

## Comments from young people

- 10 people said they felt they ‘had learned something new’
- 9 people said they felt ‘my music song/ writing skills improved’
- M (tutor) was right, one day your fingers do just know how to do it.”
- “I never thought I’d play music – that was for my sister but now I realise I am quite good at it.”
- “I can’t believe I am singing in front of people and I am really enjoying it. I would never have believed I could do that before. “
- “ I don’t want this to end - I have so much more to learn.”
- “I think this is the best song I’ve written. I am starting to get it now.”





## 6. Project Title: *Speak Out Against Racism (SOAR)*

The SOAR project was primarily funded by the Cashback for Communities Youthwork fund with support from the PCF funded Development Worker. The SOAR project ran from August 2018 throughout the rest of the funding period and was established to engage young BME people in addressing their experiences & understandings of racism & discrimination. A main group of 12 young people were involved. The project was designed to help participants develop skills in communicating issues, challenging discrimination & bullying and exploring concepts of community & leadership. The project also sought to help participants develop skills in maintaining wellbeing when facing discrimination.



The project established to address racism very quickly started to generate understanding about forms of discrimination across a wide spectrum of society. This included discrimination towards women, the LGBT+ community, and explored discrimination & racism across different national & cultural / religious groups. The project also started to explore discrimination against young people in general society, with a particular emphasis on the experiences of young homeless people.

While this had not been included in the original project concept, the broadening out very much followed from the experiences and concerns of the young people involved. One key learning point was that young people identified that they had previously received very little or no awareness raising on the issues of discrimination and racism – many participants highlighted that this was their first experience of addressing these issues in a group or educational context.

The project was youth led and adapted to meet the aspirations of participants. The group originally started to address approaches linked to social media & YouTubing. They then moved on to look at working with schools and youth groups and have developed materials which they hope to use in the future as a legacy of the project. A further approach was to develop a series of short programmes which would provide opportunities for young people from all communities to engage in some integration activities, whilst also engaging those attending in creating messages around a wide spectrum of discrimination.

The SOAR project has benefited participants, helping them address everyday racism & discrimination in their daily lives. The mix of the core group covering different national, cultural & religious backgrounds enabled the group to begin exploring racism & discrimination in a wider context. The group started to explore issues around gender & identity discrimination, they also addressed discrimination affecting young people in general, particularly focussing on issues around accommodation & homelessness.

The group have developed a wide set of skills & understandings covering issues such as

- Designing Social Media content with an anti-discrimination focus
- Planning, developing & delivering Programmes & Workshops
- Negotiation Skills
- Debating Skills covering complex & sensitive issues
- Facilitation skills
- Understanding & reporting Hate Crime

The SOAR project has created a sound legacy for future anti-discrimination work. The core group have developed workshop materials & some social media approaches, which will be taken forward in 2019-20.

### **7. Project Title: Get Information 2. Arts and Dance**

This programme was designed by young women involved in the previous young women's programme and was funded by Cashback for Creativity. It was run by a part-time programme coordinator who supported 2 paid trainees (total 3 over the course of the project) recruited from YCSA service users. Each workshop was led by a BAME creative facilitator and supported by the trainees. The programme ran from September to March.

36 young women took part in the programme which consisted of:

3 x 5 weeks blocks of evening dance activity:

Dance – Every Wednesday

Block 1 – Latin American Dance

Block 2 – Traditional Indian and Bollywood Dance

Block 3 – Flamenco Dance

4 x 5 week blocks of evening Arts activities (including a 1 hour food preparation and eating session):

Art – Every Thursday

Block 1 – The Theatre of the Oppressed and Art Therapy – In partnership with the Mental Health

Foundation. – Art Tutor Fees paid for by The Mental Health Foundation.

Block 2 – Sculpture work with found materials

Block 3 & 4 – General art including vision boards, geometric art, ceramics

We were also able to run one session with the Royal Conservatoire of Scotland's Transitions team. They delivered a drama workshop which also allowed them to provide participants with information and application support for the Transitions programme. 4 participants applied for the programme, 3 received interviews and 1 is now attending the programme.



## Outcomes

- All of the young people completing the evaluation indicated that their skills had increased.
- Almost 90% reported increased aspirations and positive changes in behaviour.
- 80% made positive comments about wellbeing against one of the relevant GIRFEC SHANARRI indicators; including feeling the activities supported their growth, feeling part of the decisions that affect them, feeling included and safe, increasing skills, confidence and levels of achievement, feeling nurtured and taking on roles of responsibility.
- 73% reported feeling that links with their community have improved. The young women were able to engage with YCSA both through Get Information and other activities on offer. Some of the young women got involved with the music programme, taking part in the showcase event that the music programme held at the Glasgow Women's Library. 'I feel like I've learnt a lot and met a lot of new people.'

### A trainee commented:

'I had the opportunity to work along with young people which is very important to me because it helped me understand more about young people needs, I think that any kind of experience is important because it makes you to develop, I was able to improve my communication skills, the way I approach to talk it also changed, helping young people to develop skills and overcome some social issues made me feel needed and the feeling just make me feel good, I actually want to have my own community centre in the future so this was a stepping stone for my future journey.'

### CAD Individual Case Study A: Young African woman

This case study is a continuation of Case Study A. included in the Trustees Annual Report 2017 to 2018, and is included to show an example of the progression and resilience that young people using YCSA's services often develop over the course of time.

Participant A. continued her engagement with YCSA CAD. Having been a lead in securing resources for the Film project, A. went on to participate in and part co-facilitate this. A. also participated in bike club and an IGF funded cooking programme.

A. graduated from her Social Care college course and was able to obtain employment as a social care worker (part time) with an Elderly Care establishment. A. also undertook a part time youth work trainee position with the Get Info 2 Project and provided support to a range of programmes & activities.

A. was made homeless early in 2018 due to family issues & sought support from YCSA. CAD staff supported A. through the various homeless reporting systems and A. was placed in temporary emergency accommodation (Hotel) and later moved to a Youth Focussed Accommodation Unit.

A. faced various issues at this time relating to maintaining her studies while coping with her family situation and her sudden homelessness.

## **Youth Community Support Agency**

### **Report of the Trustees for the Year Ended 31 March 2019**

Throughout this period A. maintained her engagements with college and YCSA CAD & Get Info 2 Trainee Programme. A showed great resilience and maintained a positive outlook despite being in severe hardship and dealing with family relationship issues which left her feeling disempowered & isolated.

A. has recently secured a permanent tenancy with a housing association and is currently establishing her new home. A. has continued in employment with the care establishment and is looking for full time employment in the same field. Whilst A. has completed her youth work trainee post she did undertake some short-term sessional work for YCSA CAD, supporting staff in mapping signposting opportunities and in delivering promotional activities.

A. has reduced her current activity at YCSA to concentrate on further study in the social care field, however she remains involved with some activities and is able to touch base and obtain support when she needs. A. is currently exploring how she can become primary carer for some younger siblings now that she has secured permanent accommodation.

A. recently stated how grateful she was to YCSA and stated that she was a "perfect example of what happens when you engage in support".

## **THE COUNSELLING AND FAMILY SUPPORT SERVICE**

YCSA's Counselling and Family Support Service is funded by the Glasgow City Council/Community Planning Partnership IGF fund.

YCSA aims to provide holistic support to the children and young people we work with, and therefore in addition to providing support services to young people we work with their parents/carers where this will provide a positive impact on the young person. A major strand of the work that we do is ensuring that young people and their families have access to holistic support that takes account of practical and therapeutic needs. In particular, we have identified that parents who may come to YCSA for support with their children may also require counselling support themselves, but also essential support with dealing with statutory bodies. This holistic approach ensures that our service users' positive experiences of YCSA are reinforced in the home, which is crucial to ensuring that young people can progress using the tools they have learned during their counselling sessions.

The Service works closely with other strands of YCSA work, receiving referrals for Counselling or family support where development workers identify a need through their involvement with young people. Counselling and family referrals also come via schools, from a range of other agencies and we accept self - referrals and referrals from family members.



## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

The funding also provides for volunteer recruitment, training and support, to enable us to run the services, and an element of the administration work and management of the organisation which both ensures the smooth running of the project and enables us to draw in other funding to further take forward work to meet the needs of young people. It also enables YCSA to share its knowledge and experience and that of the young people with a range of partners and feed into consultations at local and national level.

The funding also supports YCSA being a Third party Centre for Hate Crime. During the year all staff received refresher training on this and new leaflets have been circulated in the community to raise awareness of what Hate Crime and how to report it.

YCSA works closely with a number of schools: Springburn, Shawlands, Govan, Bellahouston, Holyrood, Kings Park and Notre Dame Academies, linking primarily with Pastoral Care teams within the schools in relation to Counselling, group work and referrals as well as providing opportunities to discuss faith and cultural needs, supports for parents and the ways YCSA can support the school with regard to these.

### Counselling

The YCSA Counselling Service is provided by the part-time Counsellor along with a team of Volunteer Counsellors. Our Counselling Service is offered to BME young people aged 12 - 25. During 2018/19 Counselling for young people took place in 6 schools (Bellahouston, Shawlands, Holyrood, Kings Park, Notre Dame and Springburn Academies) and also the YCSA offices with a total of 36 young people receiving support. Referrals for school counselling came from schools whereas for community based support this was internal referral, self-referral or referral by a parent/carer.

Counselling was provided to 7 parents, from the YCSA offices and also community locations, to best meet need. 2 parents received telephone counselling: 1 who due to health issues was unable to leave her home; and another who required immediate support at a time of a crisis (suicidal ideation). Parents/carers of some of the school children counselled were referred for counselling by teachers, while others self-referred.



Counselling &  
Wellbeing Service

## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

Young people/parents have benefitted from this service as they are able to speak to a BME counsellor or someone experienced in working with BME people, who can understand their issues, sometimes in their mother tongue.

Between them, our Counselling volunteers are trained in CBT, Person Centred and Integrative Counselling. CBT is a structured, goal orientated approach which tackles thoughts, behaviours and feelings and is evidenced to improve anxiety and depression. The issues for which **young people** were referred to YCSA:

- Exam stress
- Depression/Anxiety
- Bullying
- Eating Disorders
- Family issues
- Drug use
- Alcohol use
- Gender identity issues
- Struggling with sexually
- Refugee status/Asylum

Issues identified for **parents** are primarily:

- anxiety
- trauma
- coping strategies e.g. re family expectations
- mental health issues
- relationship breakdown

Improvements are reported using the 'OM Clinical Outcome Routine Evaluation' (CORE 34) and Young Person's CORE (YP CORE 10). These record shifts in mood, relationships with others, functioning and help highlight areas for change. We also use the General Anxiety Disorder (GAD) Scale with adults. Clients are assessed using these measures in the beginning, during and end of therapy and typically report significant improvements in outcomes.

The following case study of a **young person** attending counselling shows the impact and difference this has made to their life:

**Client C:**

Client C is an asylum seeker from Zimbabwe who arrived in the UK from South Africa. He came in search of his mother from whom he was separated as a baby. Raised by family members in Zimbabwe, Client C has pronounced attachment issues which were amplified by bullying and fear throughout his childhood. Client C's journey began when he left home as a child and he eventually was reunited with his mother here in Glasgow last year.

Client C suffered from anxiety, which caused panic attacks as well as difficulties with trust and emotional intimacy. Working with his CBT therapist has dramatically decreased his anxiety and panic attacks, and there has also been progress with health concerns and the return to regular exercise. Work on trust and emotional development is ongoing but whilst the client remains an asylum seeker without a secure and safe home this work will be limited in depth.

Client C is waiting for news of his application for permanent status and is presently undertaking a business studies course and has ambitions to pursue a career in housing. CBT is a structured, goal orientated approach that is highly evidenced to improve mental health and wellbeing, relationships, conflict resolution and increase self-awareness. The CBT therapist has offered considerable psycho-education with this client to support his understanding and management of his mental health. This will aid his long term recovery regardless of his status and place of residence.

A case study of a **parent** receiving counselling in YCSA is outlined below:

**Client Z**

From the middle east originally, Client Z suffered emotional, physical and sexual abuse as a child in her family home as well as encountering threatening situations in her day to day life. She first attended the YCSA's Parent Group and self-referred for counselling support. Her therapist is trained in CBT and has been able to offer long term therapy to support the client. She moved to this country following an arranged marriage with a family member with whom she had children but the marriage broke down following fidelity and addiction issues. Client Z has deeply held negative beliefs about herself resulting from a high number of adverse childhood experiences, resettlement and marriage breakdown and is now a single parent to two young children one of whom has a learning disability and health issues.

Client Z presented with generalised anxiety disorder, health anxiety, phobia and depression however has been making strong progress with the support of her therapist. Her case is very complex with underlying trauma which the client is not yet ready to explore. Longer term CBT has made a significant impact on the client's generalised anxiety scores reducing from high to moderate within 8 weeks. Continuing work with the client is focusing on addressing her depression through behavioural activation alongside support and advice on sleep, diet and exercise.

## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

The impact of this counselling support is most keenly felt by the client but her two young children, former partner and wider family and friends are also noticing a difference and the YCSA will continue to support this client until she is able to feel settled and able to self-manage her mental health.

#### **Groupwork with young people**

4 programmes were run with secondary schools, 3 in conjunction with the IGF funded Literacy and Numeracy Support project – 2 at Springburn and 1 at Bellahouston, providing mindfulness inputs into the programme; and 1 with young Roma pupils at Holyrood in partnership with Glasgow Life libraries using drama and spoken word.

Feedback from Holyrood School Librarian:

“on Tuesday mornings when I remind the girls that you're coming, they do things like clap their hands, smile, and say 'Oh H is,!!', (it sounds as if they're really, really pleased!).

Both myself and other teachers have noticed that the girls' spoken English is really coming on since they've been attending, and that they're more confident speaking out. One teacher said "F has really blossomed" since she's been attending the Graphic novel sessions, and drama sessions.”

#### **Parental Support**

In 2018/19 YCSA supported 7 parents through Counselling, 12 parents with 1:1 advice and signposting to external agencies for help with finance, housing and employability advice. Levels of support varied according to need, but some parents had ongoing issues which have required considerable support throughout the year using a range of inputs and strategies.



A total of 12 parents were supported via 2 groups meeting at YCSA. One group of 8 women focused on activities such as yoga to promote physical wellbeing and create community support. The other which ran in the first part of the year was a therapeutic group attended by 4 parents to enable parents a safe space with which to discuss the challenges faced at home. 2 parents also joined computer classes at YCSA to improve their skills.

YCSA also ran an outreach parental workshop programme to promote health and wellbeing, delivering sessions to groups at Glendale Women's Café, and Amina Muslim Women's Resource Centre. These received positive feedback and reached 49 women.

## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

Some of the quotes from the workshops were as follows:

“The class helped me a lot as I was suffering from depression, which I didn’t realise”

“The facilitator explained how to deal with depression very well and helped me recognise symptoms of Mental Health”

“The facilitator was good. She took her time in explaining things and had a good control of the group”

An International Women’s Day event for young women and female parents/carers was held in March 2019 attended by 39 women. The event helped to promote YCSA to a wider range of women especially in the Pollokshields area. One aim was to promote the support services to parents as well as young people and has already led to 2 new parents seeking support. Participants really enjoyed the relaxing, creative and pampering sessions with many asking “when are you doing it again”.



Henna hand-painting on International  
Women’s Day 2019

YCSA also participated in the Glasgow South Child and Youth Mental Health Group coordinated by the South Sector Health Improvement Team of the Glasgow Health and Social Care Partnership which helps keep YCSA services up to date and well networked.

### **The Volunteering Service**

Volunteering is core to the work of YCSA, enabling the Agency to support many more young people than they would otherwise be able to help. The Volunteering Service is coordinated by the Office and Volunteer Manager. Volunteers are recruited via application, interview and reference, and if successful undertake an induction programme. All volunteers working with young people/vulnerable adults are required to join the PVG scheme in order that they are able to work with children and protected adults unsupervised, and to undertake child/vulnerable adult protection training. Volunteers receive regular supervision. Counsellors arrange their own professional external 1:1 supervision and in addition YCSA offers group supervision and 1:1 meetings facilitated by the YCSA Counsellor who coordinates the service.

## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

Young people as they develop in skills/confidence are encouraged to co-facilitate groups to develop their skills which helps develop soft employability skills. A further role that BME young people may take advantage of is to progress to YCSA's Youth Panel, which encourages young people to participate in essential decision making around YCSA's programming, market YCSA's services and represent YCSA at key events. Over the year 12 young people were active members of the youth panel and benefitted from leadership training. During 2018/19, 5 of our BME young people progressed from volunteering to become sessional workers with YCSA, working with a range of projects.

Over the course of 2018/19 46 volunteers were supported to undertake a range of roles:

- 4 ESOL Tutors
- 3 Mentors
- 7 Counsellors (5 BME)
- 15 Programme Volunteers – music, arts, sports, general youth programme (10 BME)
- 12 Youth Panel Members (BME Young Volunteers over the course of the year)
- 1 Administration (a BME parent)
- 5 Board members (all BME)

All volunteers are supported to identify areas of personal and career development, and offered opportunities to undertake additional roles which may be of interest to them. YCSA has also invested in its cohort of volunteers by ensuring that volunteers attend training, either externally or in house. YCSA works closely with partner organisations such as: AMINA Muslim Women's Resource Centre, the British Red Cross, the Scottish Refugee Council, WSREC and AWAZ FM to encourage members of the BME community to undertake meaningful volunteering opportunities with and outwith YCSA.

### Benefits for volunteers

Volunteering helps people with obtaining employment, developing skills, using new skills and an opportunity to contribute to the development of the young people and parents. It provides opportunities to give to the community. Volunteering provides benefits for volunteers in enabling them to obtain experience of working with vulnerable BME young people and their parents which will help them work in a faith and culturally appropriate way in their future careers, obtain a reference, gain new skills and confidence, opportunities to meet new people and to share their skills and abilities with others. It provides progression routes for BME young people which help with access to employment and further education. Volunteers have participated in creating positive change in the lives of the vulnerable young people by offering targeted and intensive one to one support, sharing skills and contributing expertise in their field.



## Youth Community Support Agency

### Report of the Trustees for the Year Ended 31 March 2019

YCSA's volunteers are given the opportunity to feed in their experience on their volunteering through support and supervision sessions with the allocated line manager, and through review sessions with the Office and Volunteer Manager. Feedback is also sought at events held to celebrate volunteers at YCSA. Prior to departure volunteers are asked to attend an exit interview. Some of the feedback harvested in recent exit interviews included:

*"I felt that working with two very different schools, while volunteering with YCSA, gave me a lot of experience of dealing with the problems that young people face."*  
(counselling volunteer)

*"I have really enjoyed my time volunteering, the people are really supportive and nice, and I have a lot of great memories"* (guitar tutor)

Both of these volunteers were leaving YCSA as they were moving onto positive destinations, into graduate jobs within their chosen field.

### **EBARA - INSPIRING IDENTITY**

The Ebara – Inspiring Identity programme, which is funded by Comic Relief, offers support to young members of the Black and Minority Ethnic (BME) community who are involved in the criminal justice system and displaying high levels of vulnerability. The delivery of this programme is through 1:1 support and group work activities within HMYOI Polmont; traditional throughcare approaches are enhanced with the use of creative arts to empower BME young people to develop the skills, attitudes and resilience required to progress into employment, training and educational opportunities.

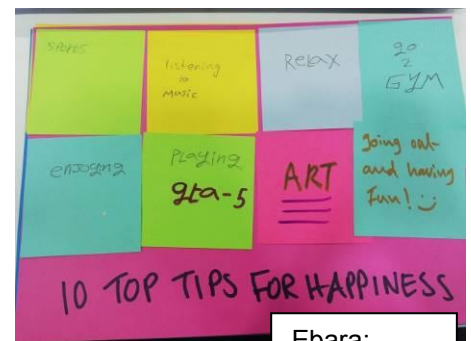
Following a change in worker the newly recruited and inducted Development Worker gained access to HMYOI Polmont in April 2018. The funding year for the project runs until the end of December each year. This was the second year of the project, moving into year 3, the final year of funding from Comic Relief.



## Groupwork

9 group work programmes have been completed with Black and Minority Ethnic (BME) individuals from 3 different groups within the establishment (the mainstream population, the protected population and young women). There were 44 beneficiaries of Ebara group work in total focusing on 3 main themes including Personal Development, Positive Relationships and Offending Behaviours in 18/19.

YCSA also co-funded an 8 week long programme of DJing and Rapping in partnership with Impact Arts and Barnardo's; the programme was attended by 13 YCSA clients, and resulted in a final performance in the Polmont Performing Arts Space on 19th December.



Ebara:  
Inspiring Identity, workshops focusing on wellbeing and healthy living

354 1:1 throughcare support sessions were delivered to a total of 69 beneficiaries, making up a total of 194.5 hours of case work over the past year. The development worker has developed an extensive network of referral channels within Polmont, which has further enabled YCSA clients to make the most of the multiple support services available to them within the establishment.



YCSA has worked closely with the Police Community Safety Unit (CSU) within Polmont to co-deliver the first BME Leadership Programme within the establishment. As a result of young people highlighting the level of racism faced within Polmont, continued partnership work with the CSU has also resulted in discussions with Scottish Prison Service to hold 'Hate Crime Awareness' sessions. Starting with 2 workshops with residential prison officers between November and March this programme will be rolled out to cover all the remaining residential halls and activities buildings in 2019, and is much valued by Polmont management.



## **Youth Community Support Agency**

### **Report of the Trustees for the Year Ended 31 March 2019**

#### **Community**

Within the community the Development Officer supports an average of 10 young people who have been released from Polmont which fluctuates over the course of the year depending on the young people's changing needs and status. The young people that have been supported by the YCSA throughcare service have benefitted from referrals to existing YCSA services within Glasgow, continued 1:1 support with the development worker and accompanied visits to the homelessness service, housing associations, the job centre, colleges, other third sector agencies and many more. 18 young people were supported 1:1 in the community in 2018/19.

#### **Parental/family support**

In addition to supporting the young person we understand that this is a difficult time for family members, with the potential of added stigma due to cultural/ religious beliefs. We offer family support by means of home visits and regular telephone/email updates which can be offered throughout the young person's time in custody and following their release. After initial contact is made with family members a YCSA family pack is issued, detailing relevant information on prison visits, contacting young people and referral pathways to various community partners.

Families of Ebara clients are also able to engage in counselling and parenting groups at YCSA's main office. Over the course of 2018/19 14 families were supported by the Development Officer.

#### **YOUTHWORK WITH SECONDARY SCHOOL AGED YOUNG PEOPLE**

YCSA was successful in obtaining funds for a part time youthworker from the Corra Foundation for the whole of 2018/19, and from January 2019 from BBC Children in Need and the Robertson Trust to develop work with this age group. The January to March period for the BBC Children in Need and the Robertson Trust was primarily developmental, working on the model for the forthcoming homework club, undertaking outreach work, but also starting to develop partnership and youthwork.

**Project Title: Summer Programme**

Funded with additional support from South East Integration network (SEIN) YCSA ran a Summer Programme for BME young people aged 11-18 for 4 weeks, 3 afternoons a week, during the school summer holidays.



This was staffed by the Corra worker, a Robertson intern and the YCSA manager with sessional staff and volunteers. The programme was attended by 30 young people, aged up to 18 but with the majority in the 11 – 15 age groups. The attendees included young people from settled communities - Pakistani origin, and new migrants- Romanian/ Slovakian Roma as well as asylum seeking - Iranian, and African backgrounds. A few of the young people had very limited English but activities had been designed to be inclusive and not require significant English, and this worked well. The young people were very welcoming to each other, and fed back on how pleased they were to make new friends from different backgrounds. 3 of the young people had mild learning disabilities, one with an associated physical disability so activities were tailored to enable her to join in fully, and staffing levels were kept high to ensure the young people had the support they needed.

The young people newer to Glasgow had never been to e.g. Pollok Park, Loch Lomond, Tall Ship, and none had been on the Govan Ferry. They really appreciated the opportunity to be in beautiful green space and to experience new activities and place. Care was taken to provide information about how they could travel from their home by public transport to such places.

Those who took part in the programme had access to a range of drama workshops, sports activities, photography, baking sessions, as well as some generally fun workshops that include arts crafts, and music.

**Outcomes**

**Young People had the opportunity to experience a range of opportunities, develop skills, recognise their talents and use these to identify life goals and how to achieve these.**

- Arts and music activities allowed the participants to focus on trying out new skills e.g. guitar, photography, candle making, clay modelling, bead making, and deejaying. It also provided a focus to get to know other participants, volunteers and staff in a relaxed environment.
- It was fantastic to watch a young person with learning disabilities from an Asian background gently show another young person from a Roma background how to focus the camera lens in the photography workshop.
- One young girl of Pakistani origin said deejaying was her favourite activity – and her face when she was trying this new skill was absolutely radiant.

**Young People became more self-confident and resilient, developing mechanisms for dealing with issues affecting them and broadening their supportive social circle.**

- In the first week we invented a SHANARRI wheel game to help the young people examine areas of their lives they might want to develop. The number of sessions we had with each young person meant this was limited as an evaluation tool, but we used it to reflect on themes of safety, healthy, respect, responsible throughout the programme.
- We introduced 16+ aged young people to other opportunities at YCSA – several went on to join e.g. the cooking and cycling groups as well as ESOL. For the younger ones their ideas were used to inform the programme for the new midweek activity club for the 12-16 age group, which they were all invited to attend.
- The programme was developed from exercises to stimulate the young people's preferences and was designed around their interests. The programme gave some structure to the days in their summer holidays and was very positively evaluated – with the most common response to the daily and overall evaluations on what activities you have enjoyed the most being, "everything", with "nothing" as what would you like to be changed. Overall the trips to Parks and Loch Lomond were seen as highlights

**Reduced social isolation and provision of opportunities to meet people from other backgrounds and make new friendships**

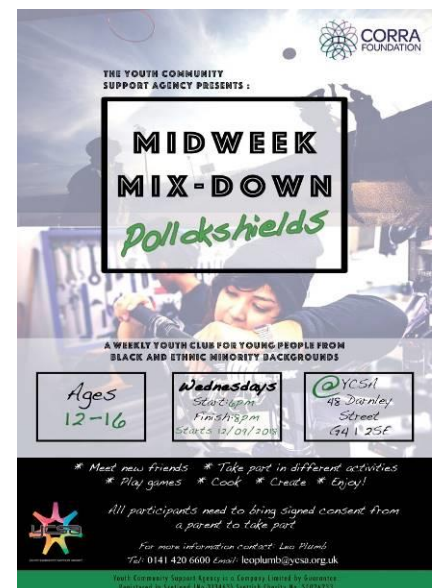
- The summer holidays can be found to be quite a lonely period of time for those who are too young to be able to travel to see friends or have parents who are working and/or busy e.g. looking after younger children. 100 % young people said at the start that they wanted to make new friends and 100 % of those who completed the final evaluation said they had done this.
- Two sets of parents indicated that without the programme their children would have spent the whole holiday glued to computer games and that this programme broke up the week and gave them positive activities to attend (after the first day the young people said "everything" had been really enjoyable and were keen to come back).
- 90% of those who completed the final evaluation said they had learned about new things they could do in and around Glasgow

## Case Studies

- Young Person 'X' was 12 years old and was very keen to be involved in all aspects of the project. He had 100% attendance, and when he came to the project was always involved in doing lots of different activities and trying to talk to everyone. His enjoyment of the project and coming to YCSA was clear when he asked if the activities project could run on extra days! For X, the project helped him network with others that were in his age group and in his nearby area, reducing the risk of social exclusion during his holidays.
- Young Person 'X' and another boy, both of whom would be starting Secondary school in the autumn, plus the other boy's brother aged 14, were engaged in a discussion with a staff member during a craft activity around violence and bullying, and how to deal with this if they ever faced it. They showed a good understanding of the issues and supported each other to think about strategies and how they could ask for support if ever faced with this. Two weeks later in the final evaluation they commented on how useful that discussion was.

### **Project Title: Midweek Mixdown Activity Club:**

A 9 week programme ran in the autumn school term midweek at YCSA, running arts and development activities. 2 volunteers and the CJS Youthwork Assistant were involved in running the sessions, which were primarily led by the Corra funded worker. 5 young people attended, with 3 being regular attendees. One was referred from her school due to difficulties in socialising and isolation; she also received Counselling support from YCSA.



A diverse range of activities was arranged in accordance with the young people's requests which included; learning to play guitar/piano, table football, pizza making, clay making, sculpting and fun games. It was felt that the mid-week time of the group deterred some young people so it would move to a Friday in 2019.

## Outcomes

- Activities such as beading and breadmaking provided opportunities for relaxed conversation and some informal discussion of social issues.
- Table football, boxercise and teamworking activities that involved physical movement were useful to enable the participants to let off steam before undertaking quieter, more reflective activities.
- Night sky painting was a really fun and creative activity, it required a lot of space and was very messy but provided a creative opportunity for the young people.

This group of young people were not responsive to formal evaluation methods e.g. questionnaires, so given the small size of the group verbal feedback was the main way we explored change and evaluated outcomes. The 3 regular attendees enjoyed the activities, felt they had learned new skills and enjoyed having a safe space to come to outwith their home environment.

### ***Project Title: Pollokshields Youth Club***

A Friday evening youth club was set-up in Pollokshields working in conjunction with partner agencies – Glasgow Life and Pollokshields Development Agency, to cater for young people who had nothing to do in the local area, and as a follow on from the previous youth group. A range of activities took place including arts and crafts, pool, table tennis, PlayStation and henna and makeup workshops. The Pollokshields Youth Club was a six week pilot and our first evening attracted 8 young people (all girls) and over the weeks this increased to 17 young people from Pakistani, Roma and one from a Scottish background. Both boys and girls attended. The Youth Club will now continue with YCSA inputting creative activities through the new BBC Children in Need/Robertson Trust project providing creative activity programmes

## Outcomes

- A series of arts and crafts activities were developed for young people to engage with. One young boy even tried henna painting which he would not have tried elsewhere.
- It provided a focus to get to know other participants, volunteers and staff in a relaxed environment.
- The space allowed young people from different backgrounds to come together in a safe space they otherwise wouldn't outside of school environment. It was good to see Asian and Roma young people having fun, laughter and occasional banter.

### ***Project Title: Govanhill Outreach and Activities***

With additional funding from Govanhill Community Development Trust (January – March) YCSA undertook a range of youthwork activities in the Govanhill area, with primarily Roma young people in partnership with Community Renewal's youthwork team.

### **Activities undertaken by young people:**

**Music** – attended by predominantly Slovakian Roma young people (19 male, ), who had previously been hanging around the streets and expressed interest in developing their musical talents and working together as a band.

Initially some young people had expressed interest in rap, and YCSA supplied a rap artist skilled in youthwork to work with the group. However the majority were more interested in working as band and the 2 young people who took part in that decided to work with the majority. They were informed of other YCSA opportunities to take this further if they wished. 2 Slovakian speaking workers were engaged to work with the group which met on Sunday and Monday evenings at Music Broth from late January to March, culminating in the young people performing to loud applause at the International Roma Day event in Queens Park Church on 6th April.

The young people were able to develop their musical talents, gain confidence and develop the skills needed to work together as a group. Community Renewal has supported these young people to make arrangements to carry their music forward. In the meantime they have become involved in other Govanhill based activities organised through this funding and with Community Renewal's ongoing work.

## Football

**Boys:** Achieve More! Scotland had been running Wednesday night football sessions at Holyrood Sports Centre but due to poor turnout was about to end these. By employing 2 workers to meet up with young people who had expressed interest in football via the streetwork and walk along with them to, and support them at, the football sessions. 10 young people attended 3 sessions and now continue to attend the football, and also became more engaged with other Govanhill based activities organised through this funding and with Community Renewal's ongoing work.

**Girls:** As a result of girls/young women expressing an interest in more sport e.g. football, 3 taster 7 a side football sessions were organised with Achieve More! Scotland running at Holyrood Sports Centre again offering girls opportunities for positive activities which we hope can be further followed up in future.

### **One off activities to broaden the range of opportunities for young people.**

#### **February Day trip**

During the February break a group of 9 young people were taken to Wiston Lodge in the Scottish Borders to visit the residential centre which it was proposed would house a residential break in March. The Corra funded YCSA Youth Development Worker and the Community Renewal Youth Worker accompanied the young people, utilising in the YCSA minibus. The young people were able to experience outdoor team work activities, and played music with outdoor instruments. The day taster activities helped the young people's self-confidence to try different outdoor activities. Most had never previously set foot outside an urban environment in Scotland. The young people recorded their comments on the day on voice recorders, with an overwhelmingly positive response:

### Case Studies:

- Young Person 1 Male (L): – “best thing I liked was being out in the nature and the forest, everything was nice and green, we saw so many activities. The best I liked was climbing up the wall... something I would change was getting more people involved in the activities.”
- Young Person 2 – Male (H): - “the best thing for me was challenges... particularly the water challenge. What I would change was get here early and do the high level stuff and I would do it again.”
- Young Person 3 – Female (D): “the best thing we did was the climbing on the wall, I liked how we had to work in a team and work together, work in teams with people you don’t know and get to know each and cooperate with each other... and one thing I would change is more believe in yourself and yes I would do it again”

### Wiston Lodge 2 day residential

The group included 6 boys and 2 girls aged 13-16 years and 5 Staff (2 Project leaders (1 from YCSA and 1 from Community Renewal) and Sessional staff employed through this grant to YCSA. The group had an overnight stay in wooden huts, six per hut and had access to a kitchen hut for preparation of food. For many of the young people this was a first time experience.



Some of the boys from the music group attended and contributed by leading singing on the bus and at the barbeque, accompanying with guitars. Activities included the climbing wall and canoeing, a campfire and barbeque, archery, and a high rope activity challenge.

### Swimming and ice-skating

A group of 6 girls aged 13 -18 accompanied by staff from YCSA funded through the grant and the Community Renewal Youth Worker, went to the Time Capsule where 7 girls went swimming and 8 ice skating. The girl who did not join in either activity despite encouragement (but enjoyed watching and the opportunity to engage 1:1 with the youthworkers, getting attention she does not always get at home) said next time she would go in the water and asked “when can we come back”. All the girls found the water activities great fun.



## **Youth Community Support Agency**

### **Report of the Trustees for the Year Ended 31 March 2019**

None of the girls had been ice-skating before although 2 had roller-skated. Initially they were very nervous, clinging to the bar, but with the support of the youthworkers, and of each other as they became more confident, they all were able to skate without holding onto the side by the end, although some still needed a hand to hold. The youngest, a roller-skater, has a natural talent and was copying moves that regular ice skaters were being coached in by the end of the session.

For others there was a huge sense of achievement in learning to do something which at the start they thought they could never do. "I hate it, I hate it, I can never do it (at the start).....I love it, I can do it (at the end)". The Youthworker used the opportunity to say to that young person, to remember in other situations where things seem impossible, that so did ice skating at the start.

### **Irvine and Troon beaches**

A day trip with 4 girls and 5 boys (some from the music group) was taken to Irvine and Troon beaches, chosen as an activity by young people as some had never been to a beach before, and to help them to think about planning possible day trips for the summer. They loved seeing the sea and the beach, and most of the girls went splashing in the sea, despite it being very cold, while the boys played Frisbee and kite flying. An invitation from the Coastwatch unit at Irvine Beach to visit their HQ, led to a first aid demonstration including a young person being placed on a stretcher and a demonstration of a beach accident and how it would be handled. The boys felt this was the highlight of the trip, while the girls felt the paddling and splashing was the best bit. While all the young people could communicate well in English, on this trip a number of them definitely learnt some new vocabulary – including beach, stretcher, and a number of first aid terms.

YCSA's partnership with Community Renewal has been strengthened by this joint working which will lead to future joint work to benefit young people of Govanhill, including in relation to YCSA's summer programme and hopefully increased referrals to YCSA for 1:1, employability and group work support.

### **COMMUNITY JOBS SCOTLAND (CJS)**

YCSA was fortunate in being successful in a bid to Community Jobs Scotland for 25 hour per week Assistant Office Manager to work alongside our Office Manager providing administration support to the YCSA team. This post proved invaluable in providing YCSA with the administration time to review our office processes and prepare for the introduction of the General Data Protection Regulation on 25<sup>th</sup> May 2018 and supporting YCSA after the departure of the Office and Volunteer Manager, the post ended with November 2018 and YCSA is currently waiting to hear whether a further bid will be successful.

YCSA was also offered a post of Youthwork Assistant, with the post holder coming into post at the end of August until his resignation in December.

### **MARKETING**

YCSA has recognised that it does not market its services and successes as well as it might, and that our website was out of date. Thanks to a specific donation from a local businessperson YCSA is in the process of re-vamping the website, and increasing its social media presence alongside more traditional marketing techniques. The funding has enabled us to take on a part-time staff member to develop the strategy and increase our profile. The former CJS Office Manager Assistant was appointed to this post.

### **Networking**

The YCSA traditional Festive Brunch held for a range of our stakeholders in December 2018 provided an opportunity for networking and for YCSA to raise awareness of the work it undertakes.

YCSA also held a fast opening (Iftar) in Ramadhan for service users, volunteers, staff and friends of YCSA which is becoming something of further tradition.

### **Partnership work**

YCSA engages in partnership working at range of levels:

- On a structural level we have engaged in partnerships such as the South Alcohol and Drug Partnership, Glasgow South Child and Youth Mental Health Group, GCVS Everyone's Children hosted Family Support Subgroup, Glasgow Voluntary Sector Race Equality Network, Scottish Parliament All Party Working Group on Islamophobia.
- We have strong partnership arrangements with schools both in relation to Counselling and also groupwork and referrals, as well as with Social Work, especially the team working with unaccompanied asylum seekers and Roma, with Skills Development Scotland, the Princes Trust, the Red Cross and others
- More locally we are actively involved in the SE and North Glasgow Integration Networks, the Govanhill Community Organisations network (GOCA), Glasgow and South Youth Partnerships and the new Govanhill and Pollokshields Youth Development Groups.

### **Consultations**

- Through our membership of the BME sub Group - hosted by South Alcohol and Drug Partnership, YCSA provided input into the Scottish Government All Together Now draft strategy.
- Through our membership of the GCVS Everyone's Children hosted Family Support Subgroup, YCSA has fed into the development of the draft GCC Family Support Strategy
- YCSA held a focus group for young people jointly with Youth Link Scotland to feed into both organisations' policy responses on the Scottish Government Review of Hate Crime legislation.
- YCSA also submitted a response to the Scottish Government's consultation on fireworks, as this has become a major issue in the Pollokshields area

## **RISK MANAGEMENT**

The Board have examined the major strategic and operational risks, which the organisation faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

As with all voluntary sector organisations, YCSA is vulnerable to changes in public policy affecting statutory funding. The Board are highly aware that funding for the two GCC funded projects runs until end March 2020, with a new funding stream replacing that fund, and the PCF fund ends with September 2019, again with a new funding stream replacing that fund. This provides both a risk as YCSA may not be successful in funding bids, but an opportunity to re-align applications with changing need in accordance with the new funding strands. The Comic Relief funding ends in December 2019 so further funding is being sought for this very successful strand of work. On the positive side YCSA was successful in obtaining 3 year funding from BBC Children in Need with match funding from the Robertson Trust in year 1 which we hope will be extended to match the full BBC CIN funding period. Youth Community Support Agency is making efforts to diversify its funding sources to mitigate this risk and has developed a new Business Plan to run along with the Fundraising Strategy to ensure YCSA remains sustainable. It has begun to diversify its funding, increasing earned income and attracting a significant donation from a local business as well as bringing in funding through a range of smaller grants.

The Board of Directors are presented with Management Accounts every month which highlight the financial position of the organisation, these accounts also highlight areas of under or overspend. Providing this information allows the Board of Directors to make informed decision regarding any changes to the organisation. To protect against financial fraud, Youth Community Support Agency has financial policies that require two authorised signatures on all accounts, identifies levels of financial liability that can be entered into by staff members, and ensures checks on cash handling.

Youth Community Support Agency is aware of the potential risks attached to the provision of advice and support services. To counter this, the organisation invests in training for staff and volunteers, including in relation to Child Protection and Data Protection, has robust supervision and risk management procedures, and in case of a claim, professional indemnity insurance to cover such eventualities.

Procedures are in place to ensure compliance with health and safety legislation and good practice measures for staff, volunteers, and clients, whether working within the YCSA premises or externally.

## **Youth Community Support Agency**

### **Report of the Trustees for the Year Ended 31 March 2019**

Youth Community Support Agency carries out effective risk assessment and management in order to identify, evaluate and attempt to control all potential risks. Although it is not possible for us to eliminate risk factors entirely, we will endeavour to reduce these risks to a level that the organisation is comfortable with, be it governance, external, regulatory and compliance, operational or financial factors. We will continue our analysis of all risk factors and will aim to prioritise them, reduce and control them, monitor them and have assurance that the controls put in place are working as planned.

## **FINANCIAL REVIEW**

### **Financial Results**

The charity generated a surplus of £35,661 for the year ended 31 March 2019 (2018: deficit £14,859). At balance date, reserves stood at £113,823 (2018: £78,162) with £57,492 of these being unrestricted (2018: £55,097).

### **Principal Funding Sources**

The Charity has been principally reliant on grant funding received from a range of sources, particularly statutory agencies, with the majority of grants being received primarily for salaries. The core running costs of the Charity in 2018/19 were initially forecast to exceed the income generated from grants but with hard work and due to the generosity of a range of funders and donors has managed to make a small excess of income over expenditure which helps pay back the draw on reserves from the previous year. The Charity continues to actively seek ways to reduce overhead costs as much as possible while maintaining the quality of the range of services it offers.

## **RESERVES POLICY**

The Agency can and will only incur authorised expenditure when it has funds to do so. The intention of the Board is to build up reserves at least equal to four months' salary costs of £69,292, which is the voluntary sector standard. With YCSA's current unrestricted reserves being £57,492 (2018: £55,097), the trustees are aware that this policy is not being met, and intend to build unrestricted reserves in future through income generation.

## **FUNDS HELD AS CUSTODIAN ON BEHALF OF OTHERS**

In 2018/19 YCSA is again a partner in a Personalised Funding Pilot Project organised by Faiths in Scotland Community Action Fund (FISCAF) whereby YCSA received £2000 to fund opportunities for young people up to 21 years old priced between £50 and £200 where those opportunities may otherwise not be possible. This provides an opportunity for YCSA to provide additional support to progress the lives of young people with whom we were working. The sums are accounted for in a separate budget line within the overall YCSA accounts and reported to FISCAF

## **Trustees' Responsibilities**

The Trustees (who are also Directors of Youth Community Support Agency for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Youth Community Support Agency**

**Report of the Trustees  
for the Year Ended 31 March 2019**

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice; applicable to charities preparing their accounts in accordance with the Financial Reporting Standard Applicable in the UK and republic of Ireland (FRS 102 (effective 1 January 2015)) and in accordance with special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 17.7.2019 and signed on its behalf by:

  
.....  
A B Din - Trustee

**Independent Examiner's Report to the Trustees of  
Youth Community Support Agency**

I report on the accounts for the year ended 31 March 2019 set out on pages forty seven to sixty.

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

**Basis of the independent examiner's report**

My examination was carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended). An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

**Independent examiner's statement**

In the course of my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
  - to keep accounting records in accordance with Section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
  - to prepare accounts which accord with the accounting records and to comply with Regulation 8 of the 2006 Accounts Regulations

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



David Nicholls ACCA  
Association of Chartered Certified Accountants  
Brett Nicholls Associates  
63 Ruthven Lane  
Glasgow  
G12 9BG

Date: .....

23 July 2019



Youth Community Support Agency

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2019

	Notes	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	17,231	331,360	348,591	234,896
Other trading activities	3	4,668	-	4,668	1,898
Other income	4	<u>3,000</u>	<u>-</u>	<u>3,000</u>	<u>3,000</u>
<b>Total</b>		24,899	331,360	356,259	239,794
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>					
Promotion of Community Spirit	5	<u>23,473</u>	<u>297,125</u>	<u>320,598</u>	<u>254,653</u>
<b>NET INCOME/(EXPENDITURE)</b>		1,426	34,235	35,661	(14,859)
<b>Transfers between funds</b>	15	<u>969</u>	<u>(969)</u>	<u>-</u>	<u>-</u>
<b>Net movement in funds</b>		2,395	33,266	35,661	(14,859)
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		55,097	23,065	78,162	93,021
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>57,492</u>	<u>56,331</u>	<u>113,823</u>	<u>78,162</u>

The notes form part of these financial statements

**Youth Community Support Agency**

**Balance Sheet  
At 31 March 2019**

	Notes	2019 £	2018 £
<b>FIXED ASSETS</b>			
Tangible assets	11	-	2,076
<b>CURRENT ASSETS</b>			
Debtors	12	11,849	9,708
Cash at bank and in hand		<u>117,062</u>	<u>93,334</u>
		128,911	103,042
<b>CREDITORS</b>			
Amounts falling due within one year	13	(15,088)	(26,956)
<b>NET CURRENT ASSETS</b>		<u>113,823</u>	<u>76,086</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		113,823	78,162
<b>NET ASSETS</b>		<u>113,823</u>	<u>78,162</u>
<b>FUNDS</b>	15		
Unrestricted funds		57,492	55,097
Restricted funds		<u>56,331</u>	<u>23,065</u>
<b>TOTAL FUNDS</b>		<u>113,823</u>	<u>78,162</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 17.07.19 and were signed on its behalf by:

  
A B Din - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements  
for the Year Ended 31 March 2019**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Tangible fixed assets**

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Motor Vehicles - 10% straight line

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

At 31 March 2019, the charity has one employee who is a member of the Strathclyde Pension Fund which operates a defined benefit pension scheme. The contributions payable by the charity, as employer, and of the relevant staff, are prescribed by the managers of the fund under the statutory provisions under which the scheme operates. The charitable company has no discretion to vary the rates of its contributions and therefore the pension scheme is treated as a defined contribution scheme as permitted by FRS 17. The pension costs charged in the financial statements in respect of this scheme represent the contributions payable by the company during the year.

## Youth Community Support Agency

### Notes to the Financial Statements - continued for the Year Ended 31 March 2019

#### 1. ACCOUNTING POLICIES - continued

##### Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market: a corresponding amount is then recognised in expenditure in the period of receipt.

#### 2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
Donations in kind	10,000	-	10,000	10,000
Donations	1,731	20,019	21,750	2,059
Grants	<u>5,500</u>	<u>296,883</u>	<u>302,383</u>	<u>222,837</u>
	<u>17,231</u>	<u>316,902</u>	<u>334,133</u>	<u>234,896</u>

Grants received, included in the above, are as follows:

	2019 £	2018 £
FISCAF	2,000	2,000
Glasgow City Council	117,636	112,236
Scottish Government	68,670	67,025
Cashback for Communities	8,492	5,219
Comic Relief	38,358	19,082
SCVO	12,223	4,317
Cashback for Creativity	8,525	7,800
NHS GCC	-	2,239
BBC Children in Need	9,107	-
Other trusts & small grants	5,500	2,919
Robertson Trust	14,000	-
SEIN	2,330	-
Creative Scotland	25,000	-
Corra Foundation	<u>5,000</u>	<u>-</u>
	<u>316,841</u>	<u>222,837</u>

#### 3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
Other Earned Income	<u>4,668</u>	<u>-</u>	<u>4,668</u>	<u>1,898</u>

**Youth Community Support Agency**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019**

**4. OTHER INCOME**

	Unrestricted funds	Restricted funds	2019 Total funds	2018 Total funds
	£	£	£	£
Employers Allowance	<u>3,000</u>	<u>-</u>	<u>3,000</u>	<u>3,000</u>

**5. CHARITABLE ACTIVITIES COSTS**

	Direct costs (See note 6)	Totals
	£	£
Promotion of Community Spirit	<u>320,598</u>	<u>320,598</u>

**6. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	2019 £	2018 £
Staff costs	207,876	167,526
Rates and water	698	642
Insurance	2,614	3,945
Light and heat	3,015	4,411
Telephone & IT Support	4,689	2,702
Postage and stationery	2,588	1,820
Sessional Staff	28,270	19,497
Staff Training and Development	3,844	2,012
Staff Travel	2,205	827
Rent	25,050	25,045
Legal Advisory & Subscriptions	1,383	817
Resources	8,698	6,470
Volunteer Travel	1,576	1,193
Accounting Support	2,490	2,372
Bank Charges	177	243
Equipment	678	352
Cleaning	1,539	1,443
Database Software	1,895	1,543
Payroll Fees	1,815	1,614
Marketing	-	323
Events	2,459	2,419
Repayment of Grant	1,699	946
Recruitment	991	300
Independent Examination Fee	960	960
Repairs and Maintenance	4,664	951
Vehicle Expenses	1,230	846
Management (Fundraising) Fees	750	-
Service Users Travel	3,669	321
SPF Pension Deficit	1,000	-
Depreciation	<u>2,076</u>	<u>3,113</u>
	<u>320,598</u>	<u>254,653</u>

**Youth Community Support Agency**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019**

**7. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2019	2018
	£	£
Depreciation - owned assets	<u>2,076</u>	<u>3,113</u>

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018.

**Trustees' expenses**

During the year to 31 March 2019 the sum of £135 (2018:nil) was paid to the trustees in expenses.

**9. STAFF COSTS**

	2019	2018
	£	£
Wages and salaries	184,474	146,583
Social security costs	13,743	12,770
Other pension costs	<u>9,659</u>	<u>8,173</u>
	<u>207,876</u>	<u>167,526</u>

The average monthly number of employees during the year was as follows:

	2019	2018
Project and office staff	<u>9</u>	<u>7</u>

No employees received emoluments in excess of £60,000.

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	12,453	222,443	234,896
Other trading activities	1,778	120	1,898
Other income	<u>3,000</u>	<u>-</u>	<u>3,000</u>
<b>Total</b>	17,231	222,563	239,794
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Promotion of Community Spirit	<u>39,503</u>	<u>215,150</u>	<u>254,653</u>
<b>Total</b>	<u>39,503</u>	<u>215,150</u>	<u>254,653</u>
<b>NET INCOME/(EXPENDITURE)</b>	(22,272)	7,413	(14,859)

Youth Community Support Agency

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted funds £	Restricted funds £	Total funds £
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	77,369	15,652	93,021
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>55,097</u>	<u>23,065</u>	<u>78,162</u>

11. TANGIBLE FIXED ASSETS

	<b>Motor vehicles £</b>
<b>COST</b>	
At 1 April 2018 and 31 March 2019	<u>31,130</u>
<b>DEPRECIATION</b>	
At 1 April 2018	29,054
Charge for year	<u>2,076</u>
At 31 March 2019	<u>31,130</u>
<b>NET BOOK VALUE</b>	
At 31 March 2019	<u>          </u>
At 31 March 2018	<u>2,076</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade debtors	423	-
Payroll Account	1,413	4,991
Prepayments	4,763	4,717
Accrued Income	<u>5,250</u>	<u>          </u>
	<u>11,849</u>	<u>9,708</u>

**Youth Community Support Agency**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019**

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2019 £	2018 £
Trade creditors	11,083	1,246
Other creditors	1,699	-
Accrued expenses	1,806	960
Deferred grants	<u>500</u>	<u>24,750</u>
	<u>15,088</u>	<u>26,956</u>

Deferred income comprises of income received for projects which commenced in 2019/20 and to which YCSA was not entitled to in the 2018/19 year.

	2019 £	2018 £
At 1 April	24,750	-
Deferred in year	500	24,750
Released in year	<u>(24,750)</u>	<u>-</u>
At 31 March	<u>500</u>	<u>24,750</u>

Deferred income held at year end for projects to be carried out in 2019/20 was:

- YouthLink £500

Deferred income released in the year end for projects carried out in 2018/19 was:

- Creative Scotland £19,750

- Corra Foundation £5,000

**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds £	Restricted funds £	2019 Total funds £	2018 Total funds £
Fixed assets	-	-	-	2,076
Current assets	72,580	56,331	128,911	103,042
Current liabilities	<u>(15,088)</u>	<u>-</u>	<u>(15,088)</u>	<u>(26,956)</u>
	<u>57,492</u>	<u>56,331</u>	<u>113,823</u>	<u>78,162</u>



Youth Community Support Agency

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019

15. MOVEMENT IN FUNDS

	At 1/4/18 £	Net movement in funds £	Transfers between funds £	At 31/3/19 £
<b>Unrestricted funds</b>				
General fund	53,021	3,502	969	57,492
Fixed Asset Fund	<u>2,076</u>	<u>(2,076)</u>	<u>-</u>	<u>-</u>
	55,097	1,426	969	57,492
<b>Restricted funds</b>				
Comic Relief- Ebara 2	17,063	(1,240)	-	15,823
FISCAF	-	2,000	-	2,000
Scottish Government-Home to Youth Bank	2,510	(2,510)	-	-
SCVO-Community Jobs	486	483	(969)	-
Commonweal Fund	860	(860)	-	-
NHS-Community Food	1,407	(1,182)	-	225
NHS- Young People, Health and Nutrition	739	(135)	-	604
BBC Children in Need	-	6,377	-	6,377
Marketing	-	7,807	-	7,807
Youth Music Initiative	-	395	-	395
Robertson Trust	-	13,100	-	13,100
Integration	<u>-</u>	<u>10,000</u>	<u>-</u>	<u>10,000</u>
	23,065	34,235	(969)	56,331
	<u>78,162</u>	<u>35,661</u>	<u>-</u>	<u>113,823</u>
<b>TOTAL FUNDS</b>				

**Youth Community Support Agency**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019**

**15. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Movement in funds £</b>
<b>Unrestricted funds</b>			
General fund	24,899	(21,397)	3,502
Fixed Asset Fund	-	(2,076)	(2,076)
	<u>24,899</u>	<u>(23,473)</u>	<u>1,426</u>
<b>Restricted funds</b>			
GCC- Family & Counselling	75,911	(75,911)	-
GCC- Literacy & Numeracy	33,725	(33,725)	-
Scottish Government- Ctrl Alt Delete	68,670	(68,670)	-
Comic Relief- Ebara 2	38,358	(39,598)	(1,240)
FISCAF	2,000	-	2,000
Scottish Government-Home to Youth Bank	-	(2,510)	(2,510)
SCVO-Community Jobs	12,223	(11,740)	483
Cashback for Communities	8,492	(8,492)	-
Cashback for Creativity	8,525	(8,525)	-
Commonweal Fund	-	(860)	(860)
NHS-Community Food	-	(1,182)	(1,182)
NHS- Young People, Health and Nutrition	-	(135)	(135)
Govanhill Community Development Trust	5,519	(5,519)	-
Glasgow Life	2,500	(2,500)	-
BBC Children in Need	9,107	(2,730)	6,377
Marketing	10,000	(2,193)	7,807
Youth Music Initiative	25,000	(24,605)	395
Corra Foundation	5,000	(5,000)	-
Robertson Trust	14,000	(900)	13,100
SEIN	2,330	(2,330)	-
Integration	<u>10,000</u>	<u>-</u>	<u>10,000</u>
	<u>331,360</u>	<u>(297,125)</u>	<u>34,235</u>
<b>TOTAL FUNDS</b>	<u><u>356,259</u></u>	<u><u>(320,598)</u></u>	<u><u>35,661</u></u>

**Youth Community Support Agency**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019**

**15. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	<b>At 1/4/17 £</b>	<b>Net movement in funds £</b>	<b>At 31/3/18 £</b>
<b>Unrestricted Funds</b>			
General fund	72,180	(19,159)	53,021
Fixed Asset Fund	<u>5,189</u>	<u>(3,113)</u>	<u>2,076</u>
	77,369	(22,272)	55,097
<b>Restricted Funds</b>			
Scottish Government- Ctrl Alt Delete	5,179	(5,179)	-
Comic Relief- Ebara 2	3,354	13,709	17,063
Awards for All	4,724	(4,724)	-
Cashback- Ctrl Alt Delete	1,582	(1,582)	-
Scottish Government - VAF	813	(813)	-
Scottish Government-Home to Youth Bank	-	2,510	2,510
SCVO-Community Jobs	-	486	486
Commonweal Fund	-	860	860
NHS-Community Food	-	1,407	1,407
NHS- Young People, Health and Nutrition	<u>-</u>	<u>739</u>	<u>739</u>
	15,652	7,413	23,065
	<u>93,021</u>	<u>(14,859)</u>	<u>78,162</u>
<b>TOTAL FUNDS</b>			

**Youth Community Support Agency**

**Notes to the Financial Statements - continued  
for the Year Ended 31 March 2019**

**15. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Movement in funds £</b>
<b>Unrestricted funds</b>			
General fund	17,231	(36,390)	(19,159)
Fixed Asset Fund	<u>-</u>	<u>(3,113)</u>	<u>(3,113)</u>
	17,231	(39,503)	(22,272)
<b>Restricted funds</b>			
GCC- Family & Counselling	75,911	(75,911)	-
GCC- Literacy & Numeracy	33,725	(33,725)	-
Scottish Government- Ctrl Alt Delete	65,821	(71,000)	(5,179)
Comic Relief- Ebara 2	19,082	(5,373)	13,709
Awards for All	-	(4,724)	(4,724)
Cashback- Ctrl Alt Delete	-	(1,582)	(1,582)
Scottish Government - VAF	-	(813)	(813)
FISCAF	2,120	(2,120)	-
Scottish Government-Home to Youth Bank	2,600	(90)	2,510
Scottish Government -Climate Change	1,204	(1,204)	-
SCVO-Community Jobs	4,317	(3,831)	486
Cashback for Communities	5,219	(5,219)	-
Over to You	1,000	(1,000)	-
Cashback for Creativity	7,800	(7,800)	-
Commonweal Fund	1,525	(665)	860
NHS-Community Food	1,500	(93)	1,407
NHS- Young People, Health and Nutrition	<u>739</u>	<u>-</u>	<u>739</u>
	222,563	(215,150)	7,413
	<u>239,794</u>	<u>(254,653)</u>	<u>(14,859)</u>
<b>TOTAL FUNDS</b>			

**16. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2019.

**17. PURPOSES OF UNRESTRICTED FUNDS**

General Funds - The unrestricted, 'free reserves' of the Charity.

Designated - Fixed Assets - Represents the net book value of the Charity's tangible fixed assets. Depreciation is charged to the fund and additions are transferred to it.

**18. PURPOSES OF RESTRICTED FUNDS**

GCC Integrated Grants Fund - Family & Counselling: Counselling services have been a vital element of the support provided by YCSA as an organisation, the benefit and impact of this service has proved vital to young people, children and families. This service has been provided since 1995, to young people and their families. The importance of the service has been acknowledged equally by various stakeholder including parent, schools, partners and most importantly the young people themselves. We believe that the work that we do has a visible impact not just on the individuals but also on their families and the communities that they live in.

GCC Integrated Grants Fund- Literacy and Numeracy: The project has been running since 2002. The project offers support to young people 16-25 years old to enable them to build on their confidence and skills in reading, writing, spelling, number work within their personal, work, family and social life, using friendly, contemporary approach to learning. We use the social practice model with all learners. We aim to support the hard to reach young people.

Scottish Government: 'Ctrl Alt Delete' is a development programme, empowering young people to take control of their lives, identify barriers and areas of need and find alternatives in order to become confident individuals, effective contributors and volunteers, successful learners and responsible citizens.

Comic Relief: The Ebara-Inspiring Identity project will take learned interventions and traditional tools and embed them with fresh channels through the use of creative arts; the spoken word, creative writing, drama and art will be used to empower BME young offenders to take ownership, leading to positive pathways.

Cashback for Communities 2017-18- for salary costs for sessional staff to run Film Club, a structured film making project which teaches young people a range of skills involved in the film making process. and Represent Media project where young people are taught how to develop skills in music writing, performance, production and marketing.

Cashback for Communities 2018/19 - sessional salary and some running costs for work with young people on tackling racism and other forms of discrimination

WSREC participatory budgeting scheme Over to You - to fund a cooking project run in partnership with Social Bite, working with young people from BME backgrounds between 16-26 focussed on cooking healthy food on a limited budget, also increasing English skills. The grant covers costs of the food, starter cooking packs for participants, volunteer expenses and the cost producing of recipe and budgeting books. This was a one- off grant received in the 2017-18 year.

Trades House Commonweal fund- match funding to purchase equipment for Film Club and Represent

Cashback for Creativity 2017/18- to fund 'Get In:Formation' Work with a group of young BME women aged between 16 - 24, meeting weekly in a safe space to explore issues of importance to them through arts based activity. At key points throughout the project the group will collaborate to make different media such as podcasts, zines, and other broadcast media. These will reflect on their experiences as young BME women.

Cashback for Creativity 2018/19 to fund 'Get In:Formation 2' . Work with a different group of young women meeting weekly in a safe space to explore issues of importance to them through using dance and arts activities.

## Youth Community Support Agency

### Notes to the Financial Statements - continued for the Year Ended 31 March 2019

#### 18. PURPOSES OF RESTRICTED FUNDS

Keep Scotland Beautiful Climate Change development grant - was received in the 2017-18 year to provide BME young people aged 12-25 an opportunity to engaging in climate change work by running workshops around Energy, Transport, Food and Waste. Funding covered staff and sessional staff time, materials and venues

Community Food and Health Scotland - grant to run a project consisting of twelve structured cooking and life style sessions for young BME/asylum seekers aged between 16-25. The focus is on cooking healthy food for a budgeted amount while instructing participants in differing methods of cooking and providing information on cooking implements. Funds to cover sessional staff, food, and starter cooking packs for participants. Runs to end August 2018

Community Jobs Scotland - funding for costs of employing an unemployed young person as Office Manager assistant for 25 hrs per week on Living Wage and costs of employing an unemployed young person as Youth Development Assistant from August - December 2018

NHS/ Y People- funding towards work on healthy eating and lifestyles

Home to Home Youth Bank - funding for young people to make a film on homelessness via Film Club covers sessional staff, refreshments travel , and venue costs. Runs to end August 2018

BBC Children in Need: 3 year funding from 15.1.19 for salary of youth development worker and running costs to run project providing activity groups, homework club and summer programme for disadvantaged BME young people

Marketing: 3 year funding from 15.1.19 for salary of youth development worker and running costs to run project providing activity groups, homework club and summer programme for disadvantaged BME young people

Integration work - £10,000 donation from local businessperson towards development work on promoting integration and possibly to take forward work form the SOAR project previously funded by Cashback Youthwork fund.

Youth Music Initiative: funded by Creative Scotland's Youth Music Initiative (Access to Music Making) fund to provide 2 groups of young people (one female, one mixed) with access to learning instruments and song-writing. Included weekly sessions supported by music tutors and song-writing weekends. The young people also performed their songs and have recorded these

Robertson Trust: 1 year initial match funding for youth development worker for BBC Children in Need project

FISCAF - small grants allocation for individual service users to widen access and opportunities to young people aged 13 -21 to engage in social and relational activities that can have a long lasting impact on their lives and promote resilience. Runs to end September 2019.

Govanhill Community Development Trust- funding from Glasgow City Council via GCDT for youthwork activities in Govanhill in last quarter of the financial year

Glasgow Life- match funding for the Youth Music Initiative to expand the range of work and enable additional performances

-Work in partnership with Holyrood Academy school library with young Roma pupils using spoken word/ drama

Corra Foundation- funding for 6 hours per week Youth Development Worker throughout 2018/19 to develop work with mostly secondary school aged young people e.g. through summer programme and youth activities

South East Integration Network - funding from Glasgow City Council via SEIN to fund summer programme for secondary school aged young people in South East Glasgow