

Annual  
Report  
2021/22

Action for  
Children

# Positive changes

CashBack for  
Communities Programme

WORKING IN  
PARTNERSHIP  
WITH:





“AFC have always been supportive, flexible and inclusive with regards to how they work with some of our most challenging pupils. The outcomes have been overwhelmingly positive and the staff have contributed to turning the young person's life around and empowering them to contribute to their own communities and society. The support we receive from AFC has been utterly invaluable.”

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“I would recommend it to people who are in a similar situation to me because it has helped me so much.”

# Welcome



**Action for Children has been working with CashBack for Communities since 2014, through Phase 3 and Phase 4 of the programme's fund. We were delighted to be able to continue this partnership in Phase 5.**

This report will provide a summary of our activity within the second year of Phase 5. Our Positive Changes project – funded through CashBack for Communities – helps vulnerable young people aged 14-24 to take their first steps towards employment. Our aim is to boost their confidence and resilience, and support them to make positive changes to their lives. A big part of this includes building support networks around them.

In this year, we continued to experience challenges with our delivery being affected by ongoing Covid-19 restrictions. In an ever changing environment, we adapted and flexed to deliver a range of groupwork programmes and one to one supports across a number of geographical areas at a time when they have been needed most.

We are looking forward to sharing our experiences of the past year in this report and hope that you enjoy reading about the successes of our young people as they overcome barriers and achieve their goals.



## About Action for Children

**We're here for children, young people and families in Scotland.**

Our vision is for every child and young person in the country to have a safe and happy childhood, and the foundations they need to thrive. We make sure children get the best start in life. We step in to keep them safe and support young people going through a difficult time. We're also here for families who need a bit of extra help. We do this because life for many of the children we meet is hard. Some don't have the basics, like the love and care of a family or a safe place to call home. Others are struggling with their mental health, face physical challenges or don't have the support they need to become healthy, happy adults. Bright futures We've been helping children and young people in Scotland for more than 60 years. Working in 87 services in 27 local authorities, as well as in schools and online, we're here for over 20,000 people every year.

We're ambitious for children and young people. We work tirelessly to address inequality, disadvantage and exclusion, and to improve the life chances of those facing adversity. Children and young people should feel empowered and have the opportunities to realise their potential. We can help to boost their self-esteem, skills and resilience so they have positive, sustainable futures.



## About the Positive Changes project

**The Positive Changes project offers intensive one-to-one mentoring and group activities to young people who are furthest from the workplace. It also provides follow-up support to help them progress towards and sustain positive destinations. The support we offer is flexible and tailored to each young person's needs.**

Whilst still impacted by effects of the Covid-19 pandemic, this year we have been able to deliver all of our planned programmes face to face with safety for young people and staff being the main priority throughout.

The experiences of the previous year have had a significant impact on the young people that we support. We found a considerable increase in the number of young people who were experiencing mental health challenges that had either newly emerged during the pandemic or had been further impacted by it. Particularly, many young people were reporting an increase in anxiety, isolation and difficulty in adapting and returning to social environments. We also found that we were receiving referrals for young people who had disengaged from school at an earlier age.

We looked closely at the Positive Changes programme and made a number of changes to our delivery so that we could respond to the needs of the young people being referred. We will expand on this later in this report.

Action for Children as an organisation also recognised that young people were experiencing an increase in mental health challenges. The organisation responded to this by facilitating a number of training courses in partnership with specialist organisations including Changing Minds UK, Child Bereavement UK and Papyrus UK which allowed the staff team to develop their knowledge and resources to provide increased supports to young people who engage with our services.

Our staff team also invested time to develop their own personal and professional understanding and knowledge around mental health by undertaking a number of training courses which were facilitated by Action for Children including The Approach and Bouncing Back.

We have continued to deliver a range of groupwork programmes including school based interventions in Glasgow and South Lanarkshire. We have also developed a new partnership with Glasgow Virtual School and have developed our community based 16+ programmes in North Lanarkshire and Glasgow as well as our ongoing construction focussed programme in Edinburgh.

### Meet the team



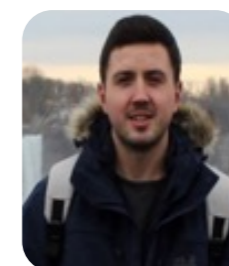
**Nicola Slavin**  
Programme Team Lead



**Ewan Gardner**  
Employment Facilitator



**Kerri McNally**  
Employment Facilitator

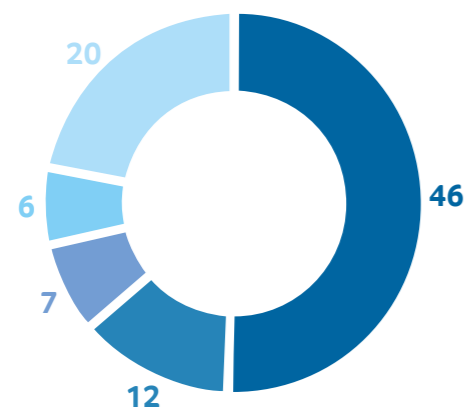


**Lee Hannah**  
Employment Facilitator

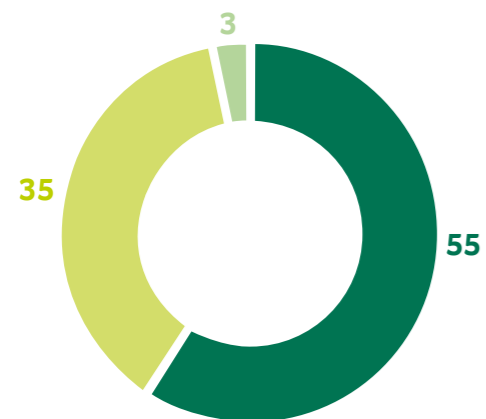
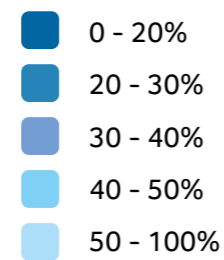
# What we did in 2020/21



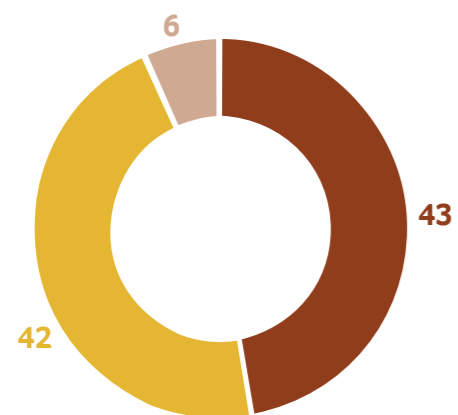
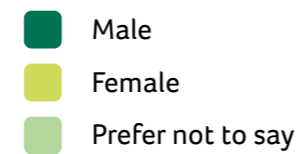
We delivered Positive Changes in Glasgow, Edinburgh, South Lanarkshire and North Lanarkshire. We worked with 91 participants across these areas. These charts break down the equalities data captured across the year.



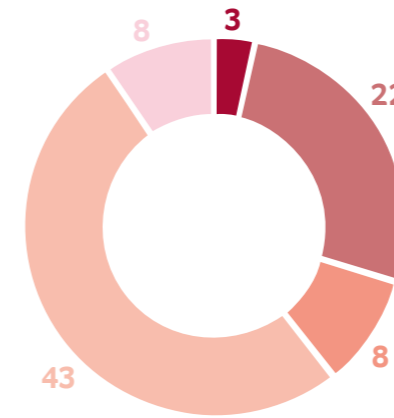
Scottish index of multiple deprivation



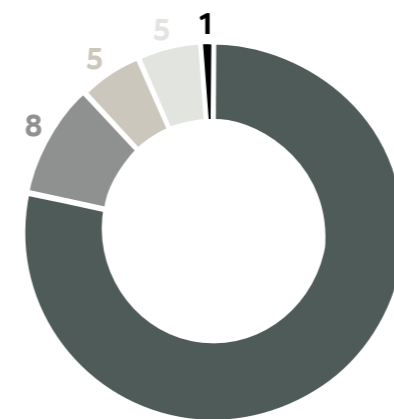
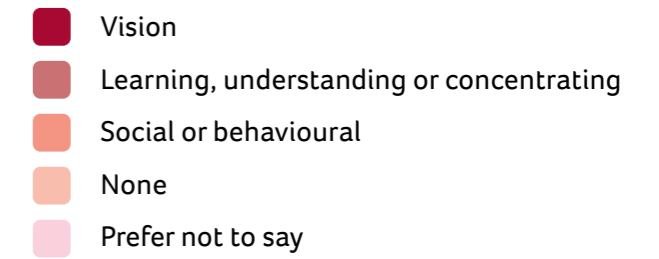
Sex identity



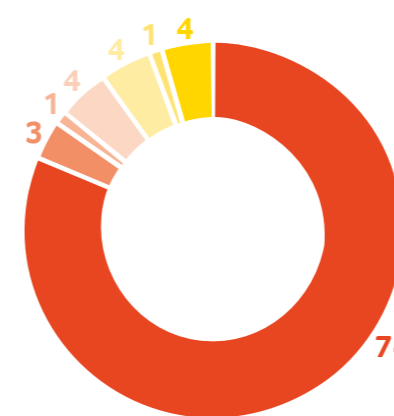
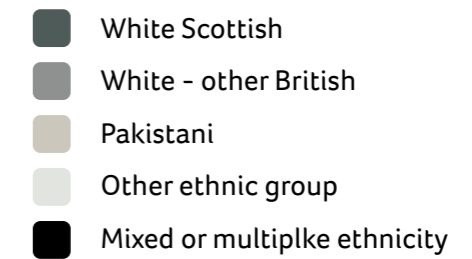
Age



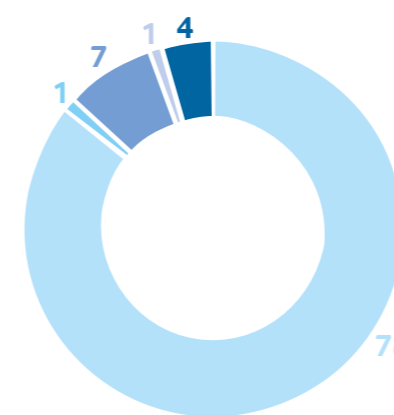
Disability



Ethnicity



Religious Beliefs



Sexual Orientation



# Positive Changes Programme

In Glasgow and South Lanarkshire we continued to work with the local authorities to provide an alternative learning and development opportunity for young people (aged 14+) who may be disengaged from school or at risk of making poor life choices.

In discussions with relevant stakeholders in both areas, the need for greater mental health support for young people emerged. We made changes to our programmes to meet this need and offer additional supports.

- We increased the number of personal development sessions, enhanced our activity based interventions and invited new partners in to strengthen our harm reduction approach.
- In South Lanarkshire we also delivered a community based programme during the summer months for young people age 16+. At the end of the groupwork phase, young people were supported on a one to one basis to progress towards further education, training or employment.
- In both geographical areas, young people were offered a pre-course engagement period with one to one support from a keyworker. During this time, we completed assessments which enabled young people to identify barriers in their life and put in place strategies to help overcome these and progress towards their goals.
- Young people then moved on to a 10 week training period, attending groupwork one day a week.
- The programme consists of a mix of employability and personal development sessions;



## Team building

In the early weeks we focus on supporting young people to build relationships with each other and with our staff team. These activities encourage young people to begin to communicate with each other and to work together to find solutions to challenges presented to them. Forming these relationships allows us to promote an environment where we can have open and honest peer led discussions where young people feel safe and supported when sharing their experiences and thoughts with each other.

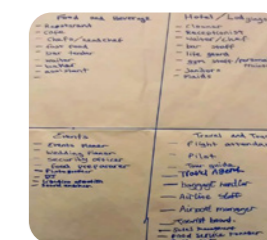
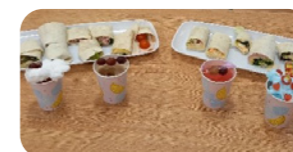


## Intro to Hospitality, Sports and Fitness and Construction

Young people are supported to understand the range of roles within each of these industries. We explore the skills and qualities required for these roles and highlight entry and progression routes available. Young people then have the opportunity to gain more practical experience in carrying out tasks involved in each of the industries;

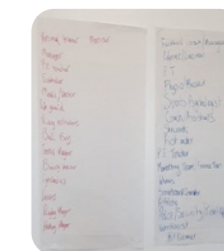
### Intro to Hospitality

Young people have the opportunity to make mocktails and present them to the group. They also learn skills required for waiting tables and explore the importance of customer service within this industry



### Intro to Sports

Young people are given the task to identify a community development opportunity. They must identify where they would secure funding from, identify the staff team required for the project and then design and deliver a coaching session to other group members.



### Intro to Construction

Young people are challenged to design and construct the tallest, strongest freestanding spaghetti tower. They are given a budget with each element of the build having a cost attached to it.



### British Sign Language

Using the expertise of one of our team members, we have introduced British Sign Language to our programme this year. We aim to increase awareness of the challenges faced by the deaf community and support young people to develop their communication skills to be able to contribute to supporting others. Young people are then given time over the course of the programme to develop skills in communicating greetings, the alphabet, the seasons, colours and animals.

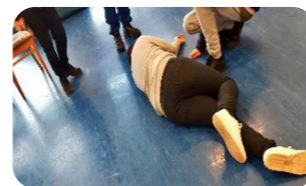


### Social Media

With social media playing such a significant role in young people's lives today, we feel it is important to explore both the positive and negative aspects of this with our participants. We have found that young people are very open and honest in sharing their experiences of social media use and are able to recognise times where they have been sent, viewed or shared inappropriate content. As well as exploring the potentially devastating impact this can have on individuals, we also discuss the potential consequences it can have on future employability and the possibility of police involvement.

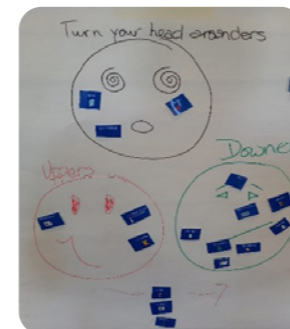
### First Aid

We have been working in partnership with St Andrew's First Aid to provide an Emergency First Aid workshop for young people where they can learn skills to treat and support people with injuries and illness. As well as being a great life skill to have, this certificate can enhance their future employability prospects.



### Scottish Drug Foundation

Scottish Drug Foundation is Scotland's national resource of expertise on drugs and related issues. In this past year, we have developed a partnership where Advisors and Peer Educators deliver harm reduction workshops to our young people in Glasgow and South Lanarkshire. SDF are also using responses gathered from young people in their ongoing research towards improving Scotland's response to problem drug use. Young people have responded very positively to these sessions with open and honest discussions and learning from real life experiences of peer educators.

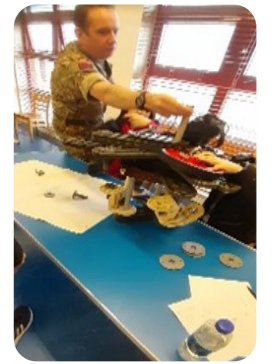


### Fast Forward

Recent research undertaken by the Gambling Commission reported that young people are at greater risk of gambling harm. We have continued our partnership with Fast Forward to increase awareness of the risks associated with gambling for young people and the potential consequences this can have on finances, relationships and offending. Young people are also supported to explore the links between gaming and the gambling industry which they had not previously considered or realised.

### Army Youth Development Team

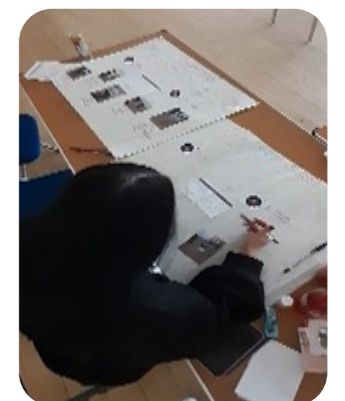
We have developed a partnership with the Army Youth Development Team who have been delivering workshops to our young people. These sessions are designed around TRIPLOC (Teamwork, Resilience, Initiative, Problem Solving, Leadership, Organisation, Communication) and support young people to develop their skills through a series of challenges and tasks in a fun and supportive environment.



### SQA Wellbeing Award

In year 2, we made some significant changes to the way we deliver the Wellbeing Award. We took on board comments from previous participants around the completion of qualifications and listened to their ideas on how we could make this more engaging and beneficial for future groups.

Young people had reported that they did not enjoy having to write their evidence as it "felt like school". We adapted and introduced Wellbeing posters which allowed young people to be more creative and dynamic whilst still meeting all SQA standards. Young people have responded positively to this method and appear to enjoy the process much more.



## Edinburgh

In Edinburgh we delivered two construction focussed programmes for young people aged 16+. The programme offers young people the chance to develop their knowledge and learn new skills as they consider a career in this industry.

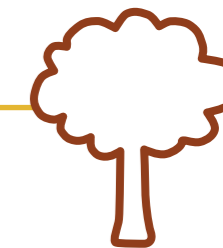
Training covers a five week period with young people attending three days per week and receiving a training allowance and travel expenses.

We have continued our partnership with Edinburgh and Lothian Greenspace Trust.

In our first programme in Year 2, young people completed work experience at "The Sandys", a local community facility. Work to improve the outdoor and surrounding areas including trimming trees, litter picking and planting trees was completed. Young people developed a range of skills using tools and equipment and built confidence in their own abilities.

On the second programme, young people worked one day per week in a local wooded area to improve local greenspaces for the community.

This included trimming trees, litter picking, creating or restructuring pathways and planting trees. We were able to explore the positive effects for the wider community of having accessible spaces where people can go to enjoy the area whilst feeling safe. Young people were also able to recognise the negative effects that antisocial behaviour including vandalism in these spaces can have on the wider community.



## Positive Changes/Virtual School (Glasgow) Partnership

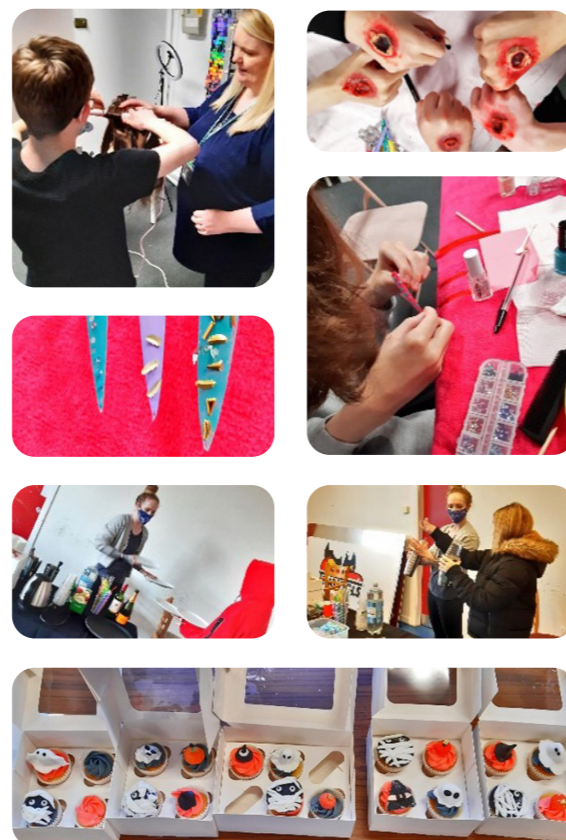
In Year 2, we were approached by Glasgow Virtual School and asked if we could provide a bespoke programme for young people who were engaging with their service. They advised that they had seen an increase in pupils disengaging from school at a younger age and felt that a more practical based opportunity alongside personal development work and support would be of benefit.

Glasgow Virtual School were able to provide an additional budget to offer additional workshops for young people.

### Intro to Hair and Beauty

Young people spent a day at The Hair and Beauty Training Academy in Glasgow. They were given the opportunity to learn skills in hair styling, nail art, facial and manicures and also Special FX make up. They had the opportunity to chat with the owner about her experiences in the industry, the positive aspects of the role as well as the challenges and what she would be looking for in an employee.

We also held a workshop with HiHub who explained the various roles within the Hospitality industry and discussed the recent challenges experienced due to the pandemic. Young people shared their own experiences of hospitality and customer service. They had the opportunity to make and taste fresh filtered coffee and were educated about the various types of coffee available and the range of employment opportunities within the café sector. Young people also made mocktails and completed a cupcake decorating masterclass.



In addition to these visits, young people also completed our own intro to sports and Intro to construction workshops as well as personal development sessions.

At the end of the groupwork period, Virtual School Glasgow invited us to continue our partnership and continue to support the young people along with some new participants to operate a community café. Since January 2022, young people have been training in food hygiene and safety, barista skills and customer service and in March 2022, took responsibility for the running of the Clay Café.

Young people have responded positively to this opportunity and have been keen to learn a range of skills which will be beneficial in the future but has also increased their confidence and self-esteem. Young people are also working towards Community Achievement Award which will be awarded in partnership with Kelvin College. This group will continue until the end of May 2022.



## Fit for Purpose

In Glasgow we commenced delivery of our first Fit for Purpose group. This is a community based, 16+ programme. This programme will support young people to progress into further training, employment or further education whilst exploring the health and sports industry and improving their own health and wellbeing. Young people will also have the opportunity to complete SQA Level 3 Wellbeing Award as part of this programme. This programme commenced mid March and groupwork will not be completed until into Year 3 and so we will report further on the progress and delivery of this group in next year's annual report.



## Accelerate Your Future

In North Lanarkshire, we also commenced delivery of our first Accelerate Your Future programme. This programme is being part funded by The Baird Watson Trust after we received a grant to deliver activity in the area which would support young people to achieve their driving licence. We felt that The Baird Watson Trust and Cashback for Communities shared common goals of supporting vulnerable and at risk young people to achieve and progress towards employment and so sought agreement from Scottish Government that we could deliver this programme in partnership.

Our groupwork phase of the programme will support 10 young people to prepare for their driving test. We will support with any additional ID requirements, Provisional applications, Theory Test practice and tests as well as developing their understanding of the legal and moral responsibilities of becoming a new driver. We will then support young people to access driving lessons and practical driving test. Keyworkers will support with wider issues and progressions towards positive destinations on a one to one basis when groupwork is complete. Groupwork is not due to be completed until in to Year 3 and so we will report further on the progress and delivery of this group in next year's annual report.



**“I have noticed improvements in their personal skills, with regard to how they interact with their peers and the appropriate adults in their lives.”**

## Case Study

**JD was referred to the Positive Changes Glasgow Schools programme by his Developing the Young Workforce Co-ordinator in December 2021.**

JD has Dyspraxia, Dyslexia and anxiety and had disengaged from school as he found it difficult to manage in this environment. JD's keyworker established contact prior to the programme to build a relationship and support with any issues which could be a possible barrier to him engaging in the programme. To reduce his stress further, arrangements were made for JD to meet members of staff before the programme to make introductions and offer reassurance.

JD began to engage with staff and appeared to feel comfortable and relaxed in the environment. He began to develop positive relationships with other young people as he found that they shared similar experiences. Staff encouraged JD to contribute to group discussions and the supportive nature of the peer group appeared to benefit him and support his development on the programme.

**“Everyone made me feel comfortable on the programme. The staff really helped me, and it didn't feel like school as I was made to feel welcome and supported.”**

This was supported by JD's mother who stated that

**“the programme and staff are helping improve his confidence, he has come out of his shell and I've noticed a difference in his mental wellbeing.”**

JD's attendance was excellent and he was able to achieve Level 3 SQA Wellbeing Award.

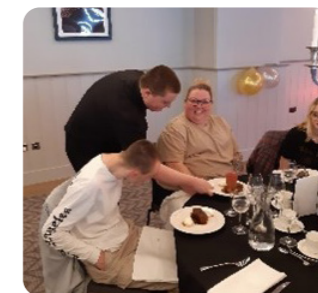
This not only allowed JD to focus on improving his wellbeing but also provided the opportunity for him to achieve his first qualification. JD stated he had **“not had the chance to do this before”** which helped to increase his self-esteem.



During an Intro to Hospitality workshop JD advised that he felt he would be suited to this type of work.

JD was supported to progress on to further training with Hi Hub International and completed barista, customer service and food preparation workshops and also gained Food Safety in Catering Level 2 and Customer Service Level 2 qualifications.

JD invited the Cashback team along with his friends and family to a Graduation Ceremony where trainees worked together to greet guests, prepare and serve a two course meal, serve mocktails and clear tables.



JD stood up at the end of the ceremony and thanked the team for their support in helping him move on in life.

JD's mum stated that she had **“never seen him look so comfortable before”** and that **“he's thriving”**. Mum was thankful for the support of the Cashback team adding **“he wouldn't have gotten to this stage if you hadn't been here holding his hand and encouraging him all the way. I can't thank you enough.”**

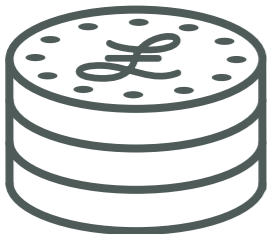
JD completed a range of work experience placements at the Blythswood Square Hotel and Grand Central Hotel. During this time, JD was able to identify his “dream job” as a Doorman. Due to age restrictions within this role, he is currently being supported to explore other employment options with the hotel chain with a view to progressing in to this role when he reaches 18.



Finance

Staffing	£145,466
Young people costs	£16,892
Other staff related costs	£7,005
Premises related costs	£8,965
Equipment (including IT)	£1,254
Communication costs	£559
<b>Total Project Activity</b>	<b>£180,141</b>
<b>Other Project Costs</b>	
Management and Marketing (up to 10% of CashBack funding)	£19,996
External Evaluation (per agreed guidelines)	£5,612
<b>Total Other Project Costs</b>	<b>£25,608</b>
<b>Total Expenditure</b>	<b>£205,749</b>

Spend and activity across local authority area:		
	Expenditure	No. of young people
Glasgow	£104,570	51
Edinburgh	£13,646	15
South Lanarkshire	£73,865	15
North Lanarkshire	£13,668	10
<b>Total</b>	<b>£205,749</b>	<b>91</b>



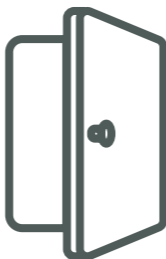
Performance

Outcome and indicator	Actual	Target	Variance
<b>Outcome 1: Young people (YP) build their capacity and confidence</b>			
YP report increased confidence	44	45	-1
YP feel more resilient	44	43	1
Other stakeholders report increasing confidence in YP	100%	75%	25%
YP report positive changes in their behaviour	32	33	-1
Other stakeholders report perceived positive changes in behaviour of young participants	100%	75%	25%
YP improve engagement with key worker	88	77	11
YP improve participation in group sessions	78	67	11
YP contribute to process of positive change/complete Youth Star	88	77	11

<b>Outcome 2: YP develop their physical and personal skills</b>			
YP increased personal skills, achieving accredited learning	61	55	6
YP report an increase in their skills	45	37	8
Other stakeholders report skills increasing in YP	100%	75%	25%
YP participate in personal action plan/goal setting for skills and learning	88	77	11
YP improve participation in learning and skills development activities	88	77	11



<b>Recognised SCQF qualifications/accreditations per SCQF database</b>	
Level 3	47
Level 4	3
Number of non-SCQF qualifications/accreditations	42



Outcome 3: YP health and wellbeing improves			
YP improve wellbeing against SHANARRI indicators	46	54	-8
Other stakeholders report perceived increases in SHANARRI indicators	100%	70%	30%
YP improve participation in structured wellbeing activities	80	69	11
YP contribute to process of positive change/complete Youth Star	88	77	11

Outcome 4: YP participate in activity that improves their learning, employability and employment options (positive destinations)			
YP will achieve a positive destination	88	88	0
YP will improve school attendance	10	10	0
YP will improve school attainment	16	16	0
Positive destination breakdown, YP progress to:			
Employment	1	2	-1
Further education (including remaining/returning to school)	64	60	2
Training	22	23	-1
Volunteering	1	2	-1
YP complete accredited training and achieve certification/qualification	56	33	23

Outcome 5: YP contribute positively to their community			
YP feel their contribution, links with communities, and social interaction are improving	38	11	27
Participant’s perception of their neighbourhood improves	42	11	31
Participants have heightened sense of belonging to a community	45	45	0
Participants have increased motivation to positively influence what happens in their community	38	11	27
YP complete 'Your Community' session and activities	63	52	11
YP complete a bespoke 'Circle of Support'	83	72	11



Outcome 6: YP are diverted from criminal behaviour or involvement with the criminal justice system			
Reported anti-social behaviour and/or criminal behaviour may reduce in area concerned	3	3	0
YP report own participation in anti-social and/or criminal behaviour has reduced	23	2	21
YP feel less inclined to participate in anti-social and/or criminal behaviour	29	6	23
YP participate in behavioural change session/activities	88	79	9
YP complete MyStar	88	79	9
YP complete risk assessment and have risk reduction plan	35	35	0

In Year 2, Q4, we had 44 new participants across our Positive Changes Schools programmes, Virtual School Glasgow, Accelerate Your Future and Fit for Purpose.

Only outcomes for our Positive Changes Schools programmes have been captured at the end of this quarter and are reflected in the tables above. Outcomes for our Accelerate Your Future and Fit for Purpose and Virtual School Glasgow groups will be reflected in our Year 3 outcomes.

We have found that pupils are being referred to our programmes at a younger age as they are/at risk of disengaging from school. Schools are advising that there is a real demand for programmes which support younger pupils. We are happy to be able to meet this need and our aim for these young people is to re-engage them in a learning environment with most returning to education. As a result, our outcomes for progressions into employment and further training are impacted by the age group we are supporting.

We have also highlighted to Scottish Government and Research Scotland that our outcomes for “young people are diverted from criminal behaviour or involvement with the criminal justice system” are lower than may be expected. This is due to the nature of the referrals we have received for young people, where many are experiencing mental health challenges and are increasingly isolated and not spending time within the local community. Whilst this has not been identified as a significant area of need, we do continue to provide early intervention work by raising awareness and providing harm reduction sessions for young people.

“It gets me and new people learning instead of getting into any kind of silly trouble out there.”



## Working in partnership

As previously mentioned in this report, we work with a number of partners who support our groupwork delivery including Scottish Drug Foundation, Fast Forward, Army Youth Development Team, St Andrew's First Aid and The Edinburgh and Lothian Greenspace Trust.

We would like to take the opportunity to officially thank these partners for their support and their contributions to the learning and development of the young people who participate in their sessions. We believe that these partnerships enhance our programmes and offer young people opportunities to explore issues, challenge themselves and develop a range of skills.

In addition to this, we would like to thank a number of organisations who continue to support our programmes by referring and encouraging young people to engage in our opportunities.



## Enrichment Fund

In this year, some of our Positive Changes groups we were fortunate enough to benefit from funding from our corporate supporters FirstGroup. Our partnership with FirstGroup began in 2018, when we were chosen by thousands of employees across FirstGroup's bus and rail businesses through a ballot.



Since then, FirstGroup and its employees across the UK have supported us through fundraising, volunteering and pro bono support. As well as funding mental health training opportunities which our staff team have been able to access in order to further develop our own understanding and skills to better support our young people, the Enrichment Fund was created so that young people and children supported by Action for Children, and particularly those who might otherwise miss out, could access enriching activities and experiences, which are pre-requisites of good mental health and wellbeing.

We were able to use this funding to provide additional activities for our three school groups in Glasgow and South Lanarkshire as well as our community based programme in South Lanarkshire.

## Evaluation

We have continued to be fully supported in the delivery of our programmes by our external evaluation partner, Research Scotland.

Research Scotland supported our work in Year 2 by;

- Reviewing and updating data collection tools
- Conducting staff discussion meetings
- Conducting a specialist staff discussion around the impact of the Covid-19 pandemic
- Completing an in-depth case study
- Telephone calls with young people across our programmes to gather their individual views on their experiences with Action for Children. Telephone contacts were carried out with young people whilst face to face visits were unable to take place due to Covid restrictions.
- Two workshops with young people attending our Schools programmes in Glasgow and South Lanarkshire
- Four phone interviews with stakeholders

In the final year of Phase 5, we will continue to work with Research Scotland including;

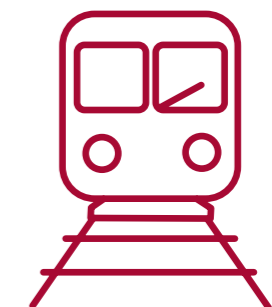
- 2 workshops with young people
- 6 interviews with young people
- Online survey of young people
- Online survey of stakeholders
- 4 phone interviews with stakeholders
- 1 staff discussion group/workshop
- 1 case study

We would also like to take this opportunity to thank Research Scotland for their support, advice and guidance in the last year and look forward to working together in Year 3.



Each group was given the task of negotiating and agreeing a fun activity, researching prices and planning travel routes. Activities for each of our Glasgow groups included a visit to a trampoline park, bowling and the cinema.

In South Lanarkshire, we were able to arrange a reunion dinner for young people who had completed groupwork so that they could meet up again and share the progress they had made and re-engage with a supportive peer network.



## Impact

Whilst the past year has continued to present challenges, we have made considerable progress towards increasing the number of participants on our programme and delivering support where it has been needed most.

We have been able to deliver all planned programmes face to face safely with young people, adapting content to meet the needs of young people and evidence suggests that the majority of our young people are benefitting from this approach with increased confidence, communication skills and social networks.

We have increased the number of mental health supports and interventions within our groupwork and one to one supports with young people to respond to the needs identified by partners and young people themselves.

We have changed the way we deliver qualifications so that young people are engaging in them more positively and experiencing greater benefits from participating in this activity.

We have been able to work with new participants at a younger age to support them to re-engage in positive activity with the majority returning to education. We have also supported a number of participants into further training opportunities where age permits this.

We have introduced new partners to our programmes to strengthen our harm reduction approach and educate young people in the hope that they are able to make the right changes and the right choices in their lives now and in the future.

We pride ourselves on the safe, nurturing and supportive environment that our team creates which provides an opportunity for young people to explore their issues and challenges, take steps towards overcoming barriers and to grow in all areas of their lives.



## Plans and priorities for the year ahead

As we hope for a more settled year without Covid-19 restrictions in place, our priority for 2022/23 is to increase the numbers of programmes that we will deliver in order to meet our original targets and outcomes for Phase 5.

We will complete delivery of our Fit for Purpose (16+) group in Glasgow and support participants to explore their next steps towards further education, training or employment.

We will also complete delivery of our Accelerate Your Future (18+) programme in North Lanarkshire with young people being supported to pass their driving tests and also progress towards employment.

We will continue to deliver schools based programmes in Glasgow and have plans to increase our delivery in South Lanarkshire to meet the demand for this specific support

In South Lanarkshire, we will also deliver a community based (16+) programme during the summer months.

In Edinburgh we will deliver two construction focussed programmes with support for young people to progress on to further sector specific training opportunities.

We have plans in place to introduce a Positive Changes programme in Inverclyde for the first time and we look forward to working in this area and gathering the responses from young people and partners to our programme.

We will continue to review and adapt the content of our programmes to meet any new or emerging

needs from young people and the communities we are based in so that we are offering the best service possible and making an impact where and when it matters.

As Phase 5 reaches completion in March 2023, we hope to be able to continue our long standing and successful partnership with Cashback for Communities. We will review and evaluate our current delivery and outcomes and engage in meaningful discussions with stakeholders before presenting a bid to be part of Phase 6 so that we can continue to play our part in making positive changes for young people, families and communities in Scotland.



**“It was brilliant to see our disengaged young people take part and enjoy the course. They showed responsibility by turning up on time for their taxi and it was lovely to hear them talking about what they had learned.”**



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## **Safe and happy childhood**

Action for Children protects and supports children and young people, providing practical and emotional care and support, ensuring their voices are heard, and campaigning to bring lasting improvements to their lives.

