



2018 ANNUAL REPORT





2018 CASHBACK FOR COMMUNITIES ANNUAL REPORT

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WELCOME

It gives me great pleasure to write this introduction for our 2017/18 CashBack for Communities Annual Report, not least because this marks the tenth anniversary of this fantastic partnership.

When we commenced this partnership with 'CashBack for Communities' in 2008 we could never have envisaged the wealth of wonderful opportunities that we would subsequently provide to so many young people throughout Scotland over the next decade.

Over the course of the last ten years 'CashBack for Communities' initiative has provided thousands of young people with many different opportunities through our 'School of Football', volunteering or outreach projects - with many of those young people involved back in 2008 now working in full time sport or football. Tangible results such as this make us very proud of the successes we have achieved together.

The programme is currently reaching into some of the most deprived areas in Scotland ensuring that we give young people in these areas the opportunity to excel.

The Scottish FA via our 'One National Plan' has a vision of 'Football for Life' that will provide many different opportunities for people to become involved in football regardless of their background or ability. 'CashBack for Communities' has played a vital role in the development of the Scottish FA 'One National Plan' within the grassroots game and throughout this report you will find some inspiring case studies and information highlighting another successful year.

I hope you enjoy reading this report and we look forward to enjoying more continued success in the coming years through our partnership with 'CashBack for Communities'.

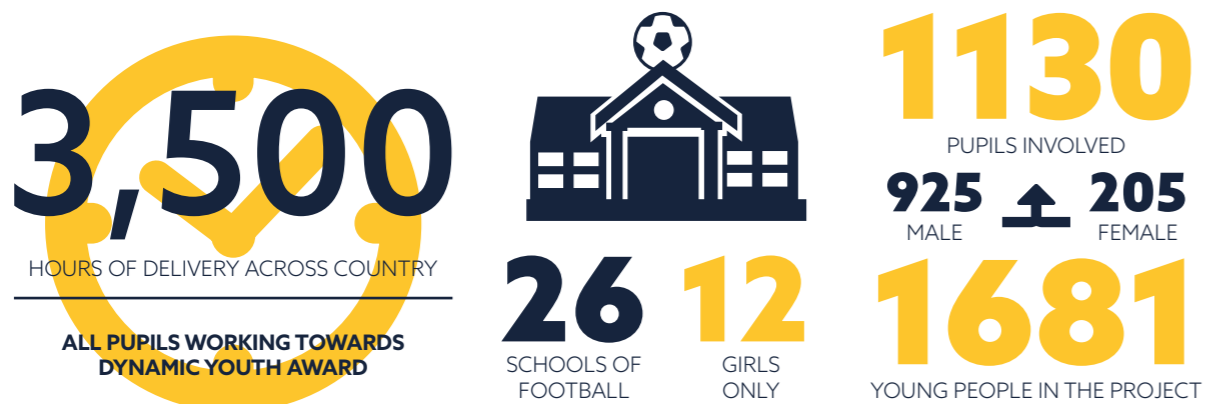
Andy Gould
Head of Football Development

Andy Gould





YEAR HIGHLIGHTS...



MY SCHOOL OF FOOTBALL STATS:



VIP COACH EDUCATION:



3000 VOLUNTEERING HOURS



SCOTTISH FA PROJECT OVERVIEW

Target Group:

Young people disadvantaged by:

- Living in areas of deprivation
- Being unemployed, not in education or training
- Being excluded or at risk of exclusion from school
- At risk of being involved in antisocial behaviour, offending/re-offending

Age range: 10 to 24

Number of Young People the project expects to work with: 4,518

MY SCHOOL OF FOOTBALL [SEE PAGE 8](#)



The My School of Football programme is delivered to pupils in S1 and S2 in place of another school subject during.

Curriculum time. By using the engaging focus of football, Scottish FA licensed coaches deliver sessions meeting.

Curriculum for Excellence criteria to develop participants both academically and socially.

VOLUNTEER & INSPIRE [SEE PAGE 10](#)



The VIP programme is for young people aged between 16 and 24 from schools, community groups, clubs and existing youth development projects.

This will include attending coaching courses, improving administration skills, learning about use of social media, fundraising, physiotherapy and governance skills.

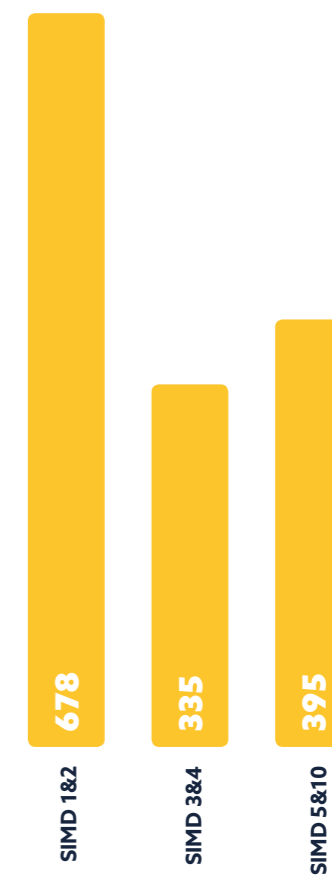
The programme is delivered across 12 months and incorporates four mandatory workshops that participants have to attend. Each of the Scottish FA regions runs their own VIP project with 30 participants being recruited.

MY INCLUSIVE COMMUNITY [SEE PAGE 12](#)



The MIC project is for 10-24 year olds in areas of multiple deprivation in the Glasgow and Edinburgh areas with the bespoke opportunities to take part in sport and integrate with the community.

The Scottish FA has created 16 participation centres, which will grow to 20, across these areas while also offering out coach education and awareness workshops.



MY SCHOOL OF FOOTBALL

The 'My School of Football' (SoF) programme is an attainment and aspirational programme aimed at individuals aged 12-14 in a key stage in their transition from primary to secondary school and beyond.

The SoF project was established in 2008 and has grown from six schools to 44 spread across the six different regions of the Scottish FA. With 26 of these schools are funded by the Cashback for Communities project. The selection of participants comes from a collaboration between teachers and football development staff.

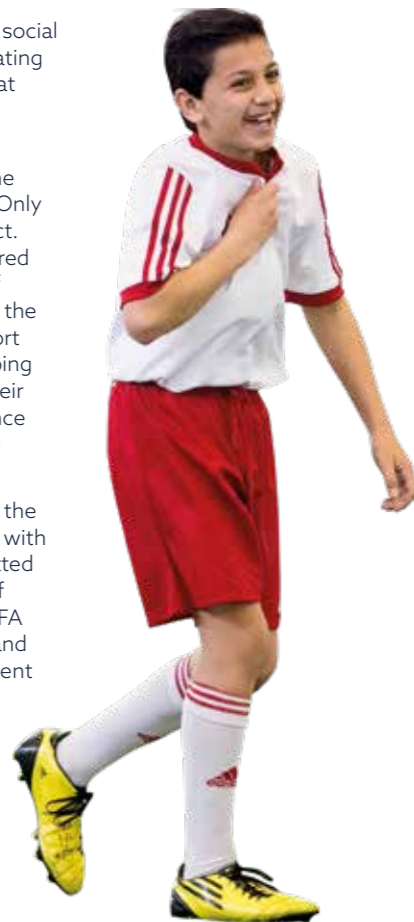
The initiative provides a Curriculum for Excellence-focused programme of football coaching, aimed towards developing cognitive and social skills, while also incorporating theory and workshops that develop skills in further education areas.

This year has also seen the introduction of the Girls' Only Schools of Football project. This programme is delivered in 12 Girls only Schools of Football operating across the country working to support young females in developing their love of the game, their self-confidence, attendance at school and many more positive outcomes.

In academic year 2017/18 the programme was involved with 989 pupils who all benefitted from the unique nature of the project. The Scottish FA is committed to helping and supporting the development of young people through the power of football which is a key objective of the Scottish FA's grassroots strategy, the 'One National Plan'. The 'One National Plan' has an overarching aim to provide 'Football for

Life' and the SoF enables the Scottish FA to engage within the education environment. This ability to engage into the education environment allows the Scottish FA to provide young people flexible learning opportunities (SQA - Dynamic Youth) which is crucial to achieve other objectives within the plan under the 'Skills for Life' portfolio.

The My School of Football programme is offered to pupils in S1 and S2 in place of another school subject during curriculum time. By using the engaging focus of football, Scottish FA licensed coaches' deliver sessions meeting Curriculum for Excellence criteria to develop participants both academically and socially.



OUTCOME 1: Young people build their capacity and confidence

Young people report increase in confidence	Target	Actual
	749	989

OUTCOME 2: Young people develop their physical and personal skills

YP report skills improving	Target	Actual
	702	989
YP improve their physical, literacy skills; agility, balance, coordination, speed and stamina	Target	Actual
	702	907

OUTCOME 3: Young people's behaviours and aspirations change positively

Increased feelings of aspirations	Target	Actual
	562	638
YP report positive changes in behaviour	Target	Actual
	562	642

OUTCOME 4: Young people's wellbeing improves

YP report increases in feelings against relevant SHANARRI indicators	Target	Actual
	562	644

OUTCOME 5: School attendance and attainment increases

Participants' attendance at school improves	Target	Actual
	655	1107

OUTCOME 6: Young people participate in activity which improves their learning, employability and employment options (positive destinations)

Take part in learning	Target	Actual
	936	1208

OUTCOME 7: Young people participate in positive activity

Young People Participate	Target	Actual
	936	989
Young People are new to that activity	Target	Actual
	936	989

MY SCHOOL OF FOOTBALL CASE STUDY

GEORGIA HUNTER CRAIGROYSTON HS SOF PUPIL

Georgia Hunter is an S5 pupil at Craigroyston Community High School where she is currently part of an S5 School of Football / Leadership group. Since S1 she has been an integral part of the School of Football programme, barely missing a session and displaying an excellent attitude throughout her four years in the programme.

Georgia found the first two years of high school in particular were very challenging for her. She lacked self-confidence and experienced issues concerning friends, subject choice, social life and football.

Her participation in the School of Football has played a massive part in helping raise her self-esteem and self-confidence. Now in S5, Georgia is one of the stand out pupils in the Leadership group and a model pupil around the school.

According to Ms McNeil, Craigroyston PE teacher:

"Georgia's confidence has grown and grown over the course of the last few years and is a model pupil in and around the school. When the opportunity came around to nominate her for the VIP programme I had no hesitation to put her name forward. Since the Girls Football club started this year in September, Georgia has shown incredible dedication and commitment to the girls she works with. She is there every week, helping with the set up and organisation and then helping coach the girls during the session"



SCHOOLS INVOLVED

- Lornshill Academy
- Vale of Leven Academy
- Braidhurst High School
- Craigie High School
- Levenmouth Academy
- Viewforth Academy
- St Pauls Academy
- St Mungo's Academy
- Govan High School
- John Paul Academy
- Port Glasgow / St Stephens High
- St Machar Academy
- Torry Academy
- Kincorth Academy
- Kilwinning Academy
- St Matts Academy
- Ayr Academy
- Calderside Academy
- Gracemount High School
- Castlebrae High School
- Newbattle High School
- St Davids High School
- Gracemount High School
- Castlebrae High School
- Newbattle High School
- Cumnock Academy

MY VOLUNTEER & INSPIRE PROGRAMME

The My Volunteer & Inspire Programme is a project that is targeted towards 16-24 year olds and aims to support these young people in the form of formal qualifications in football and other relevant areas. The project allows for participants to take part in volunteering across a numerous areas of Scottish FA business including:

- ➔ Girls' & Women's Football
- ➔ Para Football
- ➔ Youth Football
- ➔ Grassroots Football Clubs
- ➔ International A Squad matches

The Scottish FA hosts four mandatory workshops in each of its six regions across the country for participants of the programme. The aim of these workshops is to develop a particular area of the young person and provide them the tools to head out into the footballing world to begin to volunteer. These workshops include areas such as Child Protection and Wellbeing, Personal Development Plan writing, Positive Coaching Scotland, Cultural Awareness workshops and many others.

It is of vital importance to the Scottish FA that the programme caters for those who wish to work in football but also allows for a transferable skill set into other sports or areas of work. For that reason, we also fund the young people to go through at least one accredited learning course outside of football.

During the programme participants will be able to volunteer in a number of roles and the Scottish FA also supports the young people to keeping track and recording these hours in order for the young person to gain a Saltire Award.

Over the first 12 months of this project, the Scottish FA has seen huge amounts of success. We have had a number of young people move into positive destinations such as part-time coaching jobs, administration roles at other sports, lead roles at grassroots community clubs and finally employment as a Scottish FA School of Football coach.



OUTCOME 1: Young people build their capacity and confidence

Young people report increase in confidence	Target	Actual
	144	121

OUTCOME 2: Young people develop their physical and personal skills

	Target	Actual
YP report skills improving	135	128
YP complete volunteering 40 hrs	702	907
YP receive accreditation	171	128

OUTCOME 3: Young people's behaviours and aspirations change positively

	Target	Actual
Increased feelings of aspirations	108	114
YP report positive changes in behaviour	108	114

OUTCOME 4: Young people's wellbeing improves

YP report increases in feelings against relevant SHANARRI indicators	Target	Actual
	108	114

OUTCOME 5: School attendance and attainment increases

Participants' attendance at school improves	Target	Actual
	655	1107

OUTCOME 6: Young people participate in activity which improves their learning, employability and employment options (positive destinations)

	Target	Actual
Take part in learning	-	-
Take part in volunteering	110	118
Young people undertake coaching, mentoring or supporting roles	126	118

MY VOLUNTEER & INSPIRE PROGRAMME CASE STUDY

JOE MEARNS VOLUNTEER & INSPIRE PROGRAMME

Joe Mearns, 25, from Tollcross, was born with no arms, has scoliosis of the spine and has undergone 13 operations to restrict a brain tumour – but has refused to let anything get in the way of achieving his dreams.

A remarkable and inspirational individual, he became involved with VIP programme in the Scottish FA West Region a year ago. Joe is a glowing testament to the initiative.

Through collaboration and a partnership approach to working with Celtic FC Foundation, Joe was enrolled in the programme to further enhance his development as a volunteer and Community Coach. Initially, Joe was involved in Celtic FC Foundation's Cashback Gateway to Employment project and the involvement in the Scottish FA VIP project was seen as the next step in his development.

Following engagement in the VIP project, and particularly Coach Education courses, Joe has gained confidence in his ability to work as a coach and is now coaching a 2009 team at Coatbridge Rovers, a grassroots club in North Lanarkshire.

"The VIP programme has helped me massively! Before I got involved with Celtic FC Foundation and the Scottish FA programmes, I suffered from very low self-esteem and didn't know what I could be with my life due to my disability. My mum always told me to be positive and that something will come up.... thankfully it did! The opportunity to pick up coaching badges and attend educational workshops has allowed me the experience to interact with different people, which has been great! I started on my 1.1 badge and I am now on



to my 1.3 on the main pathway and I am now looking ahead to potentially doing my Level 2 in the near future."

Scott Chaplain, Scottish FA Player and Coach Development Manager, West Region

"Joe is a real inspiration in every sense of the word! To overcome the barriers in which he faces to become a community coach with Celtic FC Foundation and Coatbridge Rover is a truly

inspiring story. Throughout the VIP project he has engaged extremely well in all aspects. He has attended all of the three workshops to date and has been through three separate coach education courses, taking him from 1.1 to 1.3 on the Main Pathway. Joe's confidence levels have grown so much that he has continuously challenging us and asking us, what the next opportunity is that he can get involved in."

MY INCLUSIVE COMMUNITY



The My Inclusive Community project aims to work with underrepresented groups across Scotland, facilitating improved links with their communities.

The project runs in some of the most deprived areas across the country and looks to create weekly football activity for young people between the age of 10 and 24 from an ethnic minority background. Scottish FA staff and coaches work with participants over a period of time we will be able to increase the confidence and social skills of the young people involved as well as break down any barriers there may be to taking part in mainstream football activity.

Through projects such as My Inclusive Community, the Scottish FA engages its larger community football clubs to host activity. This allows for the participants of the programme to

move into the club environment thereby helping with the process of integrating into the wider community – a crucial goal of the project.

Additionally, the Scottish FA looks to upskill and provide accredited learning for young people coming from these communities. As part of the programme, we offer young people – who are 16+ – the opportunity to gain Scottish FA Coach Education. Over the past year 191 bookings on Scottish FA coach education courses from this programme were facilitated through the My Inclusive Community programme.

The programme has resulted in wide-ranging, positive impact on the young people involved including an increased feeling of aspirations in 378 of the participants. This has allowed them to begin to explore new areas, such as joining a grassroots club or other sports with confidence.

OUTCOME 1: Young people build their capacity and confidence

	Target	Actual
Young people report increase in confidence	504	471
Other stakeholders report increase in confidence	80%	

OUTCOME 2: Young people develop their physical and personal skills

	Target	Actual
YP report skills improving	473	471
YP receive accreditation	190	191

OUTCOME 3: Young people's behaviours and aspirations change positively

	Target	Actual
Increased feelings of aspirations	378	378
YP report positive changes in behaviour	378	374

OUTCOME 4: Young people's wellbeing improves

	Target	Actual
YP report increases in feelings against relevant SHANARRI indicators	378	340

OUTCOME 6: Young people participate in activity which improves their learning, employability and employment options (positive destinations)

	Target	Actual
Take part in learning	-	-
Take part in volunteering	28	28
Young people undertake coaching, mentoring or supporting roles	60	28

OUTCOME 9: Young people contribute positively to their community

	Target	Actual
Young people feel their contribution and links with communities are improving	189	214
Coach Education participants undertake coaching, mentoring or supporting roles	60	28



MY INCLUSIVE COMMUNITY CASE STUDY

RENFREWSHIRE MIC CENTRE VISIT TO SCOTLAND U21s

The My Inclusive Community project in Renfrewshire has been running out of Paisley Grammar High School for the last 12 months and has been very successful in aiding the re-settlement process for Syrian refugee families who have moved to the area.

The MIC centre has really allowed the young people to gain more confidence in working with new people, feeling better about themselves as a result of physical activity and also allowing them to gain

experiences which they may never have done so before the centre started.

During the season, as a reward for their hard work and as a celebration of partnership working between the Scottish FA, Barnardo's Scotland and Renfrewshire Council, the group was invited to attend the Scotland U21s match versus The Netherlands at The Paisley 2021 Stadium. During the match, the young people were given the unique opportunity to take part in half-time activity on the pitch.

Katie Orr, Barnardo's Scotland:

"Thanks to the Scottish FA for arranging the tickets, the boys had a great time. It is really appreciated and has allowed them to feel much more part of not only their local community but the country as well. They had the opportunity to cheer on the Scotland team and really felt part of it when everyone celebrated the goals. I think the confidence that we have seen from the young people as a result of working with the SFA has been huge. They have begun to make new friends and break down some barriers that were in front of them in regards to football and physical activity."

FOOTBALL DEVELOPMENT AT THE SCOTTISH FA

The overarching vision of the Scottish FA's grassroots football strategy, 'The One National Plan' is for our wonderful sport to provide Football For Life.

This plan outlines how we will achieve this vision, underpinned by the belief that our collaborative working will achieve outcomes in three distinct areas:

- ➔ GROWING THE GAME
- ➔ DEVELOPING TALENT
- ➔ FOOTBALL FOR SOCIAL CHANGE

Growing the Game both in scale and diversity remains a focal point for progress. The Scottish FA enjoys strong partnerships at national, regional and local levels that will ensure improved retention and development of a vibrant football workforce. The combined efforts of everyone from our inspirational volunteers working closely with our skilled professional staff will be crucial in leading change and improvement over the coming years.

The Development of Talent is an area for which the non-professional game in Scotland shares responsibility for. Each national squad player started their journey within the grassroots game. Our game therefore must give every player, regardless of ability, the very best possible start with all players

given the chance and support to fulfil their potential.

Football for Social Change is a concept embraced by the Scottish FA. Our sport has a massive influence upon the nation and this will be harnessed more than ever to positively impact on many of the Scottish Government's priorities around areas such as health and wellbeing, community cohesion, education and citizenship. Vibrant, well-run clubs are already showing how they can contribute to our society and that they can make a real difference to the lives of their members and the communities in which they live.

To achieve these ambitious outcomes we will focus on four main objectives - Participation, Education, Club Services and Attractive Game. These will be delivered through key enablers that surround all of the sterling work undertaken by the Affiliated National Associations and supported by the Football Development Department and Scottish FA Regions.

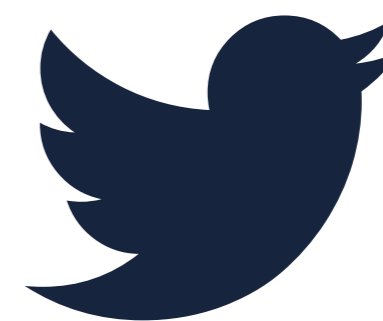
To enable all of this, strong PARTNERSHIPS will be fundamental to achieving progress in every area of this plan. The football INFRASTRUCTURE across the country is vastly improved over recent years, however continued development of facilities will ensure better access to our game for everyone. We will

also value, support and inspire PEOPLE to ensure their life-long involvement in the game. Finally, the PROFILE of non-professional football must be developed at all levels, better promoting the reasons for and opportunities to play the game alongside the impact and benefit football provides to those that are involved.

This plan will provide the framework for everyone connected with Scottish football, now and in the future, to establish safe, friendly and nurturing environments for people to enjoy playing the game and participate for life!



COMMUNICATIONS



401,087

TWITTER IMPRESSIONS

EXTERNAL EVALUATION REPORT

BY BLAKE STEVENSON

In Year 1, the Scottish FA's My Community programme has successfully delivered a range of activities that support young people from disadvantaged backgrounds. The three strands of activity each provide a unique form of support that is tailored to the specific needs of the participants and the value of this is reflected in the significant progress towards outcomes and targets as well as highly positive feedback from all stakeholders.

The My School of Football, as the largest and most established strand of activity, has been particularly successful at meeting all of its specific targets in Year 1. The VIP and MIC strands of the programme, both in their first year of delivery, have not always performed as strongly during Year 1. Although in many cases there has only been a slight shortfall against the VIP and MIC related targets.

There have been some issues relating to data collection in Year 1 and little data has been gathered on the full profile of participants, which has limited the understanding as to who the programme is reaching. However, the development and implementation of a tracking sheet by the Scottish FA for My School of Football participants in Year 2 should increase the profile data for this strand and way to explore collection of data from MIC and VIP participants should be reviewed.

The evaluation team has collected and analysed a range of evidence of the impact of the My Community programme. This has included evidence of:



- Increased confidence amongst participants from all strands;
- New personal and physical skills being developed including for learning, life and work;
- Accreditation for learning gained at a range of different levels;
- Improvements in the behaviour of My School of Football participants within school and increased aspirations amongst My School of Football and VIP participants;
- Improvements in the physical, mental, and social wellbeing of young people;
- Increased school attendance amongst some My School of Football participants.

CASHBACK 2017/18 SUMMARY



The report again demonstrates the range of actives that 'CashBack for Communities' has enabled the Scottish FA to provide. These fantastic projects have supported and inspire many young people with some inspirational success stories outlined in this report. 'My School of Football' continues to be the Scottish FA main project with 24 schools now directly supported via 'CashBack for Communities'

funding and a total of 44 schools involved throughout Scotland. The 'My School of Football' initiative continues to help and support many young people, the case studies within this report once again demonstrating the success and long-term legacy of the project. Within phase four of 'CashBack for Communities' the Scottish FA introduced girls only 'My School of Football' with 12 of these schools now operating within Scotland.

The report highlights the power of the 'My School of Football'

with many of the performance indicators being achieved throughout 2018/19. One of the main benefits from the programme is the increased confidence and additional life skills young people gain, which links to the national government strategies of 'Getting it Right for Every Child'.

In phase four of 'CashBack for Communities' the Scottish FA introduced a 'My Volunteer Inspire Project' which has proven to be a great success in its first year. The case study of Joe Mearns provided in the report is inspiring and demonstrates the impact this project is having on young people. The young people involved in the 'My Volunteer Inspire Project' have gained a number of learning opportunities throughout this project, which will enhance their employment prospects in the future.

The diversity of our programmes at the Scottish FA is a key value, so projects like My Inclusive Community allow us to work in areas of high BME population while looking to engage those individuals with the wider community. We've seen great work in this area and case studies like our Renfrewshire MIC Centre show the impact that the project has.

This report provides some of the fantastic and inspirational projects that the Scottish FA with support from 'CashBack for communities' have been able to provide to young people. With 2018 being the 'Year of the Young Person' it has been great to provide these opportunities to young people to allow them to grow, develop and ultimately fulfil their true potential.



OUTCOMES

	My School of Football		My Volunteer & Inspire Programme		My Inclusive Community	
OUTCOME 1: Young people build their capacity and confidence						
Young people report increase in confidence	Target	Actual	Target	Actual	Target	Actual
	749	989	144	121	504	471
Other stakeholders report increase in confidence	80%		80%		80%	
OUTCOME 2: Young people develop their physical and personal skills						
YP report skills improving	Target	Actual	Target	Actual	Target	Actual
	702	989	135	128	473	471
Other stakeholders report an increase in skills	75%		75%		75%	
YP improve their physical, literacy skills; agility, balance, coordination, speed and stamina	702	907				
YP complete volunteering 40 hrs			171	112		
YP receive accreditation			171	128	190	191
OUTCOME 3: Young people's behaviours and aspirations change positively						
Increased feelings of aspirations	Target	Actual	Target	Actual	Target	Actual
	562	638	108	114	378	378
Other stakeholders surveyed report perceived increased aspirations in young people	60%		60%		60%	
YP report positive changes in behaviour	562	642	108	114	378	374
Other stakeholders surveyed report perceived positive changes in the behaviour of young participants	60%		60%		60%	
OUTCOME 4: Young people's wellbeing improves						
YP report increases in feelings against relevant SHANARRI indicators	Target	Actual	Target	Actual	Target	Actual
	562	644	108	114	378	340
Other stakeholders surveyed report perceived increases in SHANARRI indicators among young people	60%		60%		60%	
OUTCOME 5: School attendance and attainment increases						
Participants' attendance at school improves	Target	Actual	Target	Actual	Target	Actual
	655	1107				
Stakeholders/participants surveyed confirm attainment at school has improved	70%					
Young People gain referee qualifications			50	0		
OUTCOME 6: Young people participate in activity which improves their learning, employability and employment options (positive destinations)						
Take part in learning	Target	Actual	Target	Actual	Target	Actual
	936	1208				
Take part in volunteering			140	118	28	28
Young people undertake coaching, mentoring or supporting roles			126	118	60	28
OUTCOME 7: Young people participate in positive activity						
Young People Participate	Target	Actual	Target	Actual	Target	Actual
	936	989				
Young People are new to that activity	936	989				
OUTCOME 9: Young people contribute positively to their community						
Young people feel their contribution and links with communities are improving	Target	Actual	Target	Actual	Target	Actual
	936	1208			189	214
Other stakeholders surveyed perceive that young people's contribution and links are improving					30%	
Coach Education participants undertake coaching, mentoring or supporting roles					60	28

FINANCIALS

SPEND BY LOCAL AUTHORITY

	INVESTMENT	NO. OF YOUNG PEOPLE
ABERDEEN	£33,189	68
CITY OF EDINBURGH COUNCIL	£38,103	121
CLACKMANNANSHIRE COUNCIL	£25,023	61
DUNDEE CITY COUNCIL	£24,197	72
EAST AYRSHIRE	£32,456	94
EAST DUNBARTONSHIRE COUNCIL	£22,657	63
EAST LoTHIAN COUNCIL	£20,781	61
EAST RENFREWSHIRE COUNCIL	£23,033	72
FALKIRK COUNCIL	£16,417	25
FIFE COUNCIL	£35,654	121
GLASGOW CITY COUNCIL	£40,360	156
HIGHLAND COUNCIL	£33,683	53
INVERCLYDE COUNCIL	£24,497	94
NORTH AYRSHIRE COUNCIL	£32,226	118
NORTH LANARKSHIRE COUNCIL	£21,546	46
PERTH AND KINROSS	£21,467	52
RENFREWSHIRE	£35,497	98
SOUTH AYRSHIRE	£31,276	73
SOUTH LANARKSHIRE COUNCIL	£34,210	82
STIRLING	£12,030	21
WEST DUNBARTONSHIRE COUNCIL	£33,982	83
WEST LoTHIAN COUNCIL	£25,652	47
TOTAL	£618,000	1,681

