



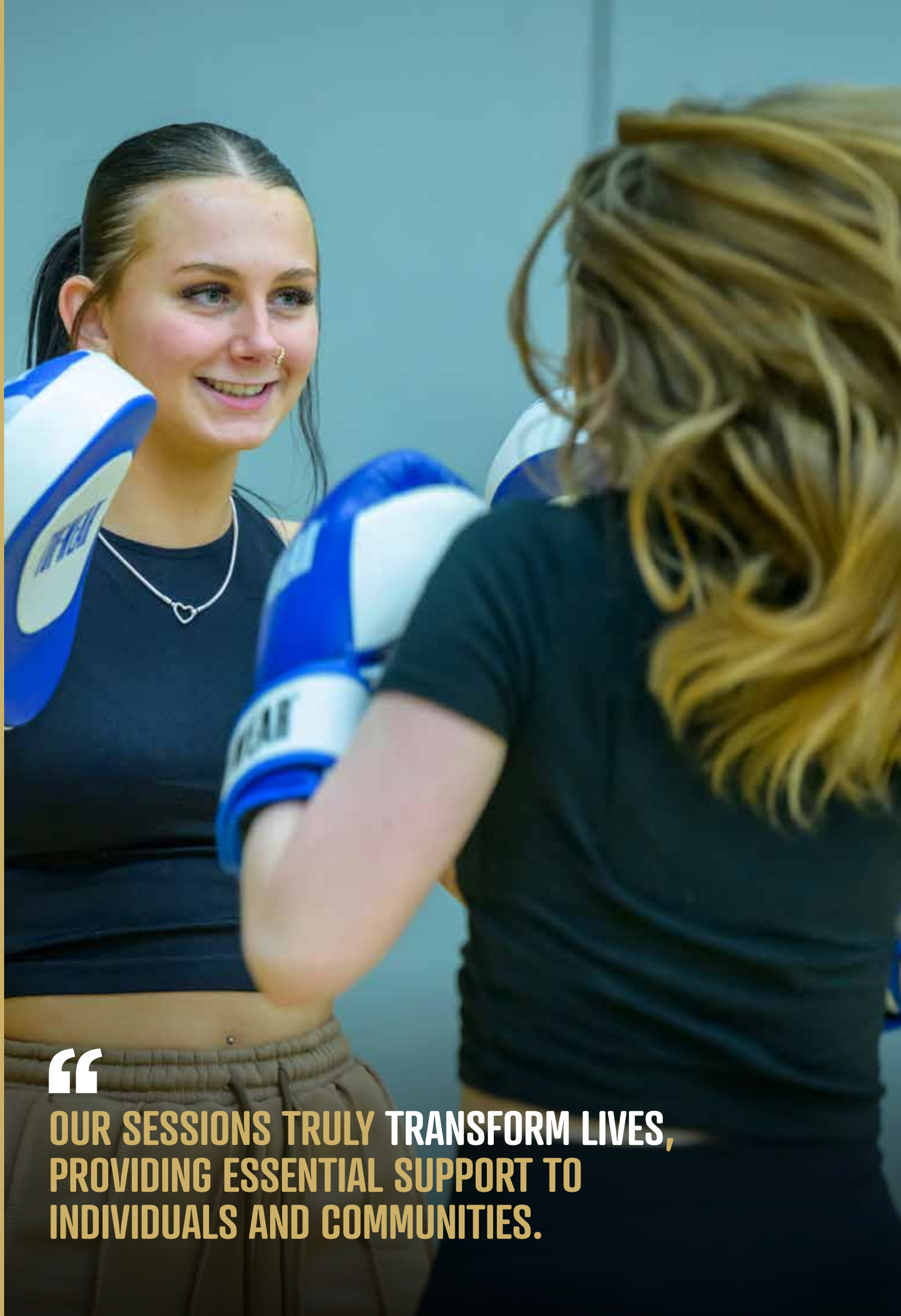
ANNUAL REPORT

★ 2024-2025



“

I WAS IN A **BAD PLACE** AND ITS REALLY
HELPED ME WITH EVERYTHING, ITS
HELPED ME WITH **MY WHOLE LIFE**, ITS
SET MY WHOLE CAREER UP.



“

**OUR SESSIONS TRULY TRANSFORM LIVES,
PROVIDING ESSENTIAL SUPPORT TO
INDIVIDUALS AND COMMUNITIES.**

Welcome



“

**We are delighted to present
SSF’s annual CashBack for
Communities review.**

This interim report highlights the incredible efforts of the SSF team, working collaboratively with young people to enhance their understanding, support, and physical activity whilst providing positive alternatives to antisocial behaviour and entering the criminal justice system. Our focus remains on engaging those who would benefit most, incorporating trauma-informed approaches within our team and beyond.

Special thanks to **sportscotland** and Dougie Millen, who covered our CEO Kirsty’s maternity leave. Dougie’s exceptional leadership has left a great legacy.

Andrew Marley, our first youth director, has transitioned from his role as an official young person but continues to serve on the board. We are pleased to welcome our new youth director, Hollie Fullerton.

A key highlight this year is the development of our youth panel. These incredible young individuals have contributed to our strategic direction, spoken at our awards night, engaged with the board, and provided input on our initiatives to tackle gender-based violence.

**Maureen McGonigle SSF Chair
& Kirsty McNab SSF CEO**

“

**As a Youth Panel member,
I have participated in crucial
planning discussions to
expand and innovate our
programmes.**

The growing demand for SSF’s services is evident. Our sessions truly transform lives, providing essential support to individuals and communities.

A personal highlight was our annual SSF Awards Night, celebrating the remarkable achievements of our participants and volunteers. At the event, I had the honour of sharing our panel’s journey, a moving reminder of SSF’s ongoing impact. I encourage more young people across our regions to join SSF programmes and share their community’s needs with us. I am excited for the future and eager to see the incredible achievements we will accomplish together.

**Bryony Sharp,
Youth Panel Member**



★ Our Charity

“

TRANSFORMING YOUNG LIVES THROUGH SPORT.

Our vision is a world in which every young person fulfils their potential. **Our mission** is to use sport as a catalyst to help young people become healthier, more confident, and more resilient, so they are better prepared to combat the effects of poverty, trauma, and adversity. **We work** to enable young people living in challenging environments to become champions for good in society. We do this by connecting, listening, and acting; educating

and enabling others to expand our impact; creating spaces where young people feel safe and welcome; and harnessing the power of sport. **Our values** guide everything we do: empathy means we are **compassionate**, understanding, and always listening; **leadership** means we are decisive, ground-breaking, and experts in our field; **inclusivity** means we are diverse, equitable, and inclusive by design; and **passion** means we approach our work with dedication, love, and care.



★ Our Programmes



SSF CHANCE:2:BE

Our 24 week personal development programme. A safe environment for young people who may be finding it hard to stay in school. This programme offers one-to-one support, personal development workshops on mental health and well-being, job seeking preparation, college visits, training and SCQF accreditations. Alongside our highly trained team, young people build connections with their local communities to introduce them to activities and support networks on hand. And of course, at the heart of this programme is lots of access to sport and physical activity to develop teamwork, social skills, problem solving, resilience and building confidence.



SSF YOUNG LEADERS

This programme empowers young people to take on leadership roles and become positive role models in their communities. For young people aged 14 plus, this programme includes a two day leadership training residential with the chance to meet young people from across the country. There's regular leadership training on topics like disability inclusion and safeguarding, the chance to volunteer at sporting and local community events with lots of games, sport and physical activity along the way. When ready, young leaders are introduced to other community environments to influence them or to start their own projects.



SSF TWILIGHT

SSF Twilight is an evening, multi-sport and youth work programme. It takes place in communities where antisocial behaviour might occur and where there may not be financially accessible activities for young people in the evening. It provides young people with a safe environment to play games, meet friends and have a hot meal. As well as sport, young people can take part in workshops on mental health, self-care, well-being, conflict resolution and managing stress. On site, there are a range of community partners allowing young people to connect with other useful local services, allowing them to develop their support systems.



SSF EDUCATION AND TRAINING

Our Education and Training is available throughout Scotland. It provides education, accreditation and well-being programmes for young people, and CPD training for practitioners working in sport and youth work settings. Our tutors deliver learning that is practical and interactive, is bespoke and facilitates personal development.

★ Our Team

Board of Directors

- ★ No changes this year.
- ★ Succession planning is underway for upcoming board rotation.
- ★ Active working groups with board champions in:
 - Equality, Diversity & Inclusion (EDI)
 - Sustainability
 - Child Protection

Youth Panel Recruitment

- ★ A new youth panel was successfully recruited to guide strategic direction and amplify youth voice.

Panel members by Region

- ★ **Fife:** Chloe Scougall, Erynn McGrath, Sophie Balfour, Lara Carroll.
- ★ **Stirling:** Kyra Morton, Zak Simpson.
- ★ **Glasgow:** Gareth Cuthbert, Kebba Sanneh, Junior Fitzpatrick, Nakita Templeton, Craig McIntyre, Andrew Gough, Wahab Ahmed.
- ★ **North Ayrshire:** Zara Kirkwood, Bryony Sharp, Evie Pettigrew, Mollie McAvoy.

Staff Changes

- ★ Kirsty McNab returned from maternity leave (Dec 2024), Dougie Millen returned to **sportscotland** (Apr 2025).
- ★ Rohanna Irvine on maternity leave: Adam Szymoszkowskyj covering on secondment from Edinburgh Council.
- ★ Diane Barbour and Robyn Caldwell returned from maternity leave.

New Team Members

- ★ Matt Solomons and Maciek Kornobis joined the Stirling team.
- ★ Scot Laird joined the North Ayrshire team.
- ★ Nicky Fagan appointed as Marketing & Communications Manager.
- ★ Kelsey Bain Weston joined the Education & Training team.



★ Our Approach

★ Relationships and Connection

Central and key to our work is relationships and human connection to ensure people feel seen, heard, and valued. Without connection, positive relationships cannot be formed.

★ Person Centred

Our approach is person centred, we work alongside people, we co-produce solutions with young people, giving them choice and autonomy. Things are done that way because it works for them.

★ Trauma Informed

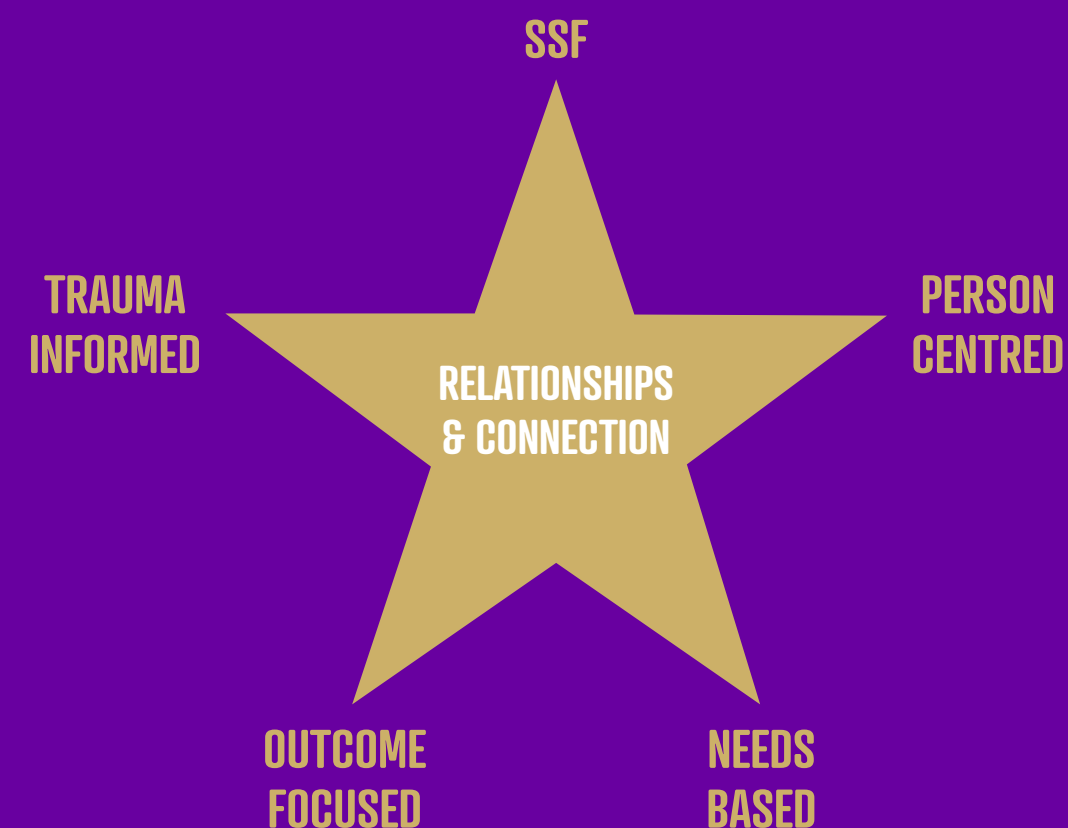
We recognise the presence of trauma symptoms and acknowledge the role trauma may play in an individual's life.

★ Outcome Focused

We focus on the changes and differences we hope to make.

★ Needs Based

We connect with young people and communities to understand their needs, what is missing and what needs are not being met.





★ Our CashBack Outcomes

1. Young People are diverted from antisocial, criminal behaviour and involvement with the justice system

CHALLENGE IDENTIFIED

Across our communities, we have seen a rise in crime and antisocial behaviour rates. This is a trend which has been identified nationally. The Scottish Government's Recorded Crime in Scotland Report showed Scotland faced a 4% rise in antisocial behaviour across the country. This has led to the formation of an Independent Working Group on Antisocial Behaviour.

In Lochgelly, our young people have disclosed they go out with large groups of 200 people to drink in their community, which often leads to negative consequences.



Mostly when people go out at the weekend they end up drinking and they will end up getting in trouble or getting hurt or that. But the Friday club [SSF Twilight] gives us that safe space if you know what I mean. There is no violence or that, I feel safe here.

SSF Young Person.

ACTION TAKEN

We have taken a proactive approach to addressing youth behaviour by engaging experts in gang culture and safe sport, equipping our workforce with the tools to positively influence the young people we work with.

One of our key collaborators is Graeme Armstrong, a Scottish author from Airdrie whose early life was shaped by North Lanarkshire's gang culture. Overcoming addiction, alcohol misuse, and violence, Graeme went on to study English at the University of Stirling and is now pursuing a PhD at the University of Strathclyde. His powerful outreach work sees him regularly visit schools and prisons, where he shares his lived experiences and promotes messages of non-violence and recovery.

Graeme's acclaimed debut novel, *The Young Team*, draws on his own life and has resonated deeply with both readers and critics. He has been actively involved with our programmes in Fife and Glasgow, including leading a workshop for all participants in our SSF Chance:2:Be initiative.

In addition, we've launched a pilot project in partnership with Kyniska Advocacy aimed at addressing and reducing gender-based violence. Co-designed and co-delivered with our young leaders, this initiative will take place in North Ayrshire and was shaped with input from the Youth Panel during the SSF Chance:2:Be Gathering in March 2025.

HIGHLIGHT/RESULT

This year, we have seen a growing understanding and recognition of our work. We have also focussed on strategic partnerships to enhance our work.

★ Our sector leading interventions were profiled at the release of the Independent Working Group on Antisocial Behaviour groups report at Holyrood Insights ASB conference.

★ Our interventions were specifically mentioned in the Scottish Government's Independent Working Group on Antisocial Behaviour report as good practice.

★ We are creating more partnerships as we develop a community system within our SSF Twilight provision with key local organisations integrated into our programmes.

★ Partnership working is creating more support networks for young people which is positively influencing their behaviour.

★ SSF Twilight is supporting key local issues with exacerbating antisocial behaviour challenges such as drug and alcohol (North Ayrshire).

★ We are bringing in external organisations to deliver different sports and activities to keep diverting them from engaging in negative behaviour (Clued Up - Fife; MXP Fitness - Stirling).

★ We are delivering conflict resolution workshops.

★ 88% of young people that were involved in antisocial or criminal behaviour before joining SSF, said their involvement in these areas had now reduced.

2.Young People participate in activity which improves learning, employability & employment options

CHALLENGE IDENTIFIED

Many of the young people we are working with are affected by the poverty related attainment gap. They face irregular school attendance, which hinders their ability to complete qualifications. We see this issue first-hand and have seen a significant increase in demand for our programmes, which assist those furthest from achieving a positive outcome.

ACTION TAKEN

The SSF Chance:2:Be programme has been significantly enhanced this year to provide young people with greater opportunities, while also piloting innovative approaches to support their development.

We have intentionally partnered with local colleges to ease participants into the college environment, ensuring a positive experience and positioning further education as an exciting and accessible next step.

Work experience opportunities have expanded considerably, enabling young people to explore a variety of potential career paths. We have collaborated with local businesses to establish placements in a range of community-based settings, including car valeting services and local gyms. Encouragingly, several of these organisations have expressed interest in receiving applications for modern apprenticeships from our participants.

In North Ayrshire, we introduced a girls-only programme in response to a recognised local need, where it was observed that males were accessing a greater share of alternative education opportunities. This initiative has been a valuable learning experience, enabling us to design more tailored and inclusive female-focused programmes across our regions.

HIGHLIGHT/RESULT

★ Young people have successfully obtained a place in college for the next academic year. 4x young people from our Glasgow East End and 2x from Stirling SSF Chance:2:Be programmes have gained access to college due to the support they have received from the programme. This has been due to enhanced college partnerships. 63 young people in total reported going on to further education.

★ Young people achieved 787 accreditations with 398 of these at SCQF Level 5.

★ Young people have reintegrated back into school having previously been removed from the traditional curriculum or taking the decision themselves not to engage. They are now ready to engage in school for their crucial S4 year in 2025/26. Our Glasgow East End programme has us working 1-2-1 with young people in a community setting, in the classroom and post school to support reintegration.

★ The Glasgow team ran a careers day with local groups offering employment. This included groups from the CashBack portfolio.

★ As part of the SSF Chance:2:Be programme in Stirling we collaborated with Ceangail – a non-profit organisation that uses vocational training to inspire young people into working in the tourism sector. This has led to volunteering opportunities.

3.Young people’s health, mental health and well-being improves

CHALLENGE IDENTIFIED

In the communities where our young people live, the harsh realities of poverty and trauma are ever-present.

In 2024, tragedy struck when a young person involved in our programme—deeply connected to many others in our sessions—lost his life in a fatal stabbing. The ripple effects of this loss were deeply felt across our programmes in Glasgow’s East End, with visible trauma among his peers and the wider community.

Meanwhile, in North Ayrshire, the community continues to grapple with escalating issues related to alcohol and drug misuse—among the highest reported in Scotland. The impact of these challenges is reflected in the behaviour and well-being of the young people attending our sessions.

ACTION TAKEN

Coming together and in active partnership with the Scottish Violence Reduction Unit (SVRU), Includem, PEEK and The Park, we are working on the Barrowfield Switch Project. This was initiated following the fatal stabbing in 2024. Young people were affected through witnessing the event, visiting hospital following the event and the loss of a friend.

Young People received person centred support focussing on therapeutic intervention via group and 1-2-1 sessions with skilled and experienced councillors. This was to provide similar support to what emergency services would receive after a traumatic incident such as this.

As a result of the positive reputation and this therapeutic partnership work in Barrowfield we were invited to create the North East Violence Prevention Partnership with other core community groups.

In North Ayrshire we formed a partnership with the Drugs and Alcohol Partnership to intentionally develop work on this topic at our SSF Twilight programme.

HIGHLIGHT/RESULT

★ Through successful partnership work alongside the Violence Reduction Unit, The Spark, Includem and PEEK, we demonstrated a multi agency public health approach to trauma, grief, and loss.

★ The end of project report detailed that young people within the group now understand the process for their grief and trauma by talking within the group.

★ Attendees saw their well-being score (SHANARRI) improve by 14.5%.

★ 84% of young people reported an increase in well-being against SHANARRI indicators: Safety, Health, Achievement, Nurture, Activity, Respect, Responsibility, Inclusion. Additionally, 76% of Young People said they felt that SSF programmes helped with their mental health.

★ The North East Violence Prevention Partnership has us working with key community groups to come up with shared resource solutions to local challenges.

★ Through our partnership in North Ayrshire we will deliver on Friday nights with the Youth Services team from North Ayrshire Council and undertake specific workshops on drugs and alcohol misuse.



4.Young people contribute positively to their communities

CHALLENGE IDENTIFIED

Many young people in our communities lack positive role models who can guide their decisions and everyday behaviour.

The challenges they face often contribute to negative perceptions of their community, leading to feelings of disconnection and, in some cases, antisocial behaviour.

Often, young people are unaware of the strengths and positive resources their community has to offer.

ACTION TAKEN

At SSF, the feedback from young people highlights the meaningful impact we've had on their lives. Many go on to become passionate advocates for SSF, often seeking ways to give back through our programmes. Having grown up within our framework, they naturally adopt and embody SSF's values, beliefs, and behaviours—becoming positive role models in their own communities.

Our Young Leaders have expressed that supportive environments like SSF are rare in their neighbourhoods. In response, we've worked alongside them—empowering and constructively challenging them to create and lead their own spaces, guided by the 'SSF way'.

HIGHLIGHT/RESULT

★ We have worked with community partners to employ SSF Young Leaders into other community settings to positively influence local people. An example of this has been Kebba. We worked with Scottish Athletics and Shettleston Harriers to employ Kebba within the club. This has allowed SSF and Kebba to enhance the club environment, so it is ready for other young people from the local area. He has the ability to energise other young people resulting in more young people joining the athletics club sessions, which has benefited their well-being.

★ In North Ayrshire, we have developed our partnership with KA Leisure who are now employing SSF young people in their sessions due to the skills and behaviours they've developed being a part of SSF. In Govan, Govan Youth Information Project (GYIP) have employed Arran who has grown up in our sessions.

★ Our Young Leaders in Glasgow (in partnership with Glasgow Life and basketballscotland) have started their own basketball club to create more supportive environments like SSF in their area. This is organised and delivered by SSF Young Leaders.

★ Our young people contributed over 11,750 volunteering hours back in to their community in 24/25 and 170 young people took up volunteering for the first time, in this timeframe.



5.Young People build their personal skills, resilience & benefit from strengthened support networks & reduce risk taking

CHALLENGE IDENTIFIED

We have increasingly observed that many young people rely heavily on SSF and our staff to help them navigate the challenges they face in life. While we are proud to play this role, it is evident that there is a significant gap in the wider support network available to them.

Young people consistently tell us that they only engage with SSF services in their area, despite the presence of other opportunities. This indicates limited exposure to a broader network of potentially valuable stakeholders and highlights the absence of a strong, diverse support system around them.

The lack of positive role models within their existing networks is contributing to an increase in risk-taking behaviours. Introducing additional positive influences and strengthening their support systems could play a crucial role in mitigating these behaviours and promoting healthier outcomes.

ACTION TAKEN

We have taken a deliberate approach to expanding the network of support available to young people—what we refer to as their "scaffolding of support." To build this, we have actively partnered with other community organisations, inviting them to regularly attend our SSF Twilight sessions and foster meaningful relationships with participants.

Beyond these shared sessions, we are also supporting young people to engage with these partner organisations at different times and locations across their communities. This approach not only encourages them to access additional local services, but also helps them form a broader network of trusted relationships—ultimately strengthening the personal scaffolding of support that surrounds them.

HIGHLIGHT/RESULT

★ We have intentionally sought to strengthen partnerships with other community groups who can regularly contribute to the SSF Twilight programme and form relationships with young people.

★ Local services from across our regions have embedded into the SSF Twilight sessions. This includes sports clubs, local authority services and local charities. Examples of this include KA Leisure and Youth Services from North Ayrshire Council and PEEK and Shettleston Harriers contributing to Dalmarnock SSF Twilight.

★ We are witnessing young people attend other local services as a result of these connections and developing their local 'scaffolding of support'.

★ 95% of young people reported an increase in their skill set since joining SSF with 76% of them highlighting communication as an area of improvement.



★ Our CashBack Outcome Stats

Outcome 1 - Young people are diverted from antisocial, criminal behaviour and involvement with the justice system

Young people report that their own participation in antisocial and/or criminal behaviour has reduced

Achieved Year 2	Achieved phase 6 so far (Y1+Y2)	Target (Y1+Y2)
260	432	405

Outcome 2 - Young people participate in activity which improves their learning, employability and employment options (positive destinations)

Young people gain an accreditation for a new skill

434 1033 846

Young people report an improved relationship with their school

197 423 405

Young people's attendance at school improves

191 364 405

Progression outcomes after completion of the programme; the number of participants gaining/ taking up: Modern Apprenticeship/Employment

23 44 41

Progression outcomes after completion of the programme; the number of participants gaining/ taking up: Training/Work Experience

9 29 28

Progression outcomes after completion of the programme; the number of participants gaining/ taking up: College/University placement

63 107 101

Progression outcomes after completion of the programme; the number of participants gaining/ taking up: Volunteering

170 324 671

Outcome 3 - Young people's health, mental health and well-being improves

Young people report an increase in feelings against SHANARRI indicators: Safety, Health, Achievement, Nurture, Activity, Respect, Responsibility, Inclusion

515 1179 405

Young people report their mental health has improved and they have a more positive outlook on life

260 563 405

Young people report they are more aware of the risks and impacts of harmful substance use

318 606 405

Young people report their confidence has increased

583 1218 405

Young people report evidence of participation in physical and sporting activities

573 1175 405



Outcome 4 - Young people contribute positively to their communities

- Young people report their perception of their neighbourhood improves
- Young people report a heightened sense of belonging to a community
- Young people report increased motivation to positively influence what happens in their community
- Young people go on to volunteer, coach, mentor, support or take a leadership role in community organisations
- Hours of volunteering contributed by participants

Achieved Year 2	Achieved phase 6 so far (Y1+Y2)	Target (Y1+Y2)
210	467	405
246	455	405
215	446	679
115	269	645
11795	18265	24525

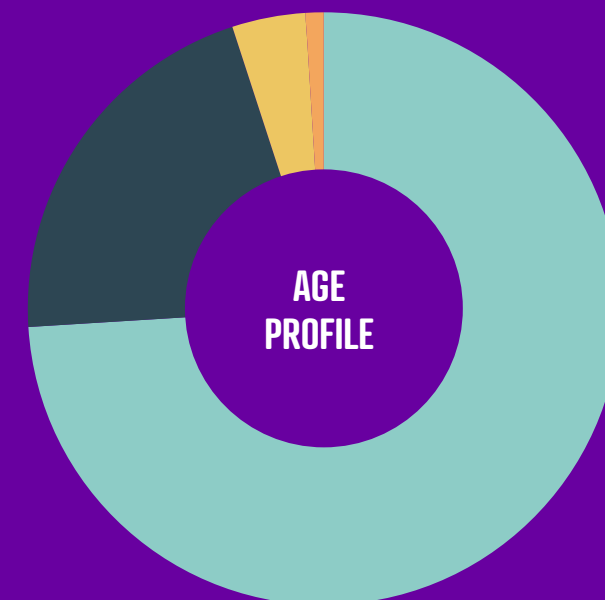
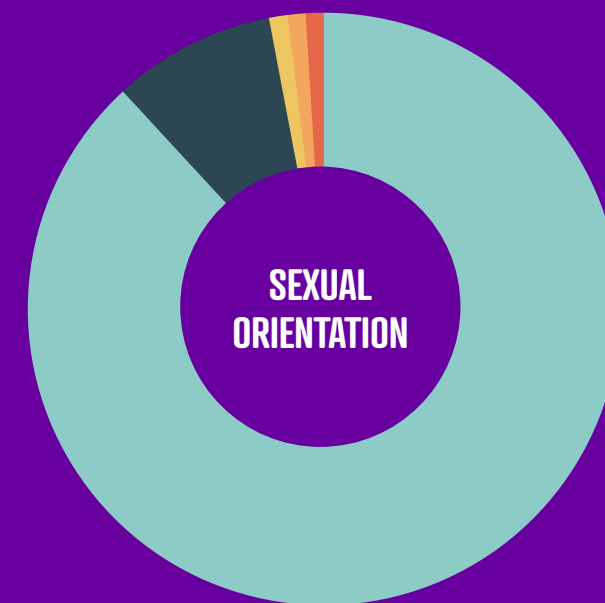
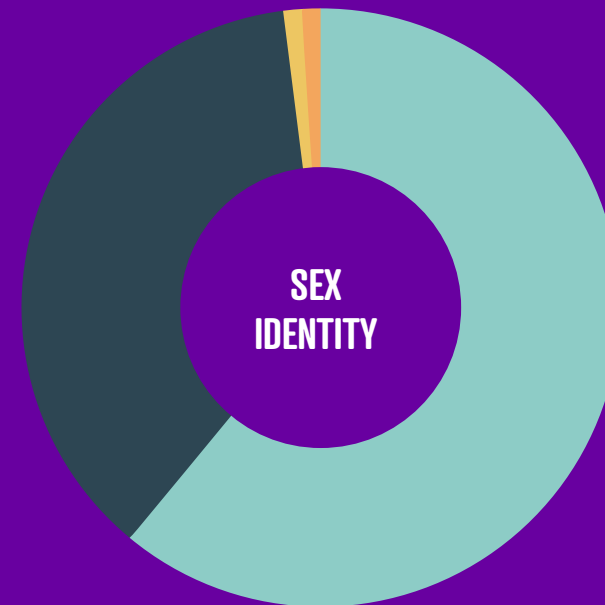
Outcome 5 - Young people build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behaviour

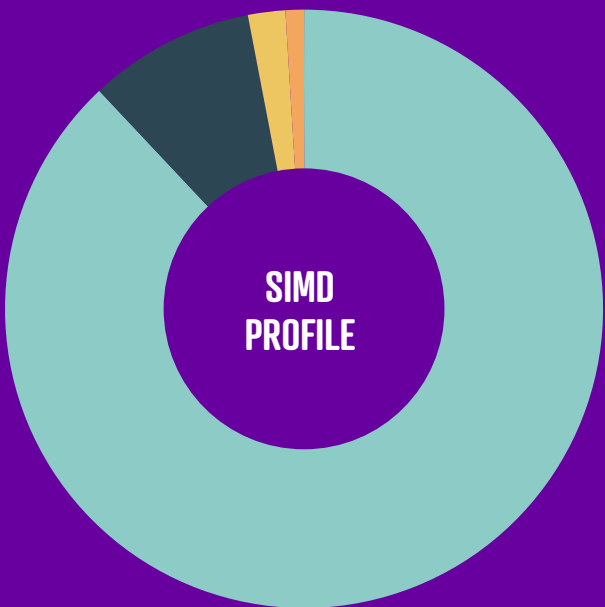
- Young people report feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)
- Young people report positive, supportive networks – including improved relationships with family, friends and peer mentors
- Young people report increased access to appropriate services
- Young people report positive changes in their behaviour (e.g. reduced risk taking/ increased understanding of risk/ better ability to make positive choices/ improved understanding of rights and responsibilities)

519	1091	405
522	1140	405
210	527	405
578	1162	405

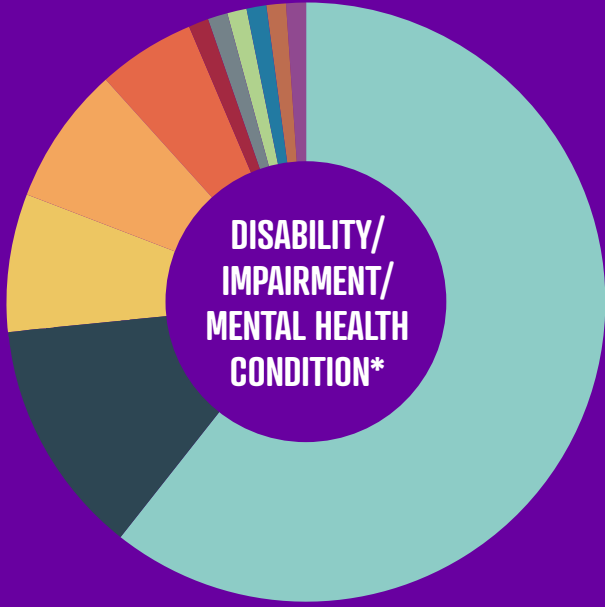


★ Our Participants

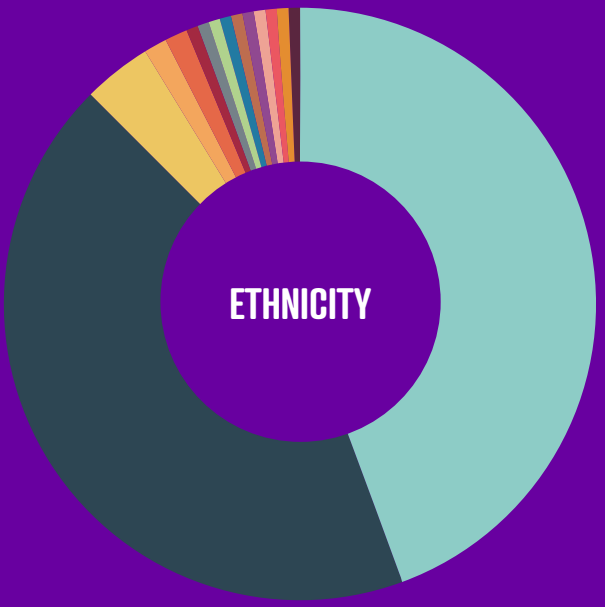




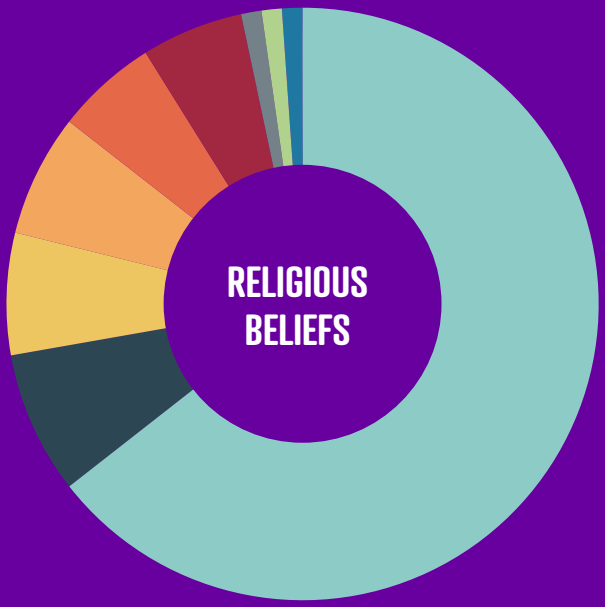
88%	0 - 20%
9%	20 - 30%
2%	30 - 40%
1%	40 - 50%



57%	None of the above	1%	Hearing
12%	Learning, understanding or concentrating	1%	Dexterity
7%	Prefer not to say/Don't know	1%	Stamina, Breathing or Fatigue
7%	Socially or Behavioural	1%	Mobility
5%	Other	1%	Memory
1%	Vision		



71%	Total from a minority ethnic group**	1%	Pakistani, Scottish Pakistani or British Pakistani
69%	White Scottish	1%	Indian, Scottish Indian or British Indian
6%	African, Scottish African or British African	1%	African - other African ethnicity
2%	Prefer not to say/Don't know	1%	Arab, Scottish Arab, British Arab
2%	Black - Other Black ethnicity	1%	Bangladeshi, Scottish Bangladeshi or British Bangladeshi
1%	White - Other British	1%	Other Asian ethnicity
1%	White - Polish	1%	Black - Caribbean
1%	Mixed or Multiple Ethnicity		



58%	None	5%	Prefer not to say/Don't know
7%	Roman Catholic	1%	Other
6%	Other Christian	1%	Hindu
6%	Muslim	1%	Pagan
5%	Church of Scotland		



*Note that young people may report more than one condition listed and so percentages against each disability will not combine to give the overall total. This figure is the total young people reporting any one or more disability, impairment, and/or mental health condition overall. This statistic excludes 'prefer not to say' and 'don't know' responses, and those who did not consent to their data being gathered for this purpose.

**This statistic includes white minority ethnic groups. For analysis purposes, we have grouped all categories other than 'White (Scottish)', 'White (Irish)' and 'White (Other British)' as ethnic minority. This statistic excludes 'prefer not to say' and 'don't know' responses, and those who did not consent to their data being gathered for this purpose.

★ Our Impact

In late 2024, we relaunched our Youth Panel, re-establishing a space for young people to shape the direction of the organisation.

With a focus on empowering youth voice, the panel brings together 17 young people from across Fife, Stirling, North Ayrshire, and Glasgow. This diverse group plays a key role in influencing how SSF operates, ensuring that our work remains rooted in the perspectives and priorities of young people.

Since restarting, the panel has been focusing on a range of important topics. One of their main contributions has been providing feedback on our new organisational strategy, set to launch in 2026. Their input has helped refine priorities, language, and the overall direction of the strategy to make sure it reflects what matters to young people today.

The panel has also been closely involved in shaping new and innovative projects. A notable example is their contribution to a pilot project on Gender-Based Violence in North Ayrshire, delivered in partnership with Kyniska Advocacy and athlete-activist Mhairi MacLennan. These sessions have allowed the panel to explore difficult but important social issues and support the co-design of impactful solutions.

Youth Panel members attend SSF Board meetings to ensure their voices are represented at the highest level of decision-making. They also take part in workshops focused on designing pilot projects, offering ideas and insights that help shape future programmes.

To keep the experience meaningful and locally relevant, we bring the Youth Panel together in their own regions, making it easier for them to stay engaged and build local connections. When the SSF staff team hosts team days in a particular region, Youth Panel members are invited along to share updates on the work happening in their area. This creates a strong link between staff and young people, helping to align grassroots experiences with organisational planning.

Early outcomes from the relaunch are already being felt. Panel members have described feeling more informed to SSF strategic decisions. SSF, in turn, has gained valuable guidance on how to better engage young people and respond to the issues that affect them most.

Case Study



Case Study

Chloe's Remarkable Transformation: From Participant to Award-Winning Youth Worker

In 2022, during one of the most challenging periods of her life, Chloe was nominated for the SSF Chance:2:Be programme.

At that time, she was disengaged from education, struggling with low confidence, and surrounded by negative influences involved in antisocial behaviour. Chloe also battled with low motivation, minimal physical activity, and a deep disconnection from her community — leaving her future feeling uncertain and out of reach.

After SSF Chance:2:Be Chloe re-engaged in education, and significantly increased her school attendance. Chloe then applied for further education at Fife College to study Social Sciences. The passion for studying this course came from Chloe wanting to be a youth worker like the role models she had during SSF Chance:2:Be. Chloe reached out in 2024 still wanting to be involved in SSF and the community but unsure of her next steps.

Determined to give back, Chloe applied and committed herself to volunteering with SSF, dedicating over 100 hours since August 2024 alone. Her voluntary work has had a profound impact — not only on her own growth but also on the wider community of young people she now supports.



Through volunteering, Chloe's confidence has flourished. She has developed the skills to speak publicly, lead activities and mentor younger participants. Her willingness to step into new challenges — whether delivering youth work topics at SSF Twilight sessions or supporting school-based events — demonstrates her courage, resilience and leadership in action.

Chloe has become a cornerstone of SSF's work in Fife, consistently creating safe, welcoming spaces where young people feel empowered and supported. From volunteering weekly at girls only Twilight sessions, mentoring new cohorts of Community Coaches, supporting recruitment interviews for new staff, and delivering speeches about her own journey, Chloe's contribution has been wide-ranging and deeply impactful.

In 2025, Chloe's incredible contribution was formally recognised when she was awarded Coach/Youth Worker of the Year at the SSF Awards. This honour is a powerful testament to her unwavering commitment, inspirational leadership, and deep-rooted passion for making a difference. She embodies the spirit of the award, proving that with courage, community support, and sheer determination, a young person can not only rewrite their own future but light the way for many others to follow.

Chloe's story highlights the transformative power of early intervention, positive role models, and targeted support through programmes like SSF Chance:2:Be. Her journey from a disengaged young person to a confident, aspiring youth worker demonstrates the real, lasting impact of SSF's work. Chloe's continued commitment to volunteering and supporting other young people ensures that the investment made by funders is creating a ripple effect, empowering not just individuals, but whole communities.



“

Chloe is an extraordinary young person who has had an incredible journey with SSF over the past two years. Passionate, determined, and a true leader — she is paving the way for others who are just beginning their SSF journey. A true role model with a phenomenal future ahead.

SSF Youth Development Coordinator

“

It's inspiring to see Chloe already gaining real-world experience in the youth work sector. She's excelling academically and making a huge difference in her community.

Fife College Lecturer

“

Thank you for everything you're doing with Chloe. The change is remarkable — she's motivated, excited to learn, and proud to share her journey. It's amazing to see her so full of purpose and joy.

Chloe's Mum

Case Study

Hayden's Professional Path

At just 15 years old, Hayden joined the SSF Twilight Programme in Fife.

Prior to his involvement, Hayden was surrounded by peers engaging in antisocial behaviour, often leading to contact with the criminal justice system. At home, his mother was increasingly concerned about his difficulty managing emotions and his lack of direction. Together, they hoped that SSF would help Hayden find a positive path, leading to employment after school and distancing him from risk-taking behaviour.

From the outset, Hayden immersed himself in all aspects of the SSF Twilight sessions. He became a consistent, positive presence—participating regularly and attending multiple celebration events. This active involvement marked the beginning of a transformation. Hayden's behaviour improved significantly, and he began to interact more respectfully and effectively with his peers.

Through these sessions, Hayden gradually built self-confidence. He began to support staff during activities, took the lead in games, and even helped direct younger participants. The trust and relationships built with SSF staff were key to his personal and professional development.

Having a regular, supportive space to go to helped Hayden distance himself from negative influences. The SSF Twilight programme provided him with a healthy environment to develop new skills, become more physically active, and explore an interest in various sports. These opportunities fostered growth, both in his personal discipline and in his understanding of teamwork and leadership.



Over the years, Hayden remained dedicated to the programme and gained formal recognition through qualifications, including:

- ★ Youth Scotland Hi-5 Award
- ★ SSF Wellbeing Workshops

These milestones reflected broader improvements in his communication skills, his attitude toward authority figures, and his overall respect for others.

A major milestone in Hayden's journey came after leaving school. He successfully secured employment as a labourer with a local construction company—a clear testament to the skills and resilience he developed through SSF. In 2024, Hayden furthered his career by being offered a bricklaying apprenticeship at college, marking another step in his continued growth and commitment to a positive future.

Hayden's participation in SSF led to multiple positive outcomes:

- ★ Diverted from antisocial and criminal behaviour
- ★ Improved employability and secured meaningful employment
- ★ Enhanced health, mental well-being, and emotional regulation
- ★ Developed strong personal skills, resilience, and reduced engagement in risk-taking behaviour



Through the programme, Hayden has demonstrated remarkable improvement, growing in both skill and confidence. His journey reflects a profound maturity, transforming challenges into learning opportunities. Hayden's dedication and resilience have truly shone, showcasing a compelling narrative of personal and professional growth

Jack Brennan, Youth Development Coordinator, SSF

My favourite part about SSF Twilight is having a space to socialise with my friends and the staff

Hayden, 2024

★ CashBack Collaboration

Basketballscotland

Over the past year, we have worked closely with basketballscotland to deliver training to both young people and practitioners. In St. Andrews RC Secondary School, we worked with 14 S3 pupils facing challenges such as low school attendance, disengagement, and involvement in antisocial behaviour.

Through the SCQF Level 5 Conflict Resolution module, participants explored the concept of conflict, understanding behaviour, and defusing conflict constructively. This qualification provided them with practical skills to navigate conflicts both in and outside of school, with the intention of bettering relationships with peers, teachers, and their wider communities. By engaging in this training, they had the opportunity to reflect on their experiences, develop self-awareness, and build confidence in handling challenging situations in a positive way.

“It was a really interactive course, and the young people appreciated that it was activity-based rather than in a classroom.”

I’m still working with the same group, and even nearly a year later, we’re still referring back to what they learned during the training.” - Reece Barbour, Course Organiser

In addition to working directly with young people, we delivered the CIMSPA endorsed Trauma Informed Sport and Physical Activity module to staff within basketballscotland. This training equips professionals who work in schools and community settings with the knowledge and skills to embed trauma-informed principles into their coaching and youth engagement. All attendees work directly with young people every day and shared that the training will be invaluable in their roles, helping them better understand and support the young people they work with. For basketballscotland’s Social Impact Officers, this training is particularly beneficial in enhancing their ability to create positive, supportive environments and deliver programmes that meet the needs of young people who may have experienced adversity.

“

I absolutely loved the trauma course. Felt like it was exactly what I needed to understand the kids better and hopefully help them more effectively.

SSF Participant

Case Study





We have had another great year working in partnership with Scottish Sports Futures to educate and support young people and coaches across our programme.

Once again, the young people on our Volunteer Inspire Programme have learned in areas such as Communication, Goal Setting and Conflict Resolution amongst others.

We have also offered the popular Trauma Informed Sport and Physical Activity module to key partner club leaders and coaches involved in the delivery of other strands of the programme. Given the need for more education in this particular area, once again this has been a great workshop and learning tool for those involved and makes a big difference when implemented within the wider programme.

Alan Morgan, Regional Manager, SFA



Scottish Football Association (SFA)

We've continued to develop our relationship with SFA this year, closely supporting the development of their coach, volunteer and professional officer workforce. We've been regularly delivering SCQF accredited modules across multiple regions through their Volunteer and Inspire Programme (VIP) and we've also been delivering our Trauma Informed Sport and Physical Activity module across the workforce.

We delivered an online Trauma Informed Sport and Physical Activity module to coaches participating in the SFA Extra Time Programme. This initiative supports clubs across Scotland in delivering community-based programmes for primary school-age children, many of whom face barriers to participation, including experiences of adversity or trauma.

The module is designed to provide practitioners with a foundational understanding of trauma and how it can impact young people's engagement, behaviour, and overall well-being. Coaches explored strategies for fostering safe, supportive environments that promote positive experiences in sport, helping to strengthen young people's sense of belonging and resilience.

A key takeaway for participants was recognising the power of relationships in buffering the effects of trauma. By integrating trauma-informed principles into their coaching, they are now equipped to respond to young people with empathy, build trust, and create spaces where all children feel valued and included.

With SFA continuing to expand their community initiatives, this training represents an important step in ensuring clubs across the country are equipped to support the holistic development of the children they engage with.

Case Study

CashBack Partners Sharing & Learning

In September we delivered an online workshop called Our Trauma Informed Journey which was open to attendees from the 29 CashBack Partners. There were 47 participants in the session, the purpose of which was to share the work we've been doing around trauma, raise awareness of the topic and help signpost other organisations to resources to help them on their journey. It was also to invite attendees to share any information relating to work they've done, and any further support they feel is required. The CashBack team collated feedback from this session.

We asked attendees to offer one key take away at the end of the session. Part of our presentation was around using trauma informed language, and this seemed to land really well with the audience.



'Language can be de-powering and empowering ... listen to understand not to reply. Don't use 'at least' in 1-1's or when discussing a person in need of help...'

Workshop Participant



★ Our Communications and Recognition Highlights

Social Media

This year we've been doing a strategic deep dive into our social media platforms to learn more about our audiences. We've been consulting with young people on the types of content they want to see and how to get our message across and best display all the work we are doing. We've archived our X account, making plans to grow our TikTok account and taken our first venture into BlueSky.

This year we lent our voice to various campaigns including Youth Mental Health Day, No Wrong Path, World Youth Skills Day and Pride.

Scottish Government

★ We presented at Holyrood Insight's Preventing and Tackling Antisocial Behaviour in Scotland Conference about the success and learnings from our SSF Twilight programme and the importance of our street work in giving young people a safe space away from potential negative influences.

★ Our interventions were specifically mentioned in the Scottish Government's Independent Working Group on Antisocial Behaviour Report as good practice.

Sweaty Betty Foundation Celebration Event

As recipients of a grant from the Sweaty Betty Foundation for our 'Girls on the Pitch' Project, we were invited to take part in their inaugural celebration event in London to highlight achievements in the Foundation's first three years.

Our Youth Development Coordinator Chanelle spoke about her outstanding work with girls and young women in Stirling and the success of our youth work approach based on connection, trust and empowering young people to design their own programmes and provide peer support and mentoring.

SSF Awards 2025 Press Coverage

Awards

★ Finalist in the **Glasgow Business Awards** for Green Champion

★ **Cyber Essentials** certification

★ **Aviva Broker Community Fund Award**
This year, we were nominated for the Aviva Broker Community Fund Award by Denis O. Brown Insurance. We were thrilled to win the highest award category of £20,000 at the Aviva Ceremony in London providing vital funds for our Twilight Programme.





Our Events

The SSF Awards, sponsored by sportscotland, celebrate the hard work, dedication, and inspiring journeys of young people, coaches, and partner organisations.

This year's event took place on Thursday, 6 March 2025, at the Voco Grand Central Hotel, Glasgow. Our Youth Panel played a key role in planning and presenting on the evening, ensuring that young people remained at the heart of the celebration.

We were joined by parents and families, corporate supporters, partner organisations, the Minister for Children, Young People and The Promise, as well as members of the SSF Board and staff.

Throughout the evening, seven awards were presented to young people, coaches, and organisations who have changed the lives of young people through the power of sport. The winners were selected in recognition of their work across SSF programmes and projects. Sophie Balfour, from Kirkaldy in Fife, was presented with the Ian Reid Outstanding Achievement Award, in recognition of her incredible journey with the SSF programmes. Following her win, Sophie spoke about what all that SSF has given her over her time in the programmes:

“

When I first joined SSF I wasn't very confident, but when I was part of my first Sweaty Betty course, it just gave me such a confidence boost and showed me that people do care and want to get involved in helping you. I feel like I've taken advantage of a lot of the opportunities I have been given this year and whenever something comes up, I'm always eager to get involved and help. I wouldn't have my eight qualifications in sport, I wouldn't have made lots of friends, I wouldn't have learned how to play lots of different sports, and I wouldn't have been so open to tell my story without SSF.

[Click here to hear what the awards nominees think of SSF.](#)

More awards videos and stories are available on our awards section of the website.





SSF Chance:2:Be Gathering 2025

SSF Chance:2:Be is our 24 week personal development programme for young people who may not be thriving in the traditional school environment.

On Monday 31st March at the Emirates Stadium in Glasgow we brought together participants from our programmes across the country to celebrate the young people's achievements, share learnings from each area and take part in sport and physical activity.

Graeme Armstrong, award-winning author of The Young Team, shared his lived experience and his message of non-violence and recovery from gang-culture. Young people got to grips with fencing, bubble football, boxing, basketball and badminton. Young people got the opportunity to meet peers and share experiences as well as have lots of fun.

Girls Day Out 2024

The SSF Girls Day Out was held on Friday 4th October 2024, inviting 40 young women and girls from across Fife, Glasgow, North Ayrshire and Stirling to come together and celebrate Woman & Girls in Sport Week. This event was designed and developed by the young women and girls involved with SSF and was an excellent example of co-design. There was an event panel made of 12 young people who had attended previous events who designed t-shirts that were worn by the attendees on the day.

The theme of the day was Leadership and saw several of the young girls take on significant roles for the day, including opening & closing remarks, leading warm ups, photography & media, evaluation, team leads and acting as key links to the partner organisations present on the day - sportscotland, badmintonscotland, scottishathletics, Netball Scotland, Scottish Rugby and Handball Scotland.

The event was hosted in Edinburgh at Meadowbank Sports Centre, allowing all the young people to travel outside their local areas and connect with their peers from across the country.

Power of Sport and Physical Activity Conference 2024

In June 2024 we were an organiser of the Power of Sport and Physical Activity Conference, alongside our partners Spirit of 2012, Inspiring Scotland, Actify, Basketball Scotland, Evaluation Support Scotland and University of the West of Scotland.

The conference looked at the impact and legacy of the Commonwealth Games 2014 ten years on. The aim was to share learnings among partners around well-being, inclusion and social cohesion, as well as the importance and methods of reaching communities who are least active and engaged in physical activity. Speakers included Maree Todd MSP, Minister for Social Care, Well-being and Sport, Celia Tennant, Chief Executive of Inspiring Scotland and Forbes Dunlop, Chief Executive of sportscotland.

The conference brought together experts and stakeholders from sports organisations, public health teams, the education sector and events organisers to better understand how to intentionally use sport to change and improve lives.





Our Finance

2024/2025	ACTUAL (£)	TARGET (£)
Delivery Staff Salaries & Wages	298,650	298,650
Venue Hire & Participant Food	48,360	48,360
Benficiary Training	43,578	43,578
Project Resources & Events	58,503	58,503
Contribution to Core Costs	44,909	44,909
Total	494,000	494,000

YEAR 1 & 2 (23/25)	ACTUAL (£)	TARGET (£)
Delivery Staff Salaries & Wages	573,120	573,120
Venue Hire & Participant Food	91,360	91,360
Benficiary Training	89,133	89,133
Project Resources & Events	113,295	113,295
Contribution to Core Costs	86,691	113,295
Total	953,599	953,599

LOCAL AUTHORITY	PARTICIPANTS	SPENT (£)
Angus	8	2,444.14
Dundee	26	7,943.46
East Ayrshire	20	6,110.35
East Dumbartonshire	13	3,971.73
East Lothian	4	1,222.07
East Renfrewshire	13	7,319.08
Edinburgh	21	6,415.87
Fife	62	97,119.94
Glasgow	226	174,358.24
Midlothian	2	611.03
North Ayrshire	157	100,824.20
North Lanarkshire	3	916.56
Renfrewshire	13	7,624.60
Scottish Borders	1	305.52
South Lanarkshire	8	2,444.14
Stirling	35	73,758.03
West Dunbartonshire	1	305.52
West Lothian	1	305.52

★ Scottish Government Policy Areas

Climate Change Action Plan



We continue to work towards reducing emissions and improving environmental practices in line with plans such as the Scottish Government's Climate Change Plan.

As an organisation with a focus on alleviating the impact of poverty, and embedded within the heart of deprived communities, we are well placed to support the Scottish Government's ambition of ensuring that fairness is at the heart of climate action and working towards achieving the outcomes outlined in the Climate Change Plan in a just and fair way.

Through our environmental strategy, a key focus remains to engage and enable young people to take climate action and live sustainably. Our intention through our initiatives is to educate our own workforce, the wider sport and youth workforce, and young people directly around how they can make an impact in this area.

Key Highlights

- ★ We took our GameOn for Climate workshop and delivered it to delegates at the Power of Sport and Physical Activity Conference. The intention was to showcase to sport practitioners ways that they could deliver climate change related content to young people in a fun, interactive and action-oriented way.

The impact would be to cause a ripple effect in raising the awareness of climate problems, and sustainable solutions by providing practitioners with confidence to raise this topic and ideas and knowledge to take back to the young people and community based groups they are working with.
- ★ Our staff continue to consciously consider the most sustainable transport options when undertaking SSF business. Our secure bike pod in Glasgow has enabled several staff to actively travel to work. We were also able to buy a refurbished bike from Bike for Good to store in the pod for staff use. This has been utilised by Glasgow based staff for attending meetings and community-based programme deliveries.



More Key Highlights

- ★ There's been an increased enthusiasm for cycling which has been passed on to our young people. Our Twilight Barrowfield Session has focused on promoting cycling within the Barrowfield community. Through a partnership with Scottish Cycling's Rock-up and Ride project, 12 young people took part in a block of BMX sessions both within the community centre carpark and skate park.

The sessions focused on teaching young people to cycle, improving road awareness and trying different BMX skills. As a result, young people received certificates for participating in the sessions and will be further supported by the Rock-up and Ride project to build on their skills.

“

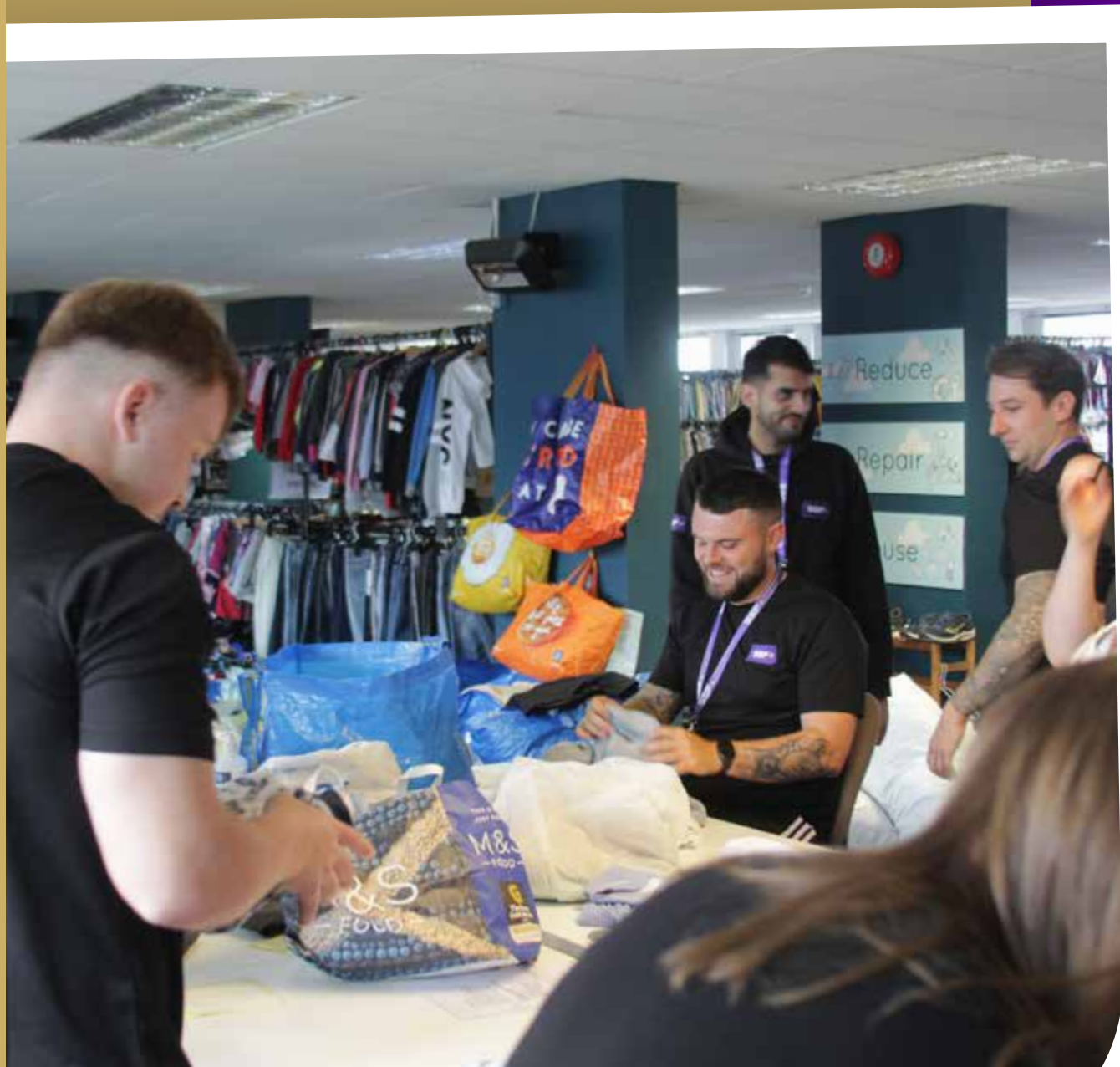
The cycling session was really good. We done some tricks at the skate park. I enjoyed the tricks.

SSF Young Person

“

Some young people were scared and didn't know how to ride a bike but the coaches helped them through a step by step process.

SSF Member of Staff



- ★ We are proud to have had our third year of collaborating with ApparelXchange (AXC) on our annual Sportswear Donation Drive. It was another successful campaign with increased engagement, generating donations from several sports clubs, corporate businesses and Sports Governing Bodies. These items are processed at the AXC warehouse and will make their way to new owners to be re-used and avoid landfill for a little longer! They will also help ensure that appropriate sportswear is available to those young people most in need, to allow them to participate in sport and physical activity.

In addition to the donation drive, SSF staff spent a morning volunteering at the AXC warehouse. We helped to sort through piles of donations, separating what could be re-used and what would go for textile recycling. Seeing the amount of clothes in the warehouse was an eye-opening experience and really highlighted the concerning impact of fast fashion.

“

The team at Connect Three were delighted to get involved in this donation drive as we love the work that Scottish Sports Futures do to encourage more young people to get involved in sport, as well as the benefits of repurposing our pre-loved sports gear for a higher purpose, rather than sitting unused in our cupboards. A great initiative!

David Garrick
Consultant and ESG Lead, Connect Three

- ★ Our relationship with Scottish Water has gone from strength to strength from their initial donation of water bottles for SSF young people. These bottles are now in regular use at sessions and has resulted in a reduction in the purchase of plastic, single use water bottles. It's a great way to consistently remind participants about small actions they can take to help address climate change.

Our Stirling Twilight programme was lucky to receive a visit from Wendy Alletson, an Early Careers Consultant at Scottish Water. She chatted to them about their initiatives such as Top Up from the Tap and ways to help protect our waterways, in addition to potential career opportunities. A key focus for us is to help young people to progress onto positive pathways, and it was fantastic to be able to introduce SSF young people to early careers and apprenticeship opportunities at an organisation like Scottish Water. Not only could there be a career out there for them at Scottish Water, but it could be a career that involves caring for the planet and mitigating the impact of climate change!

Fair Work Framework



We are a member of the Living Wage Foundation and committed to paying at least the real Living Wage.

Appropriate Channels for effective worker's voice

- ★ All employees undertake a variety of “conversations” recorded in Clear Review – our People and Learning system. These will take the form of check-ins, quarterly objective settings, well-being and annual performance review.
- ★ We undertake pulse surveys throughout the year on a variety of issues.
- ★ We hold quarterly all employee meetings after Board meetings to update on relevant decisions and gather feedback.

Investment in the Workforce Development

- ★ All employees undertake at least 16 hours of training every year.
- ★ We offer learning loans to employees who wish to pay for more expensive training such as university/ college courses relevant to their jobs and provide paid time off to attend these courses.

No inappropriate use of zero hours contracts

- ★ We do not use inappropriate zero hours contracts. All our employees are on employee contracts. Where staff are on a zero hours this is because they have requested it and it suits their personal circumstances.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

- ★ We have an EDI working group to help create a more diverse workplace which has representation at all levels of the organisation including Board.
- ★ We aim to ensure that no one gender will represent more than 60% of the Board and workforce. This is currently being met.
- ★ Our staff are paid on a scale agreed with the Board on an annual basis and all employees join at the bottom of the scale unless there are exceptional circumstances. This ensures that all employees are paid equally.

Offer flexible and family friendly working practices for all workers from day one of their employment

- ★ We offer flexible working from an employee's first day and in addition do not limit the number of times this can be applied for.

Oppose the use of fire and rehire practice

- ★ We do not use fire and rehire practices and will not consider it.

Child Poverty Action Plan



Our primary objective is to alleviate the effects of poverty in a dignified and trauma-informed manner.

- ★ Provide free, funded activities for young people.
- ★ Deliver activities in the heart of communities, offering positive alternatives to antisocial behaviour.
- ★ Ensure food is provided at all sessions.
- ★ Distribute hygiene products.
- ★ Ensure all staff receive trauma training.
- ★ Appointed a dedicated Child Protection and Safeguarding Manager.
- ★ Collaborate with schools to support young people in returning to education, training, or employment.
- ★ Train practitioners to understand the power of sport, the importance of relationships, and trauma-informed approaches to engage young people in positive physical activity.
- ★ Create safe spaces for young people to thrive.

To address poverty in the long term, we are:

- ★ Delivering SCQF-accredited training to children, young people, and practitioners to help improve future employment aspirations.
- ★ Implementing an alternative curriculum personal development programme for young people not maintaining their school placement to help address the poverty related attainment gap.
- ★ Supporting young people in progressing from participants to young leaders and into positive destinations of their choice.
- ★ Conducting workshops and youth work sessions on violence, healthy relationships, drugs, alcohol, smoking, and vaping.
- ★ Focusing on goal setting, achievement, learning, and progression in a person-centred manner to support vulnerable and disengaged young people in building their confidence, self-esteem, self-efficacy, aspirations, and ambitions.



United Nations Convention on the Rights of the Child

Young people’s views, rights and voices are integral to our work. Increasing awareness of the UNCRC and the impact that the UNCRC Incorporation (Scotland) Act 2024 is having on everyday life is essential, both internally but also with our partner organisations.

We continue to enhance our policies and practice to reflect a greater understanding of children’s human rights, making them child centred and accessible, we continue to prioritise educating, training and developing our people:

- ★ Children in Scotland, Children’s Rights Training is completed at the point of recruitment.
- ★ In May 2024 we held an internal staff workshop “Embedding children’s human rights into our Practice”. Staff worked in groups taking an Article from the UNCRC and coming up with creative solutions on how to embed into practice.
- ★ Our Child Protection Policy has been written in language that is accessible to our young people and includes trauma informed language. It is also regularly reviewed and updated to reflect any changes in law or in SSF process.

- ★ Our SSF Chance:2:Be nomination process continues to take a trauma informed approach and includes the input of the young people that have been nominated, working with them to assess if the programme is right for them and how they might like it to look and what their hopes are in attending the programme.
- ★ Our latest cohort of SSF Young Leaders have participated in sportscotland’s “Safeguarding for Young Leaders” course. This includes a detailed examination of what rights they have as children themselves but also what rights they have in their role as a young leader.
- ★ Successful recruitment and appointment of a Youth Trustee to SSF Board.

Examples of how we are ensuring our delivery is aligned to the UNCRC.

Article 12 Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.

Kebba has been involved with Scottish Sports Futures (SSF) for several years, developing his confidence and leadership. When Shettleston Harriers athletics club aimed to become more welcoming to young people like Kebba, SSF supported the club in embedding him into their environment. With Kebba’s input, the club has created a space where young people from the local community feel heard and valued—upholding their right to have a say in matters that affect their lives.

Article 13 Every child must be free to say what they think and to seek and receive all kinds of information, as long as it is within the law.

We embed consultation into every session through tailored Personal Development Plans for each young person participating in our Young Leaders and SSF Chance:2:Be programmes. This approach ensures that young people have a meaningful voice in matters that affect them individually and collectively.

In late 2024, we re-established the SSF Youth Panel, bringing together a diverse group of young people from across all our delivery areas. This panel plays a vital role in shaping the charity’s direction, ensuring that youth perspectives are not only heard but also respected and acted upon.

Young people directly influence where our services are delivered, helping us identify locations where they feel safe—both during sessions and while traveling to and from venues. Responding to feedback from participants, we are now collaborating with young people in Stirling to establish a girls-only SSF Twilight programme.

Article 31 Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

At SSF our sessions are open to everyone. There is no cost involved. We actively promote other community sessions and opportunities that would be of interest to them.

Article 15 Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.

We provide services that empower young people to engage safely with their peers and communities, participate in physical activity and youth work, and explore a wide range of creative learning opportunities.

Our SSF Young Leaders programme equips young people with the skills and confidence to lead and create initiatives within their own communities.

A standout example is a group of Young Leaders from Glasgow who, in partnership with basketballscotland, established their own basketball club. This initiative offers a positive, supportive space for them to stay active and connected.

Children’s Rights and Well-being Impact Assessment

We are committed to protecting and promoting children’s human rights and ensuring that our young people are at the heart of and involved in our decision making. From our youth trustees and youth panel to the involvement of young people in our program development, we use our CRWIA to ensure that children’s human rights are embedded in our policy and practice.

You can view our own impact assessment on our [website here](#).



★ Our Priorities

In 2025/26, we will innovate by testing different ways of working to address social needs associated with living in poverty.

As our ongoing strategy consultation evolves, we will use this information to shape our next strategy and business plan, while also testing new approaches and programme developments.

Our youth panel and board will be actively engaged in developing and ratifying the strategy.

★ Challenging Gender-Based Violence

Partnering with Kyniska Advocacy to focus on activities that challenge gender-based violence.

★ Supporting New Scots

Helping individuals where English is not their first language to engage with SSF and local services, including ESOL.

★ New Models for SSF Chance:2:Be

Developing new models for varying needs based on local stakeholder consultation.

★ System Change

Collaborating closely with local and national partners to effect system change, specifically focused on alleviating child poverty.

★ Amplifying Youth Voice

Our youth panel will lead new project co-design and co-delivery of sessions.

★ Strengthening Partnerships

Strengthen and develop our partnership working with Governing Bodies of Sport, local authorities, local charities, housing associations, corporate businesses and other relevant agencies.

★ Education and Training

Developing our model of delivery as a sustainable income stream and reaching audiences across Scotland using alternative means of delivering learning and development experiences.





SSF ★

Transforming young lives
through sport



0141 218 4640 | info@ssf.org.uk

Suite 3/4, 3rd floor, 60 Brook Street Studios, G40 2AB

Scottish Sports Futures is a Registered Charity (SC034085)
and a Company Ltd by Guarantee (SC343830)

Thank you to Reflexblue for donating their time to produce this report