



CASHBACK 2022/23

Annual Report



BACKGROUND TO PROGRAMME

TITLE OF PROJECT

CASHBACK 'SCHOOLS OF RUGBY AND CASHBACK COMMUNITY RUGBY PROGRAMME'

THEME

SPORT FOR CHANGE

TARGET GROUP - YOUNG PEOPLE DISADVANTAGED BY:

- LIVING IN AREAS OF DEPRIVATION; AND
- BEING EXCLUDED, OR AT RISK OF EXCLUSION FROM SCHOOL; AND
- BEING AT RISK OF BEING INVOLVED IN ANTISOCIAL BEHAVIOUR, OFFENDING/RE-OFFENDING

AGE RANGE

10 - 24 YEARS

NUMBER OF YOUNG PEOPLE PROJECT EXPECTS TO WORK WITH

1,600

THE NUMBER OF NEW YOUNG PEOPLE ENGAGED IN THE PROGRAMME - 2022/23

579

TOTAL OF YOUNG PEOPLE ENGAGED IN THE PROGRAMME 2020 - 2023

1,947



Hawick HS S1 School of Rugby

SUMMARY OF PROJECT

Scottish Rugby have identified 17 secondary schools situated in, or taking children from, the most deprived areas of Scotland and have implemented our CashBack 'Schools of Rugby & CashBack Community Rugby' programme. In collaboration with local partners, the programme targets young people through referrals and identified groups using rugby as the hook for engagement. The programme aims to provide opportunities to build capacity and confidence whilst developing physical fitness, cognitive skills, physical competencies, and personal qualities. We have created participation in positive activities and help youngsters contribute positively to their communities.

THE PROGRAMME INVOLVES THREE SCHOOL PHASES & A COMMUNITY PHASE:

1. Rugby starter programme (Children aged 10–14)

Children from primary 6 through to 3rd year being introduced to rugby in curricular sessions and transitioning into extra-curricular rugby and to experience playing for their school in inter-school competitions. This rugby programme will be led by teachers and coaches based in the secondary school and would be supplemented by senior pupils trained to work with the junior players. The rugby starter programme will have male and female players involved, creating teams at the following levels with players transitioning into the 'Junior Phase' of the 'School of Rugby' curriculum programme.

2. Junior phase attainment through rugby programme (Children aged S1–S3)

Young people opt in or are referred into a curricular programme that educates pupils.

3. Senior phase attainment through rugby programme (Children aged 15–17)

Young people will opt in or be referred into a curricular programme which focuses on raising attainment.

CashBack community rugby programme (Young people aged 15–24)

This will be an 'out of school' project run within the local community and open to young people up to the age of 24 years old. Each 'School of Rugby' will hold four 'CashBack Community Rugby' (CCR) events per year. These events will give young people an opportunity to engage in physical activity through rugby, whilst socialising in a positive environment and becoming upskilled on key educational themes such as tackling anti-social behaviour within the community.



Scotland U18 player Alex who came through the Liberton School of Rugby

SCHOOL	LOCAL AUTHORITY	CASHBACK SPEND		SPEND PER SCHOOL		YOUNG PEOPLE	
Hawick High School (SoR)	Scottish Borders	£19,000 (20/21) £26,750 (21/22) £26,750 (22/23)	£72,500 (total Phase 5)	£19,000 (20/21) £40,583 (21/22) £26,750 (22/23)	£86,333 (total Phase 5)	120 (20/21) 120 (21/22) 120 (22/23)	120 (total Phase 5)
Castlebrae Community High School	Edinburgh City	£71,800 (20/21) £141,851 (21/22) £93,250 (22/23)	£306,901 (total Phase 5)	£20,000 (20/21) £27,750 (21/22) £27,750 (22/23)	£75,500 (total Phase 5)	15 (20/21) 51 (21/22) 68 (22/23)	68 (total Phase 5)
Gracemount High School				£8,000 (20/21) £9,500 (21/22) £9,500 (22/23)	£27,000 (total Phase 5)	29 (20/21) 39 (21/22) 39 (22/23)	39 (total Phase 5)
Holy Rood RC High School				£8,000 (20/21) £9,500 (21/22) £9,500 (22/23)	£27,000 (total Phase 5)	0 (20/21) 31 (21/22) 42 (22/23)	42 (total Phase 5)
Liberton High School				£8,000 (20/21) £9,500 (21/22) £9,500 (22/23)	£27,000 (total Phase 5)	36 (20/21) 36 (21/22) 36 (22/23)	36 (total Phase 5)
Wester Hailes Education Centre				£19,800 (20/21) £27,500 (21/22) £27,500 (22/23)	£74,800 (total Phase 5)	8 (20/21) 70 (21/22) 98 (22/23)	98 (total Phase 5)
Tynecastle High School				£8,000 (20/21) £9,500 (21/22) £9,500 (22/23)	£27,000 (total Phase 5)	15 (20/21) 87 (21/22) 135 (22/23)	135 (total Phase 5)
Levenmouth Academy	Fife	£27,800 (20/21) £51,658 (21/22) £34,050 (22/23)	£113,508 (total Phase 5)	£19,800 (20/21) £24,550 (21/22) £24,550 (22/23)	£68,900 (total Phase 5)	75 (20/21) 86 (21/22) 105 (22/23)	105 (total Phase 5)
Balwearie Academy				£8,000 (20/21) £9,500 (21/22) £9,500 (22/23)	£27,000 (total Phase 5)	45 (20/21) 45 (21/22) 46 (22/23)	46 (total Phase 5)
Braeview Academy	Dundee	£0 (20/21) £37,852 (21/22) £35,750 (22/23)	£73,602 (total Phase 5)	£0 (20/21) £23,750 (21/22) £23,750 (22/23)	£47,500 (total Phase 5)	0 (20/21) 56 (21/22) 131 (22/23)	131 (total Phase 5)
Craigie High School				£0 (20/21) £12,000 (21/22) £12,000 (22/23)	£24,000 (total Phase 5)	0 (20/21) 0 (21/22) 114 (22/23)	114 (total Phase 5)
Alness Academy	Highland	£19,000 (20/21) £36,032 (21/22) £23,750 (22/23)	£78,782 (total Phase 5)	£19,000 (20/21) £23,750 (21/22) £23,750 (22/23)	£66,500 (total Phase 5)	25 (20/21) 38 (21/22) 65 (22/23)	65 (total Phase 5)
Falkirk High School	Falkirk	£19,000 (20/21) £36,032 (21/22) £23,750 (22/23)	£78,782 (total Phase 5)	£19,000 (20/21) £23,750 (21/22) £23,750 (22/23)	£66,500 (total Phase 5)	155 (20/21) 155 (21/22) 196 (22/23)	196 (total Phase 5)
Coatbridge High School	Lanarkshire	£19,000 (20/21) £40,583 (21/22) £26,750 (22/23)	£86,333 (total Phase 5)	£19,000 (20/21) £26,750 (21/22) £26,750 (22/23)	£72,500 (total Phase 5)	115 (20/21) 139 (21/22) 171 (22/23)	171 (total Phase 5)
St Thomas Aquinas Secondary School (Glw)	Glasgow City	£38,000 (20/21) £81,166 (21/22) £53,500 (22/23)	£172,666 (total Phase 5)	£19,000 (20/21) £26,750 (21/22) £26,750 (22/23)	£72,500 (total Phase 5)	118 (20/21) 118 (21/22) 166 (22/23)	166 (total Phase 5)
St Paul's High School				£19,000 (20/21) £26,750 (21/22) £26,750 (22/23)	£72,500 (total Phase 5)	118 (20/21) 118 (21/22) 129 (22/23)	129 (total Phase 5)
North West Community Campus	Dumfries & Galloway	£19,000 (20/21) £40,583 (21/22) £26,750 (22/23)	£67,333 (total Phase 5)	£19,000 (20/21) £26,750 (21/22) £26,750 (22/23)	£72,500 (total Phase 5)	118 (20/21) 118 (21/22) 162 (22/23)	162 (total Phase 5)
Robert Burns Academy	East Ayrshire	£19,000 (20/21) £40,583 (21/22) £26,750 (22/23)	£86,333 (total Phase 5)	£19,000 (20/21) £26,750 (21/22) £26,750 (22/23)	£72,500 (total Phase 5)	61 (20/21) 61 (21/22) 124 (22/23)	124 (total Phase 5)

DASHBOARD: MEASURE	PERFORMANCE		
	ACTUAL	TARGET	VARIANCE
12 x School of Rugby Centres @£18.3k per SoR (covering 17 schools)	642,800	642,800	0
3 x School and Youth Project Officers (Cost of Employment)	378,013	378,013	0
CashBack Kit for Schools @ £1,500 per school per annum x 17	69,594	69,594	0
Travel cost for travel to competitions £3k per school x17	150,000	150,000	0
Staff Training £5k per annum	16,048	16,048	0
CashBack Community Rugby (CCR) 4 week cycle per Quarter x 12 SoRs @ £3.14k	150,045	150,045	0
Total Project Activity	1,406,500	1,406,500	0
Other Project Costs			
Management and Marketing (up to 10% of CashBack funding)	58,500	58,500	0
External Evaluation (per agreed guidelines)	35,000	35,000	0
Total Other Project Costs	93,500	93,500	0
Total Expenditure	1,500,000	1,500,000	0

Throughout the year each Schools has reported back to us on a quarterly basis, reporting on the number of pupils involved within each phase of the programme.

		Jnr	Snr
Hawick High School (SoR)		43	77
Castlebrae Community High School		45	23
Gracemount High School		38	1
Holy Rood RC High School		34	8
Liberton High School		28	8
Wester Hailes Education Centre		36	62
Tynecastle High School		72	63
Levenmouth Academy		73	32
Balwearie Academy		6	40
Braeview Academy		182	63
Alness Academy		45	20
Falkirk High School		129	67
Coatbridge High School		89	82
St Thomas Aquinas Secondary School (Glu)		139	27
St Paul's High School		90	39
North West Community Campus		85	77
Robert Burns Academy		88	36

Fig 2.1: Young People Gender Split

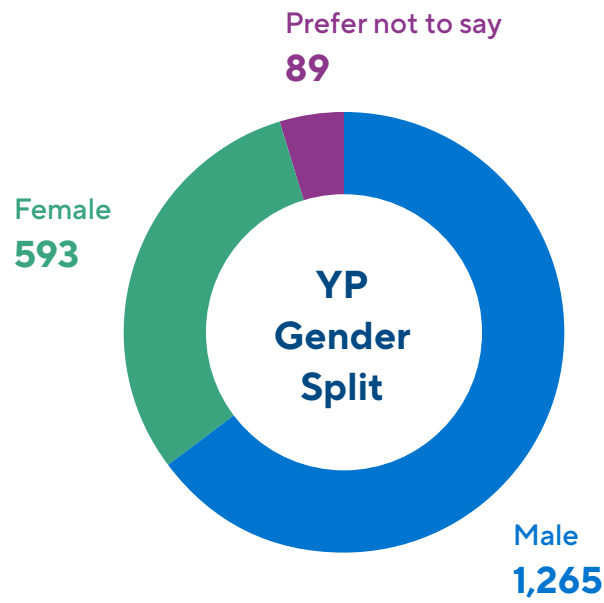
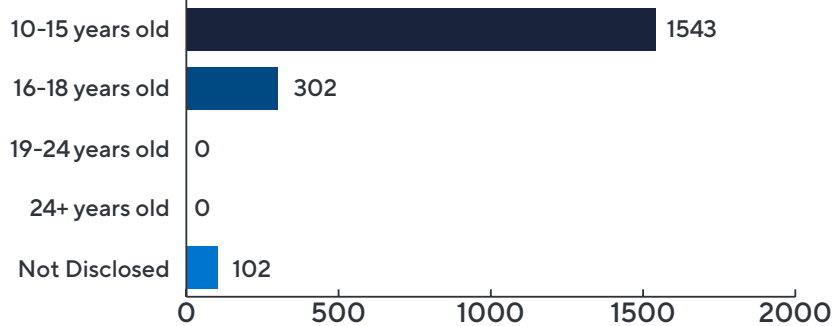
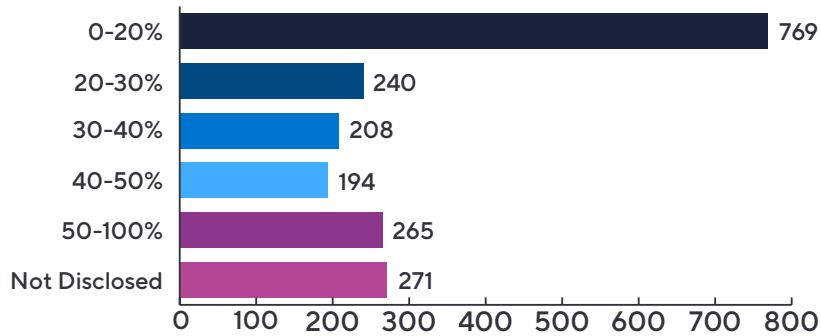


Fig 2.2: Age Profile

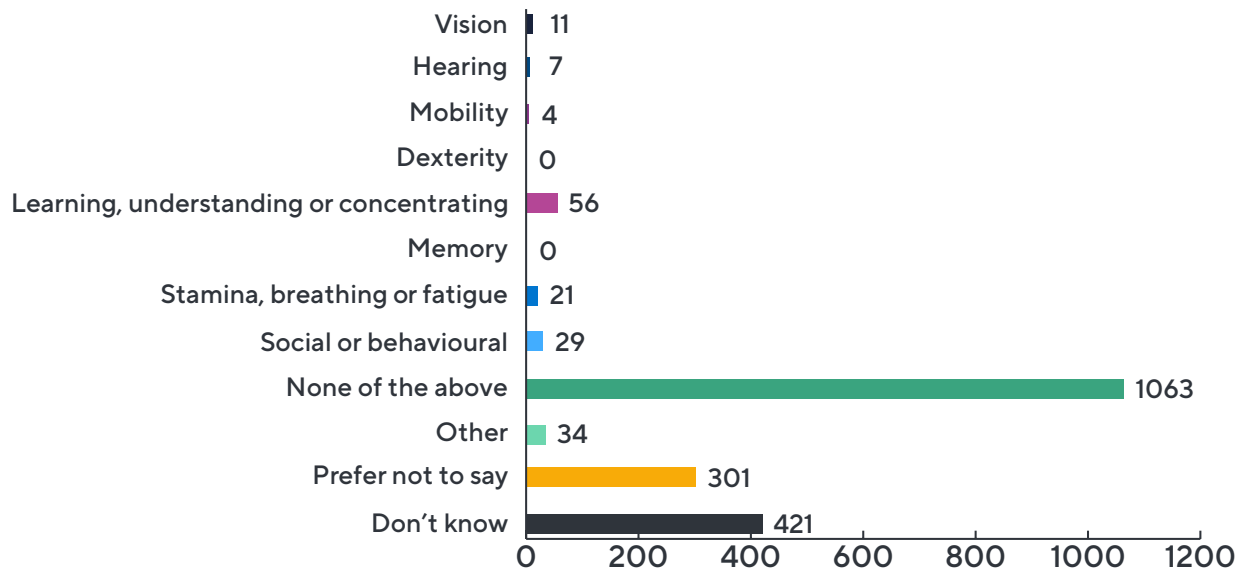
Age Profile



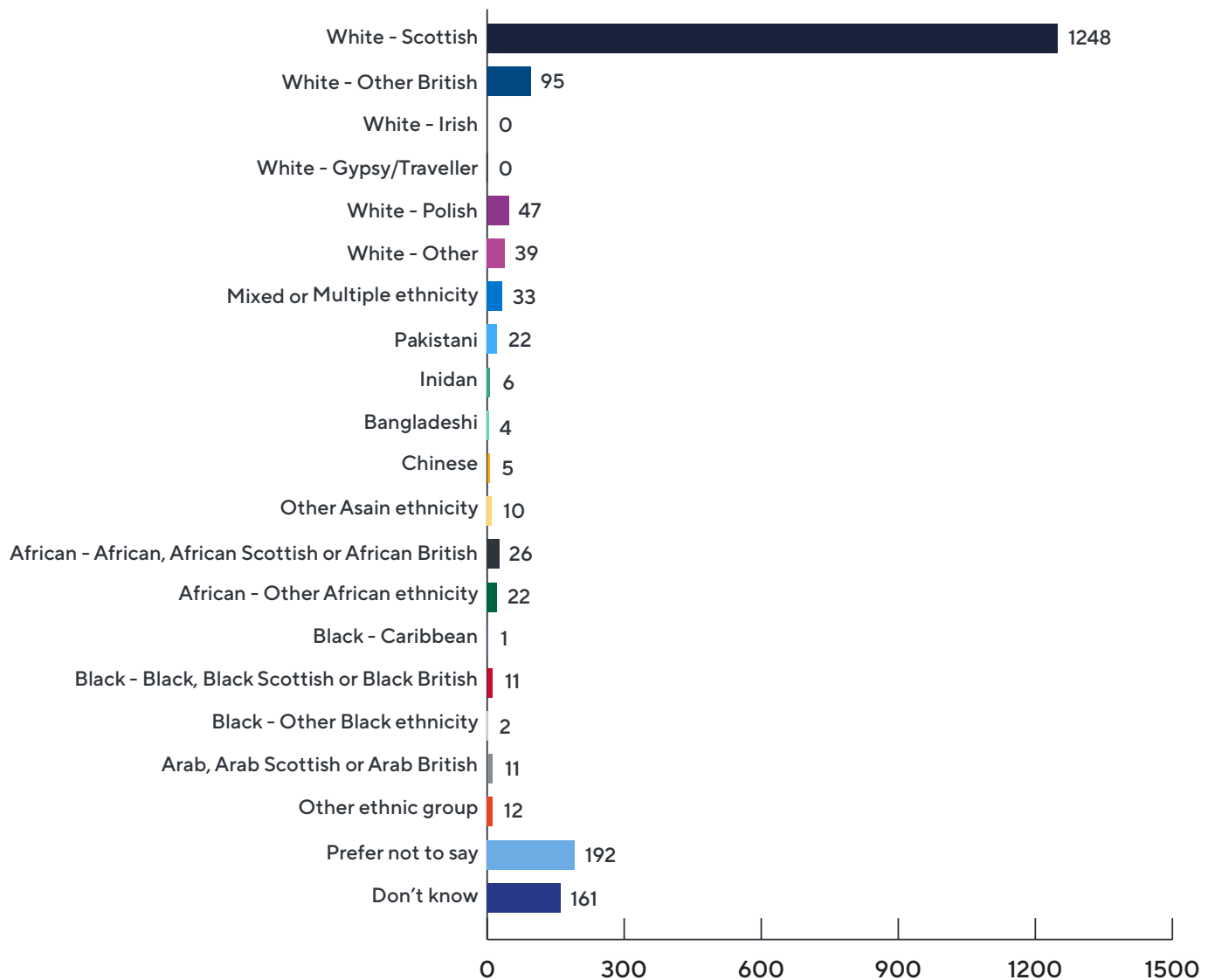
SIMD Profile



Disability Profile



Ethnicity of new participants



OUTCOMES

Scottish Rugby selected six CashBack for Communities outcomes from the logic model:

1

YOUNG PEOPLE BUILD THEIR CONFIDENCE AND RESILIENCE, BENEFIT FROM STRENGTHENED SUPPORT NETWORKS & REDUCE RISK TAKING BEHAVIOUR

2

YOUNG PEOPLE DEVELOP THEIR PHYSICAL AND PERSONAL SKILLS NETWORKS

3

YOUNG PEOPLE'S HEALTH AND WELL-BEING IMPROVES

4

YOUNG PEOPLE PARTICIPATE IN ACTIVITY WHICH IMPROVES THEIR LEARNING, EMPLOYABILITY AND EMPLOYMENT OPTIONS (POSITIVE DESTINATIONS)

5

YOUNG PEOPLE CONTRIBUTE POSITIVELY TO THEIR COMMUNITIES

6

YOUNG PEOPLE ARE DIVERTED FROM CRIMINAL BEHAVIOUR OR INVOLVEMENT WITH THE CRIMINAL JUSTICE SYSTEM

PROGRAMME IMPACT

The CashBack Schools of Rugby – Sports for Change & CashBack Community Rugby programme aims to work with 1,600 young people aged 10-24. Although Year 1 & 2 was impacted by the COVID-19 pandemic, the programme has been delivered within the 17 identified schools with a specific focus on delivering outcomes 1 to 5 as well as community projects focussing on Outcome 6.

This section describes the impact of phase 5 as a whole programme on participating pupils. The data in this section is taken from self-evaluation questionnaires completed by a sample of junior and senior pupils.



Rugby Ambassadors Coaching at BT Murrayfield with former Scotland player Chris Paterson

1

YOUNG PEOPLE BUILD THEIR CONFIDENCE AND RESILIENCE, BENEFIT FROM STRENGTHENED SUPPORT NETWORKS & REDUCE RISK TAKING BEHAVIOUR

- 1,708 YP reported an increase in confidence.
(517 YP reported an increase in confidence in YR 3)
- 1,900 YP reported they were able to do new things.
(566 YP reported they were able to do new things in YR 3)
- 1,883 YP reported that they felt more resilient.
(571 YP reported that they felt more resilient in YR 3)
- 71% of Stakeholders reported perceived positive changes in the behaviour of YP.
(73% of Stakeholders reported perceived positive changes in the behaviour of YP in YR 3)

Most young people (88%) said that, because of taking part in the School of Rugby programme, their confidence had increased – exceeding the 80% target. To assess the ways in which young people had become more confident they were also asked to agree or disagree with a range of statements.

As Fig 2.3 demonstrates, improvements to confidence were experienced by young people in a variety of ways – on and off the pitch.

Fig 2.3: Young people report their confidence increasing

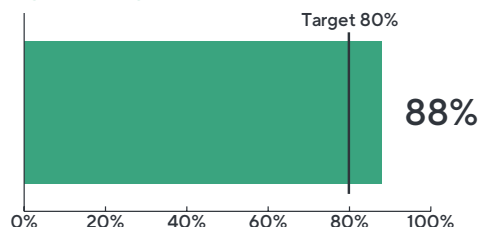
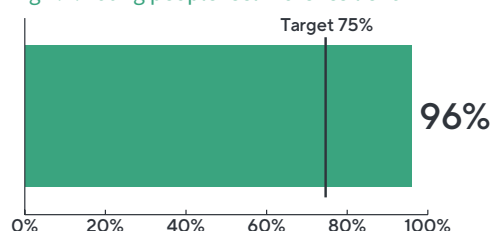
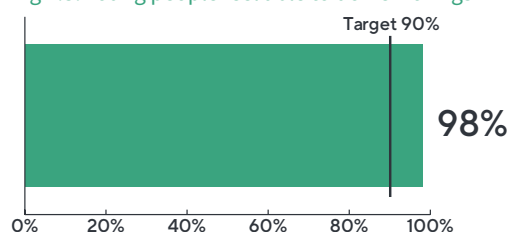


Fig 2.4: Young people feel more resilient



Most young people self-reported that because of being part of the School of Rugby programme they now feel more resilient (see Fig 2.4)

Fig 2.5: Young people feel able to do new things



Almost all young people indicated that they now feel more able to do new things (see Fig 2.5)

"It's been super. Her confidence has improved, she believes she can play a sport well (not having believed that before), she is mixing with different people. She absolutely loves it"

PARENT/CARER

"I'm more confident speaking up, putting my hand up. Speaking up in Rugby really helps in other classes"

YOUNG PERSON

"If you get tackled, you bounce back up. And if you get tackled again, you bounce back up again"

YOUNG PERSON

"My parents split up and [coach] was always there for me. That really helped"

YOUNG PERSON

"You get knocked down a lot and you need to just get up. In real life you get pushed down as well"

YOUNG PERSON

"It's taught me that it's ok if you make a mistake – that's how you get better"

YOUNG PERSON

"Setting myself goals with this fitness course and being able to complete them has just boosted my confidence and inspired me to make other goals"

YOUNG PERSON

2

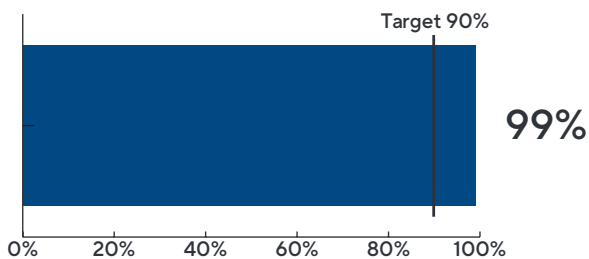
YOUNG PEOPLE DEVELOP THEIR PHYSICAL AND PERSONAL SKILLS NETWORKS

All the pupils within the School of Rugby confirmed that they have been able to add new skills or develop existing skills because of taking part in the programme.

- **1,921 YP reported their skills are increasing.**
(575 YP reported their skills are increasing in YR 3)
- **96% of Stakeholders reported an increase in YP skills in YR 3.**

Nearly all the young people who have participated in the School of Rugby programme reported an increase in their personal skills (see Fig 2.6).

Fig 2.6: Young people report their skills are increasing



Northwest Community Campus u14 girls, u14 boys and u16 boys went to Scotstoun Stadium to play in a festival

"Pupil A can now work effectively within different teams. At the start of the year she sometimes found it difficult to work with people she wasn't familiar with. She now volunteers to be a team leader and enjoys explaining the rules and tactics to members of her team. Through the different teamwork drills and games, Pupil A has developed the ability to trust others"

STAKEHOLDER

"I rally up my teammates at breaktime to communicate to them that we have training. I'll also go around their classes and email them as well, just so they know and so they are prepared for the session. This makes me feel a lot more confident, that I've been given a big responsibility, it's also helped me mature into who I am"

YOUNG PERSON

"Pupils have also developed new skills and resilience which can be transferred to other sports and areas of their lives"

STAKEHOLDER

"Great initiative and long may it continue - offering great opportunities for girls of all shapes, size, ability to participate in team sport and have fun"

PARENT/CARER

"I knew nothing about rugby at the start of it, but now I feel like I know everything about it"

YOUNG PERSON

3

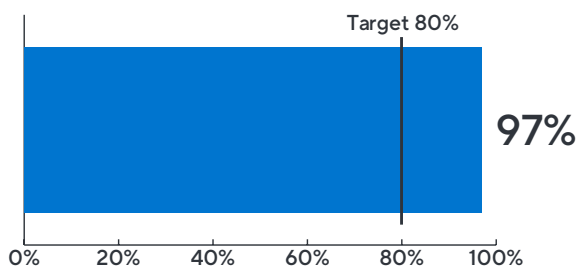
YOUNG PEOPLE'S HEALTH AND WELL-BEING IMPROVES

All young people reported feeling more positively against at least one of the SHANARRI wellbeing indicators (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included).

- **1,907 YP reported an increase of feelings against SHANARRI indicators.**
(568 YP reported an increase of feelings against SHANAARI indicators in YR 3)
- **93% of Stakeholders have reported a perceived increase in SHANARRI indicators amongst YP.**
(93% of Shareholders reported a perceived increase in SHANAARI indicators amongst young people in YR 3)

Fig 2.7 97% of young people reported increase of feelings against the SHANARRI indicators, and this is also supported up by the Stakeholders reporting percentage.

Fig 2.7 : Young people report increases in feelings against SHANARRI indicators



St Pauls CashBack Rugby Ambassadors completed their Introduction to Match Officiating Course ahead of the primary school festivals

"It has allowed me to stay calm in situations I might not have been able to do before hand, playing rugby is my happy place to forget everything for a bit"

YOUNG PERSON

"School of Rugby helps when I'm feeling anxious and down"

YOUNG PERSON

E has been through a lot in the past three years, as well as Covid, lockdowns. This programme has helped E in more ways than anything else we tried. She enjoys rugby, being part of a team, using her own initiative which she struggled with before. I cannot thank the people involved with SOR enough. Thank you"

PARENT/CARER

"The programme is catering for young people of all shapes, sizes, and those with social and emotional issues as well. The programme creates positive relationships with staff and other pupils. Pupils feel welcome, supported, and react positively to the standards expected"

STAKEHOLDER

"It has made me feel healthier on and off the pitch as well as feeling a lot more confident"

YOUNG PERSON

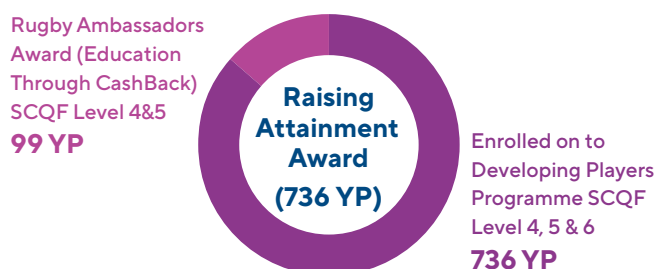
"I think just wanting to do physical activity, I think after we went into the gym or after we did our circuit training, we felt good. I think if like a couple days went past and you didn't do your own training or circuits that you'd see your motivation dip, you wouldn't be as happy as you were. So, I think it had like a real change in our mood"

YOUNG PERSON

4

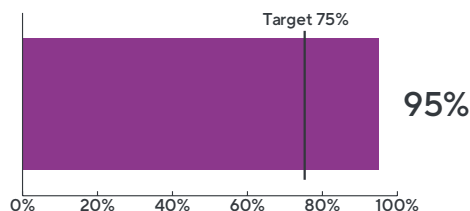
YOUNG PEOPLE PARTICIPATE IN ACTIVITY WHICH IMPROVES THEIR LEARNING, EMPLOYABILITY AND EMPLOYMENT OPTIONS (POSITIVE DESTINATIONS)

- 1,862 YP have achieved a positive destination.
(547 YP have achieved a positive destination in YR 3)
- 823 YP have reported that their attendance has improved.
(329 YP have reported that their attendance has improved in YR 3)
- 956 YP have reported that their attainment has improved.
(367 YP have reported that their attainment has improved in YR 3)
- 548 YP reported that they had attended a local rugby club.

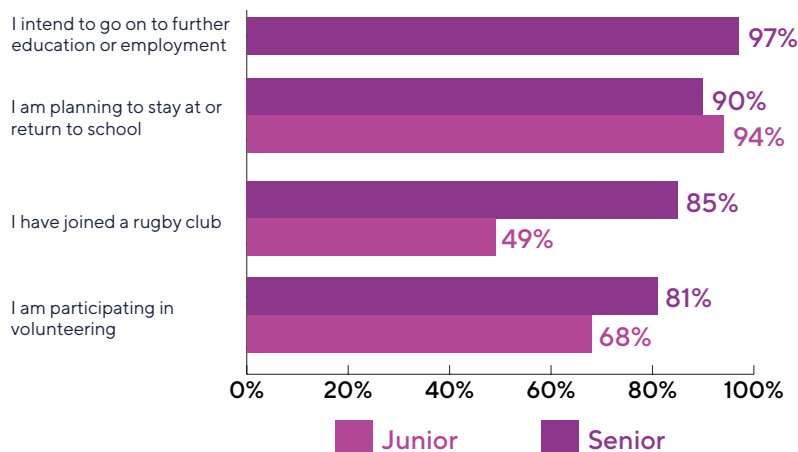


These awards have helped improve attainment and attendance at school while supporting young people engage further in education, either at school or in further education. While some have utilised their new skills to gain employment.

Fig 2.8: Young people achieve a positive destination



Positive Destinations: Young Participants Responses in Year 3



"Pupil A has notched up over 200 Volunteering Hours through coaching and volunteering and has achieved an award through the 'My World of Work' scheme because of this. It's has been great having Pupil A as part of the coaching group. We have seen her develop both a coach and as a person. Whilst we have been under some restrictions, Pupil A has also helped organise some online/virtual Community Events as part of the Rugby Ambassadors Award"

STAKEHOLDER

"Due to the delivery content and style, I foresee many of the CashBack SoR pupils moving onto gain qualifications in P.E such as Higher and Advanced Higher. Their rugby will be at the heart of their success!"

STAKEHOLDER

"The Developing Player Programme has helped to raise attainment and attendance"

STAKEHOLDER

"The School of Rugby involvement has led to increased participation in rugby activities generally but has also offered a platform for our daughter to develop rugby coaching skills, volunteer in local primary schools and be involved I the local council Sports Leadership programme. These have all helped her to become more confident and independent"

PARENT/CARER

5

YOUNG PEOPLE CONTRIBUTE POSITIVELY TO THEIR COMMUNITIES

- **1,720 YP reported that they have a heightened sense of belonging to a community.**
(533 YP reported that they have a heightened sense of belonging to a community in YR 3)
- **1,809 YP reported that their contribution, links with communities and social interaction are improving.**
(528 YP reported that their contribution, links with communities and social interaction are improving in YR 3)
- **1,331 YP reported that they have an increased motivation to positively influence their community.**
(447 YP reported that they have an increased motivation to positively influence their community in YR 3)

Young people's sense of belonging to a community was also positively impacted by the programme, with most young people indicating they feel closer to their school community as a result of their experience in the School of Rugby programme (Fig 2.9).

Fig 2.9 : Participants have a heightened sense of belonging to a community

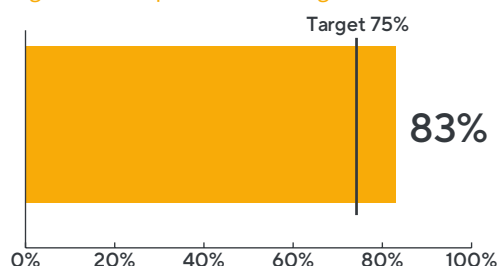
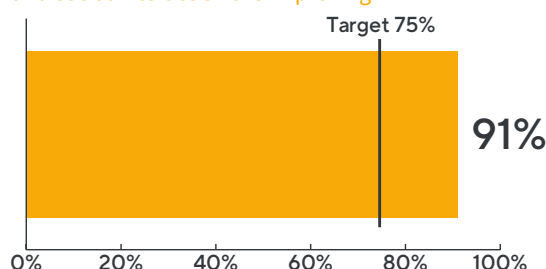


Fig 2.10 : Young people feel their contribution, links with communities and social interaction are improving



"Lockdown wasn't easy but what I learned from the School of Rugby has helped me stay OK. I was so pleased to be asked to be a Rugby Ambassadors which has now give me a chance to help others as I was helped"

YOUNG PERSON

"The programme primarily gives the pupils a sense of belonging and makes them proud. With this pride there is a great sense of responsibility to maintain standards whether in class, in the team and ultimately the community"

STAKEHOLDER

"It gave me a lot of structure and gave me goals to stop doing what I had been doing at the time. If I hadn't had this, I hate to think what I would have been doing now. But I love being in Hawick now. The people are so friendly. You can walk down the street, and everyone says 'Hi'"

YOUNG PERSON

"Coaching at Comely Park Primary School has helped with my confidence. I am quite a shy person but doing this forced me to come out of my shell and I am no longer afraid to speak in front of people. At first, I was very shy and nervous, leaving the other two ambassadors to take over. But as the sessions progressed, I became more confident and started to help more... I enjoyed seeing the pupils progress each week. I have really improved my communication and leaderships skills. I am very grateful to have had this opportunity to go back to my old primary school to coach"

CASHBACK RUGBY AMBASSADOR



YOUNG PEOPLE ARE DIVERTED FROM CRIMINAL BEHAVIOUR OR INVOLVEMENT WITH THE CRIMINAL JUSTICE SYSTEM

- 914 YP reporting reduced antisocial and/or criminal behaviour.
(353 YP reported reduced antisocial and/or criminal behaviour in YR 3)
- 989 YP feel less inclined to participate in anti-social and/or criminal behaviour.
(381 YP feel less inclined to participate in anti-social and/or criminal behaviour in YR 3)
- 1,701 YP report that they are less likely to participate in risk-taking behaviour.
(496 YP reported that they are less likely to participate in risk-taking behaviour in YR 3)

Most young people (93%) said that, because of their engagement in the programme they felt less likely to participate in anti-social and/or criminal behaviour – well exceeding the 40% target (Fig 2.11).

Fig 2.11 YP report reduced antisocial and/or criminal behaviour

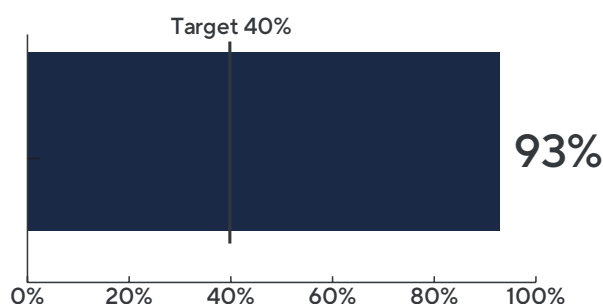
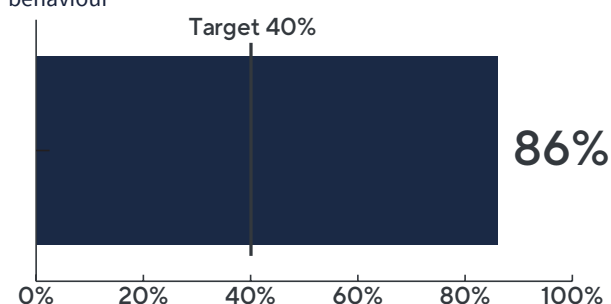


Fig 2.12: YP report that they are less likely to participate in risk-taking behaviour



“Before school of rugby I wanted to leave school and just get drunk every weekend and not have a goal or purpose to anything I’m doing. Now I really want to get my coaching qualifications and try gain more qualifications at school and go on to getting a job in sport.”

YOUNG PERSON

“I Really enjoyed delivering at the Falkirk Rugby Club CCR events. I hadn’t done much coaching before but the ETC workshop on ‘working with young people in sport’ and Scottish Rugby’s ‘coaching essentials’ course prepared me for working with the young people who engaged in the Friday night sessions. It was great being mentored by Duncan (Cash Back Development Officer), knowing I had him to support me gave me a lot of confidence”

KIERAN, 21YRS

FALKIRK RFC COMMUNITY RUGBY AMBASSADOR

SCHOOL OF RUGBY AND THE PANDEMIC

Given the impact of the COVID-19 pandemic and the resulting alterations to the delivery of the programme in this school year, young people were also asked specific questions about how these changes had affected them. This section explores the responses to these questions.

Most young people (92%) indicated that being part of School of Rugby has provided a consistent source of support to them during the pandemic. Additionally, more young people felt supported by delivery staff, including teachers, coaches, and development officers and a significant number drew support from their fellow participants (see Fig 3.1).

Those that said they had been able to access other forms of support were also asked to provide examples of this. Most comments referenced the E Learning Mental Wellbeing course, available on the Scottish Rugby website. Others commented that (unspecified) materials shared during Microsoft Teams sessions had been helpful.

In addition to the E Learning course already mentioned, common examples given included: enabling people to see and speak to their friends regularly (even in lockdown through online sessions); sessions providing something to look forward to; and having rugby as a positive focus while other parts of life were hard.

These findings are reinforced by responses to another question, which demonstrate that most young people credit the programme with helping to keep them connected with other people during the pandemic (See Fig 3.4). Asked which aspects of School of Rugby had helped to maintain their physical health, young people predominantly commented on the fitness videos and workouts shared during online sessions.

Based on responses these provided useful in terms of content but also as a strong motivator for a significant number of young people. A few young people also spoke about wishing to keep fit and active with a view to being ready once in person rugby sessions began again.

Fig 2.13: Have you felt supported by the School of Rugby through the pandemic?

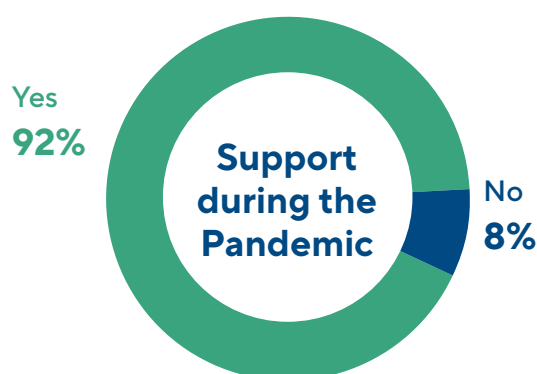


Fig 2.14: Do you think being part of SoR has helped you to stay connected with people during the pandemic?



WHAT WORKED WELL ABOUT ONLINE DELIVERY?

Young people were asked to comment on what they thought had worked well about online delivery of School of Rugby during lockdown. Some young people commented that organisation of the sessions had been good in general and that they had enjoyed it based on the positive impacts described above. Other positives given included:

- The Mark Bennett workshop
- The Aspiring Performers Programme fitness sessions
- Tackling Nutrition and Health Eating
- The Concussion Awareness Workshop
- Reducing Risk Taking Behaviours – Road Safety Workshop with Scottish Fire and Rescue
- The Rugby Ambassadors Award (ETC workshops)

CashBack Community Rugby Event (During Covid 19) – Hawick HS / RFC

“Hawick HS / RFC were due to host their ‘CashBack Community Rugby’ event but because of the pandemic and restrictions that were in place, we had to rethink the event. The school, players and the club recognised the work that the Salvation Army were doing throughout lockdown, providing over 463 food parcels to the local community and town throughout the pandemic.

The CashBack SoR players and Rugby Ambassadors decided to try and help the charity with their efforts and so, the CashBack Community Rugby ‘Sleep Out’ was born.

The event tried to encourage all players, staff, family members, volunteers and the wider rugby community to take part in a Sleep Out and the rules were simple, no beds allowed and to try and make a small donation if they could.

Over 35 players from the CashBackSoR programme and over 100 people from the wider community took part in the event, which was huge success, raising over £1,600 for the Salvation Army, £1,100 over the original target. The event really encouraged the players and wider rugby committee to get behind a local charity which has such a huge impact within the community throughout the pandemic. With family members and community volunteers also supporting the players in their efforts, the event has also helped strengthen support networks and the funds raised has enabled the charity to continue their works within the local community”.

DAVID COWAN – HAWICK RFC/HS COMMUNITY DEVELOPMENT OFFICER



Hawick School of Rugby pupils presenting a cheque to Salvation Army after a fundraising event during COVID-19

CASHBACK COMMUNITY RUGBY:

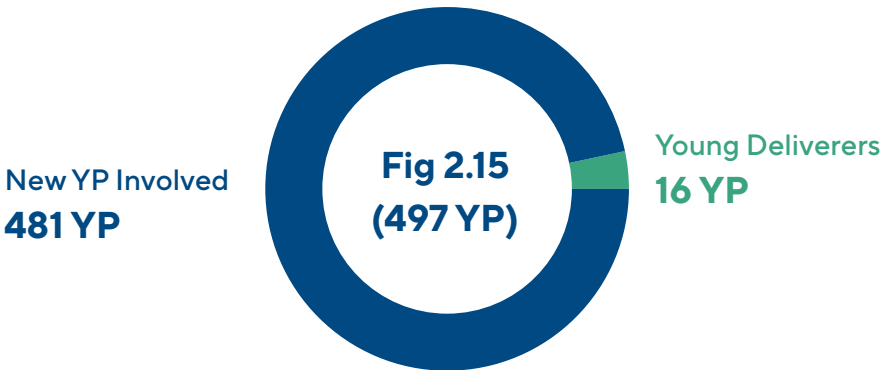
The CCR is a local club run event in partnership with Scottish Rugby and CashBack for Communities. The programme is delivered across two 8-week blocks in a ‘Tartan Touch’ delivery model with police led ‘Anti-Social Behaviour’ workshops.

The event will be open to 12yrs olds – 24yr olds but will aim to target 16 – 24yrs olds Pre – NEETS / NEETS (Not in Education, Employment or Training) through school, police and community referral systems. The event aims to provide an opportunity for these ‘referral’ individuals to engage in a positive, physical activity through a local rugby club, whilst raising awareness and education around the impact anti-social behaviour can have within the local community.

In Year 3 the CCR programmes were supported by Scottish Association for Mental Health (SAMH). They attend CCR events between the Edinburgh, Dundee and Glasgow delivering activity based worked shops offering support and information to the Young People.

“SAMH found the Scottish Rugby CCR sessions to be very beneficial for the young people who attended. We supported six sessions across three different areas of Scotland and, in all areas, the young people engaged well with them well. We used simple activities to encourage the young people to think about their mental health and wellbeing, and led conversations that helped the young people in all areas to gain something from the sessions. We were asked when we were coming back, which indicates the value the young people placed on our sessions. The sessions were very well organised and managed by Scottish Rugby staff, and as external partners; we felt valued and supported at all points from development to delivery”.

KIRSTY STEWART
SAMH



Each YP involved in the CCR event was asked what they would normally be doing if they had not attended. “Being at home” “On the Street” “Drinking” and “Going out” were typical responses.

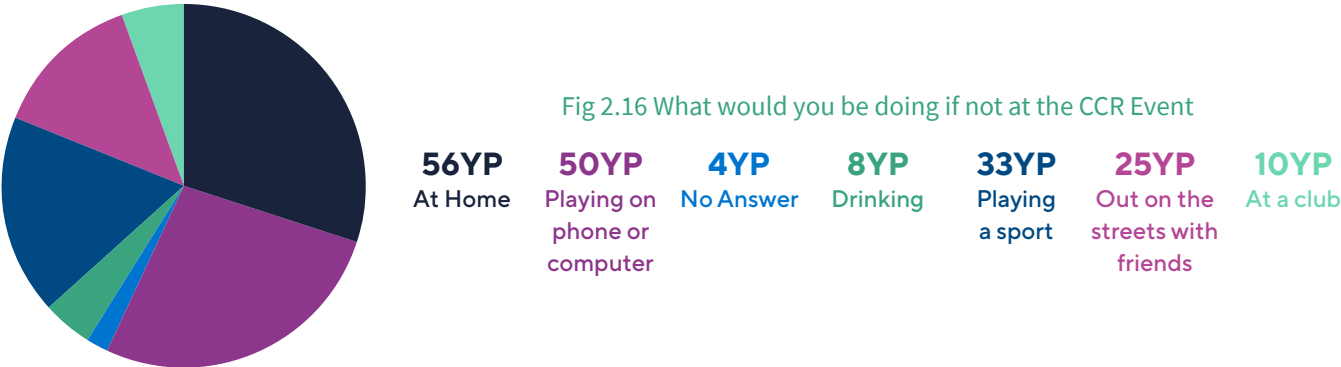
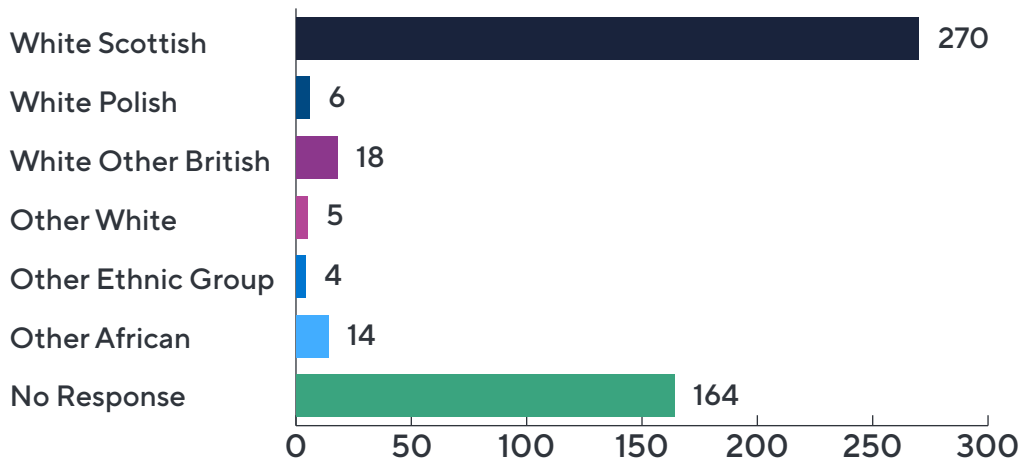


Fig 2.17: CCR Participant Ethnicity



CashBack Community Rugby Event - Wester Hailes

"It was a privilege to be invited to support in the CashBack Community Rugby Group activities on Tuesday. The welcome and respect that I received from all that took part is a testament to the work that you and your team do on a regular basis. You must be so proud to have such an amazing group of young people who are not only eager to be there but who are also well minded and well-mannered individuals. The CCR do an amazing job and I look forward to taking part in some more activities in the future."

SGT S A NEILL (RAF)
NCO COMMUNITY
ENGAGEMENT TEAM

CashBack Community Rugby Event - Hawick Rugby Club

"Anti-social behaviour, there's massive amounts in Hawick, however with this being on, I've seen lots of your faces before kicking about the time, used to get calls for, up Kelworth Avenue phone box, windows being knocked on, stones thrown at, egged, all over Hawick.

However, the past few Wednesday's nights those type of calls have dropped and I am wondering if it's because of lot of the kids that do it are here. However, I think you have learnt yourselves there's more to going out and causing any sort of grief for folk who are living a quiet life, I know not all of you are involved in it but some of you are."

HAWICK COMMUNITY
POLICE OFFICER

WHAT'S EVERYONE SAYING?

Young Persons Engagement – Department of Additional Support

"Pupil A had a difficult time at Primary school, being removed from three different primary schools before progressing onto Levenmouth Academy. Unfortunately, Pupil A also suffered from regular bullying and consequentially lacked confidence in larger groups, struggling to positively interact with other pupils in classroom-based lessons. This has led to poor behaviour in class, resulting in Pupil A being removed from some curricular lessons. Due to his inability to manage in mainstream classes, Pupil A was encouraged to engage within the CashBack 'School of Rugby' programme.

"Since joining the SoR programme, Pupil A's confidence and self-esteem has really developed, and he's said he really enjoys the programme and that it gives him a reason to attend school. Subsequently, Pupil A's attendance has increased as has his engagement with learning. The alternative delivery style and 1v1 support the rugby lead and programme has offered has allowed him to develop related skills such as problem solving and understanding of health & wellbeing."

MRS McALLISTER
HEAD OF THE DAS DEPARTMENT LEVENMOUTH ACADEMY

School of Rugby Programme

"The impact on all of our pupils who have been involved in the CashBack School of Rugby is immeasurable, from a pupil who had no rugby experience when starting the programme, who is now an U18 Scotland International to pupils who do not play competitively but who grow socially in the curriculum class. The programme has truly increased the confidence, attitude and sense of belonging of each and every pupil involved.

Our senior pupils, all of whom were involved in the early stages of the programme, were invited to apply to be Rugby Ambassadors when they reached the Senior Phase of school. The application process mirrored that of applying for a job, with firstly an application form was to be filled in and followed by interviews with 4 adults on the panel. We hoped this would help prepare and ease nerves when it was time to apply for jobs/university places. Our ambassadors have been very proactive when organising primary extracurricular sessions in terms of content, staffing rota and travel. These are all transferable skills which I hope will set them in good stead for the future. The ambassadors have helped at many events over the years including a Falkirk High School Primary Cluster Festival where each Ambassador was allocated either a team or a pitch or a specific administration role, all Ambassadors were exceptional each and every time they were involved, this came from Primary teachers feedback who stated on a regular bases that they were able to stand back and enjoy watching the pupils being involved rather than have to encourage and organise like at other events.

Without the partnership with CashBack the number of pupils exposed to rugby in Falkirk would be a fraction of what it is now. This would have the knock-on effect of less confident pupils, pupils who would struggle with transition from primary to secondary school and all the skills that our Ambassadors have obtained throughout their time at Falkirk High School."

NEIL DAVIES
TEACHER, FALKIRK HIGH SCHOOL

School of Rugby Programme

"CashBack has provided us the opportunity to break down barriers for our young people to play rugby, build their confidence, create positive relationships and become role models within the School of Rugby programme."

LAURA LUEDKE
TEACHER, ST PAULS HIGH SCHOOL

Developing Player Programme – Castlebrae High School

"The Developing Player Programme has allowed 1/3 of our S3 cohort to access a new and exciting course. Pupils have engaged in a range of opportunities such as Strength & Conditioning sessions, learning about nutrition, and have begun to understand the game and tactics within rugby. Our pupils have become strong team players, developed sportsmanship and communication. Our pupils have been given the opportunity to develop skills for learning, life, and work beyond school which they can implement into their daily lives. The programme has opened pathways for pupils to participate in extra-curricular rugby and compete with peers from around Edinburgh and further afield. Overall, pupils have developed perseverance, resilience, and cooperation throughout this programme."

ZOE GRANT
P.E TEACHER, CASTLEBRAE
HIGH SCHOOL, EDINBURGH

CashBack Community Rugby Event – Falkirk High School

"I felt the Friday Night Youth Sessions went well and there was great enthusiasm shown by all who attended. It was a good opportunity to gain some experience in delivering rugby at an event like this and it gave me an insight into what my role as an ambassador would involve".

DANIKA (17YRS),
CASHBACK RUGBY AMBASSADOR
FROM FALKIRK HIGH SCHOOL

"The Friday Night Youth Sessions were a definite success. It was a fragmented school year for many of the youths who attended, and they didn't have many opportunities to socialise with their peers during this time. I feel as if providing them all with fun activity and a healthy hot meal at the end positively impacted their health and wellbeing both physically and mentally, something which was much needed after the past 18 months".

DUNCAN MCKINSTRAY
FALKIRK RFC/FALKIRK HS CASHBACK
DEVELOPMENT OFFICER

School of Rugby Programme

“Since the start of the programme I have watched these young people become more accountable for their actions, more committed to what they apply themselves to, as well as improving their health and wellbeing through sport specific training.”

**MR MACIVER
P.E TEACHER, ALNESS ACADEMY**

“These are decent kids who just needed the right chance and opportunity, and the programme led by Hammy, has provided the outlet and allowed them to become more self-aware and confident. It’s a new sport and activity to all of them but the School of Rugby, has provided an identity and they have the support of an individual who is willing to go that extra mile. It’s bringing real change and in such a short space of time”.

**MR CLARKSON
DEPUTY HEAD TEACHER AT
BRAEVIEW ACADEMY**

CashBack Community Rugby Event – Wester Hailes High School

“The Southwest of Edinburgh has a real diversity of areas with some of the city’s most expensive houses sitting alongside areas of deprivation. There is youth-related anti-social behaviour in our area and we in the police always seek to tackle that by partnership working. That was why, when contacted by Community CashBack, and asked to get involved in one of their rugby sessions taking place in the grounds of Wester Hailes High School, we were keen to be involved. It’s obvious to the police that young people involved in sports are less likely to get into trouble. When we popped along to our session on a freezing cold February night, we were pleased to see a range of ages and sexes all playing rugby together. We provided them a short Alcohol Awareness input, they really engaged with us on that. There is no doubt that this kind of activity and those like it will contribute to these youngsters reaching positive destinations”.

**COMMUNITY POLICE
SOUTHWEST, EDINBURGH**



Balwearie School of Rugby

CASHBACK AND SOCIAL MEDIA

Tweet



You Retweeted
Duncan McKinstry
@d_mckinstry

Brilliant day down at @BordersCollege for the Developing Players Programme event for the East Region Cashback Schools 🏉

Well done to @EJones80 for organising, the kids got a great experience 🙌
#EveryonesGame



You and 7 others

6:02 PM · Mar 14, 2023 from Edinburgh, Scotland · 2,241 Views

Tweet



Nicole Stark Retweeted
StPauls_PE
@StPaulsPhysEd

Fantastic night at the @SPEnergyNetwork @GlasgowWarriors Final with our very own Georgia picking up an award in recognition of her commitment and dedication to the rugby team 🏉 @CashBackScot



11:21 AM · Apr 26, 2023 · 14.3K Views



CashBack4Communities @CashBackScot · May 17
Brilliant to see a CashBack School of Rugby supporting their community and trying to make a difference. Dressed smartly for the occasion too! Well done all 🙌 @HawickU18s @hkwands #HawickYouthRugby @theBSCprogramme

HawickYouthRugby @hkwands · May 16

Giving a little back. Hawick U15s, 16s & 18s out today helping with a couple of community projects as part of the towns big clean up. Huge thanks to all the players and committee who were able to attend.
@CashBackScot @kieran1cooney @HawickU18s @hkwands
#HawickYouthRugby



3 8

Tweet



The Futures Green
@CommunityHRFC

Hawick Community Rugby Kit Swap

Please get involved.

@CashBackScot @TheHawickPaper @HawickRFC @Scotlandteam @happyeggshaped



12:06 PM · Feb 8, 2023 · 3,859 Views



Murrayfield Wanderers FC @wandiesrugby · Mar 2
Many thanks to everyone who took part in the @CashBackScot Community Rugby Event at @WHHS_Edin and the great attendance and participation from all the pupils of @WHECHWB and @THSPerformance_

We loved providing this unique experience and bring the best out of our young people!

Scottish Rugby @Scotlandteam · Mar 1

Over the February Holidays, several schools across Edinburgh took part in hosting @CashBackScot Community Events 🏉

We visited one of the events at Wester Hailes High School 📍



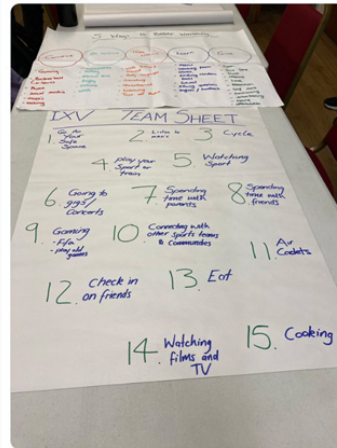
6 12 1,648

Tweet



Nicola Stark Retweeted
Kirsty Stewart
@KirstyStew

Night 2/2 down at @GHRFC supporting their Cash Back sessions. Lots of great conversations and engagement from all young people across both sessions! DV Team Sheet always a favourite activity @SAMHtweets @Time_Hodgepole



Tweet



FHSPhysicalEducation @FHSPhysicalEd · Mar 17
Breaking News !!

History has been made...@FalkirkHigh has it's FIRST EVER female International player!

Congratulations to Hollie who was part of the first ever all girls @CashBackScot School of Rugby class in 2018 🏉

A truly magnificent achievement! #weareFHS #weareFHSRugby
Show this thread



8:32 AM · Mar 18, 2023 · 1,458 Views

CONCLUSION

Phase 5 of the CashBack programme had a challenging start during the Covid-19 pandemic, but thankfully saw a return to rugby delivery in person following Year 2 of the programme. The Project Officer team supported the Development Officer network to rebuild the practical elements of the programme following the pandemic and ultimately managed the successful delivery of an impactful 3-year CashBack programme. This consisting of on-field, off-field, and community rugby events to achieve the CashBack School of Rugby outcomes.

A key element of success for Phase 5 was the opportunity to get into Schools and work with the local clubs and community on the delivery of the CashBack Community Rugby programme. A prime example of this is the programme delivered by Wester Hailes HS and Murrayfield Wanderers. In conjunction with various partners, during the week long event week which included Police Scotland talking about how to look out for your friends when you are out and about. The police officers even joined in with a game of touch rugby with the young people. The group were put through their paces by visits from local boxing and judo clubs and on the final day they were taken to CrossFit Murrayfield for a session. SAMH came along for an afternoon and delivered a session about Wellbeing which involved lots of activity and group discussions.

A highlight of the 3-year programme was that one of our CashBack programme generated a Glasgow North Award winner in the form of Ibrahim Baig at St Pauls High School. Ibrahim Baig has come a long way since he first created a PowerPoint presentation to ask his parents if he could start playing rugby through to becoming the school Sports Leader and Rugby Ambassador where he has spent the last year delivering extra-curricular rugby to other young people at the school and turning up for every after-school training session, fixtures and festival.

In our Caledonia region we have been able to support a further school in Dundee, on top of Braeview we have been able to work with Dundee council on delivery of a programme at Craigie High School. Craigie HS have just completed their first full year in the CashBack programme and we will look forward to continuing the good work with the Craigie High School and community as we progress in to Phase 6.

As in previous years I would like to thank our CashBack team here at Scottish Rugby, Stewart Ross, Gavin Emerson and Nicole Stark, that have adapted so well throughout the last 3-years, to be able to continue to deliver the programme. We would also like to show our appreciation to Development Officers, the Schools and Clubs that worked so hard to deliver the programme and deliver the outcomes of CashBack. Our thanks also go to Arran Dewar, Sam Linton and the team at Inspiring Scotland for the support, understanding and flexibility they have showed us during such a difficult time. As we come to the end of Phase 5, we would also like to thank Lesley Nicholson for leading the CashBack programme and wish her well as she moves on to a new role.

Steve Turnbull
Head of Rugby Development Operations



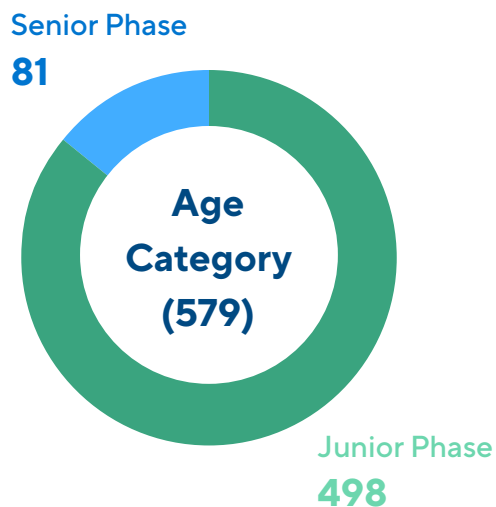
Scotland and Edinburgh player Jamie Ritchie visiting Braeview Academy assisting at a School of Rugby session

APPENDIX: FINANCIAL BREAKDOWN

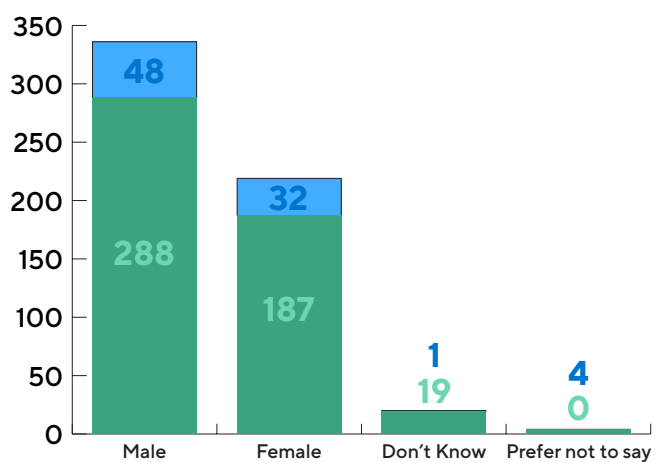
LOCAL AUTHORITY	CASHBACK SPEND
Scottish Borders	£51,869
Edinburgh City	£118,440
Fife	£48,333
Dundee	£50,033
Highland	£38,033
Falkirk	£38,033
Lanarkshire	£41,033
Glasgow City	£67,783
Dumfries & Galloway	£41,033
East Ayrshire	£41,033
TOTAL	£535,623

DASHBOARD: MEASURE	METRIC	PERFORMANCE ACTUAL	TARGET
Project Activity (no less than 85% on project costs - at least 75% revenue costs and up to 10% capital costs)			
12 x School of Rugby Centres @£18.3k per SoR (covering 17 schools)	£	£219,600	£219,600
3 x School and Youth Project Officers (Cost of Employment)	£	£130,000	£130,000
Cashback Kit for Schools @ £1,500 per school per annum x 17	£	£25,500	£25,500
Travel cost for travel to competitions £3k per school x17	£	£51,000	£51,000
Staff Training £5k per annum	£	£5,000	£5,000
CashBack Community Rugby (CCR) 4 week cycle per Quarter x 12 SoRs @ £3.14k	£	£75,023	£75,023
Total Project Activity	£	£506,123	£506,123
Other Project Costs			
Management and Marketing (up to 10% of CashBack funding)	£	£19,500	£19,500
External Evaluation (per agreed guidelines)	£	£10,000	£10,000
Total Other Project Costs	£	£29,500	£29,500
Total Expenditure	£	£535,623	£535,623

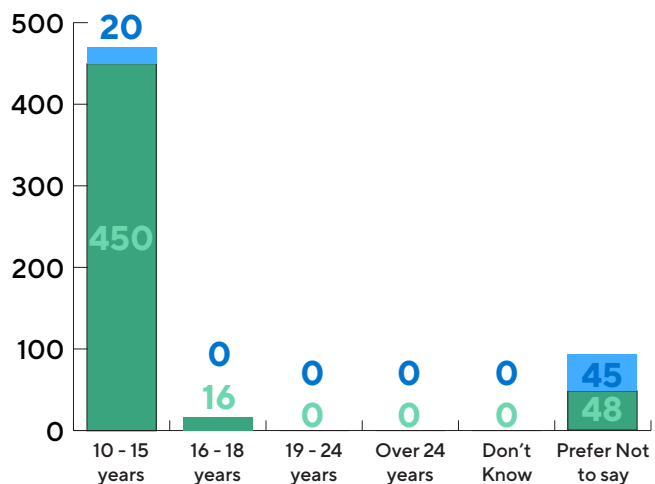
APPENDIX: DEMOGRAPHIC DATA – NEW PARTICIPANTS FOR YEAR 3



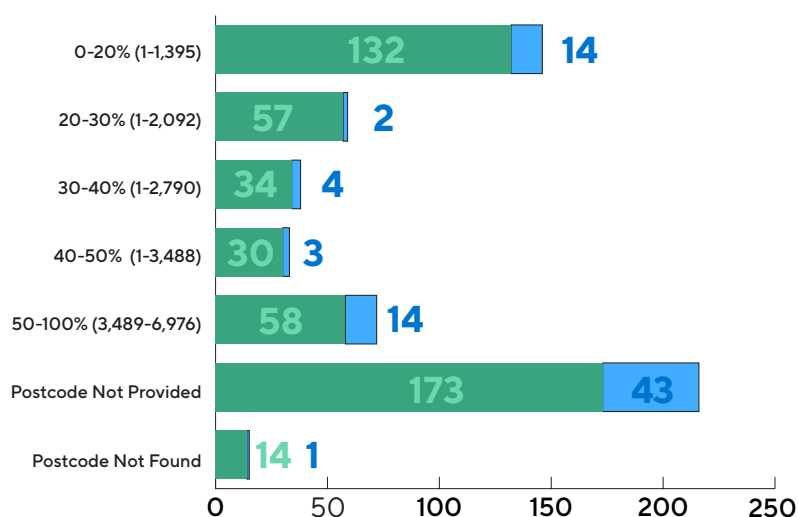
Gender Profile



Age Profile



SIMD Profile



Disability Profile

DISABILITY	JUNIOR PHASE	SENIOR PHASE	TOTAL
Learning, understanding or concentrating	5	0	5
Social or behavioural	3	3	6
Dexterity	0	0	0
Mobility	1	0	1
Memory	0	0	0
Stamina, breathing or fatigue	3	1	4
Hearing	0	1	1
Vision	2	0	2
None of the above	268	70	338
Other	5	2	7
Prefer not to say	211	4	215
Don't know	0	0	0

Ethnicity Profile

ETHNICITY	JUNIOR PHASE	SENIOR PHASE	TOTAL
White - Scottish:	270	22	292
White - Other British:	13	20	33
White - Irish:	0	0	0
White - Gypsy/Traveller:	0	0	0
White - Polish:	6	0	6
White - Other:	11	4	15
Mixed or Multiple ethnicity:	4	1	5
Asian - Pakistani	0	0	0
Asian - Pakistani / British / Scottish	2	2	4
Asian - Indian	0	0	0
Asian - Indian / British / Scottish	4	0	4
Asian - Bangladeshi	0	0	0
Asian - Bangladeshi / British / Scottish	0	0	0
Asian - Chinese	0	0	0
Asian - Chinese / British / Scottish	3	0	3
Asian - Other Asian ethnicity:	4	0	4
African - African, African Scottish or African British:	8	2	10
African - Other African ethnicity:	8	2	10
Black - Caribbean:	1	0	1
Black - Black, Black Scottish or Black British:	4	0	4
Black - Other Black ethnicity:	0	1	1
Arab, Arab Scottish or Arab British:	1	2	3
Arab - Other Arab Ethnicity	0	0	0
Other ethnic group:	3	2	5
Prefer not to say:	131	23	154
Don't know	25	0	25



SCOTTISH RUGBY

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