



Changing childhoods.
Changing lives.

HEAD2WORK through CashBack Impact Report



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The first year of our Phase 6 delivery has had a huge impact on young people (YP) across Scotland. The ability to work creatively has been vital in allowing us to reach young people and encourage them to have a positive view of themselves and their local community.

For most of these young people CashBack is the first step they make on their employability journey. However, this first step is often the hardest one to take. HEAD2WORK successfully engages them to build confidence, routines and skills that will help them for years to come.

Cliff Graham

Barnardo's Head of Operations for Scotland (Employment Training and Skills)



YP in Dundee creating a film to promote volunteering

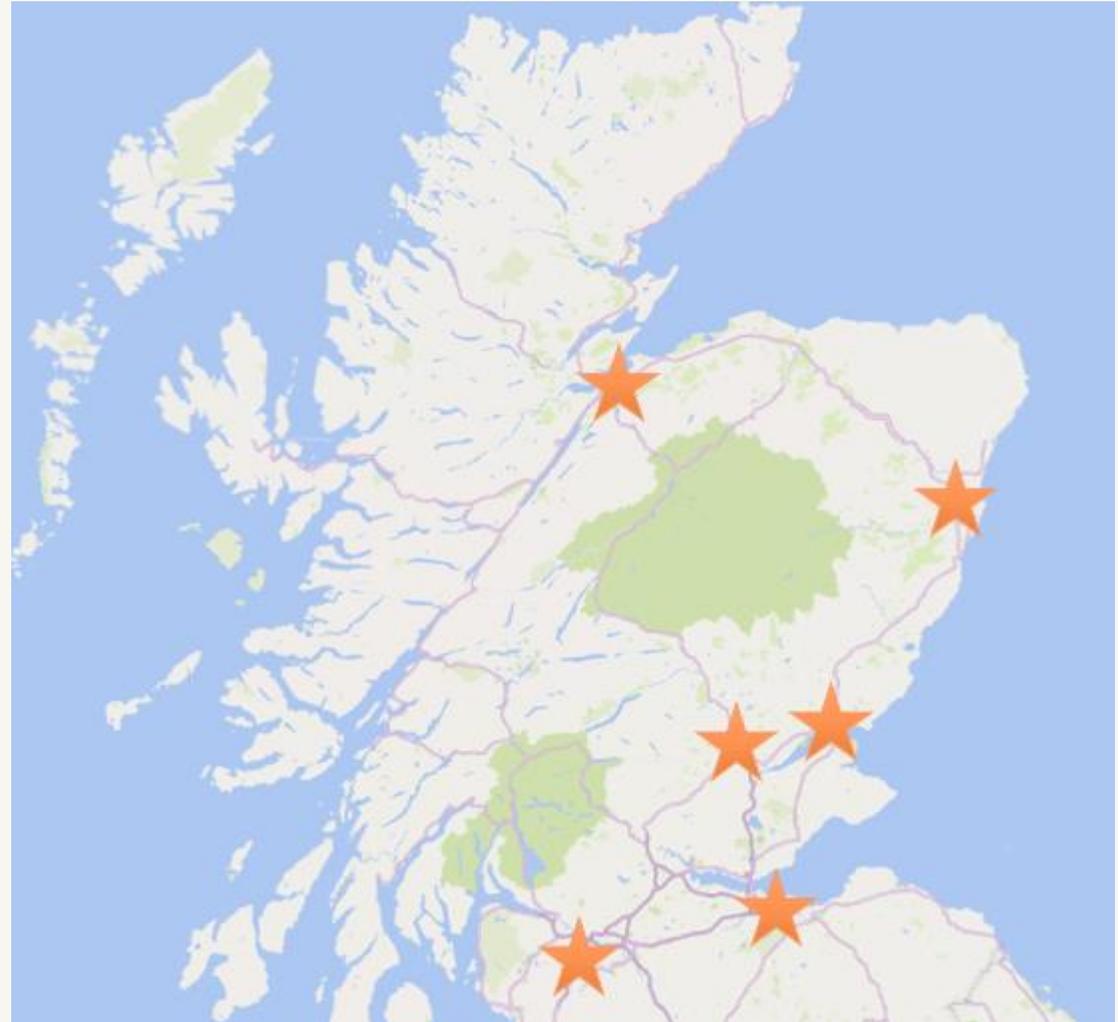


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Barnardo's were fortunate to have two funded programmes the Anchor Project and HEAD2WORK. This report focuses on the impact of the HEAD2WORK delivery across Scotland.

Key highlights -

- 110 Young people have been supported in year one
- 67% of participants are from the 30% most deprived areas of SIMD
- Delivered in six areas: Aberdeen, Dundee, Perth, Paisley, Inverness and Edinburgh



HEAD2WORK



Barnardo's HEAD2WORK delivers an integrated personal development, health and employability focussed project that meets the aim of diverting young people from anti-social/criminal behaviour.

Our tailored activities/interventions have been co-designed with Young People to address these barriers through intensive 1:1 support and an interactive 8-week programme for YP aged 14 – 21, across 6 local authority areas.



Inverness group on a mental health and wellbeing walk

HEAD2WORK focuses on:



Health and Wellbeing – Young people participate in a range of activities that promote their wellbeing. This includes a range of fun activities that promote healthy lifestyles that are developed in conjunction with participants.

Money Management – We use the money management programme MyBnk, developed alongside Hymens Robertson to support YP.

Personal Development – Activities that build the skills of YP and that include:

- Volunteering opportunities
- Early stage employability work
- Accreditations including Youth Achievement or Personal Development Awards

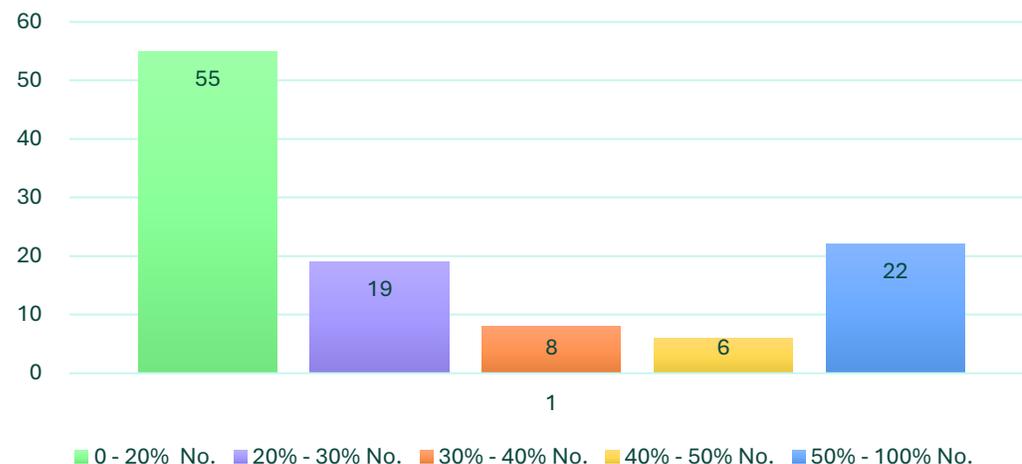
Our Reach



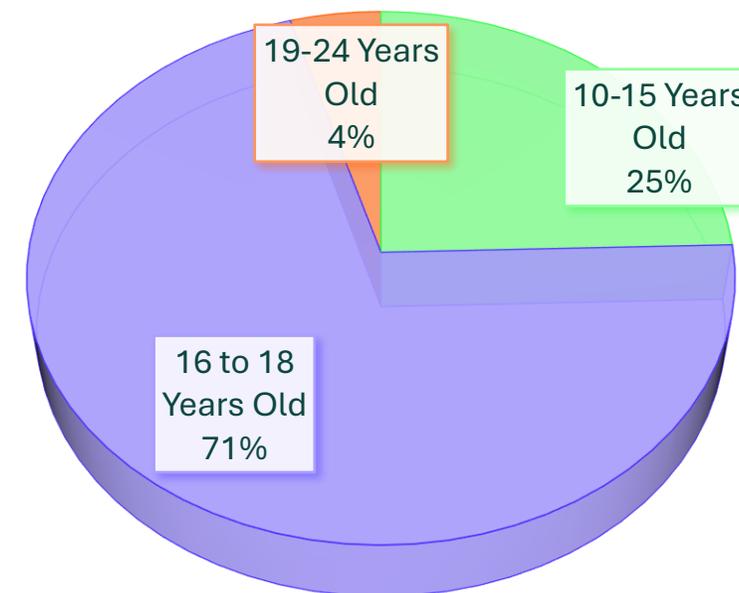
This year we have supported 110 starts across Scotland on the HEAD2WORK Programme.

50% of participants were from SIMD 0 to 20% and a further 17% were from SIMD 20% to 30%. This indicates that the core of our delivery was targeted in local areas that needed additional support.

SIMD Profile



AGE PROFILE OF NEW PARTICIPANTS



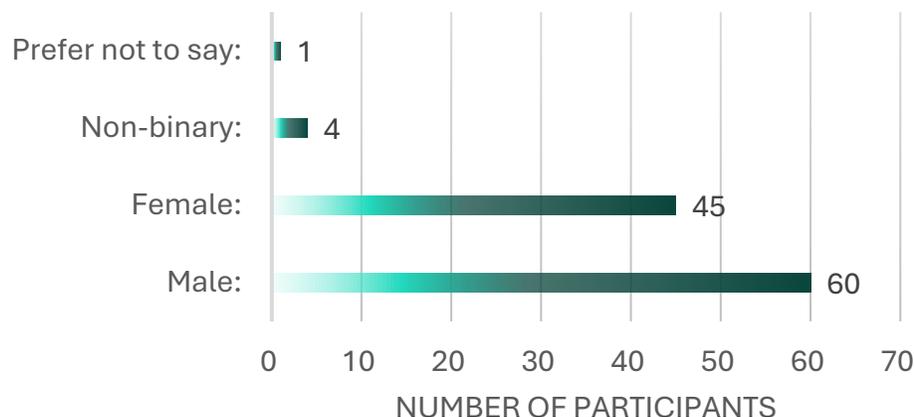
Inclusion

Our provision had a good balance of participants this year.

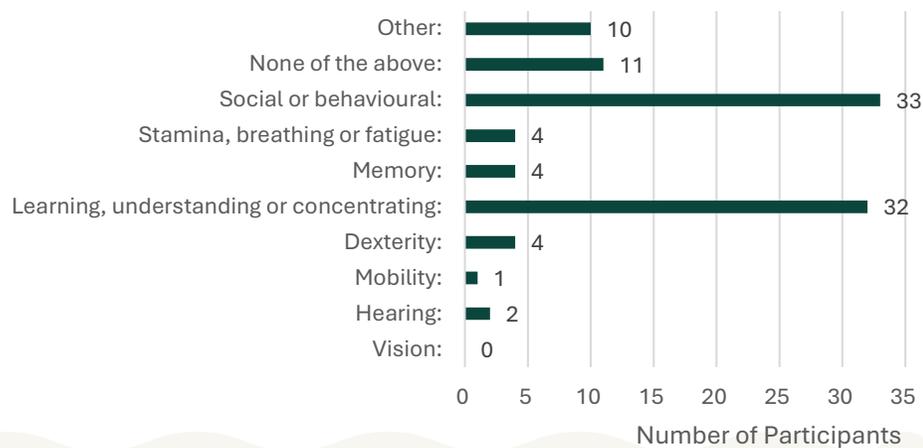
54% of our participants were male and 41% were female and 4% non-binary.

One young person disclosed that they had changed their gender identity since birth.

SEX IDENTITY



Disability



Disability

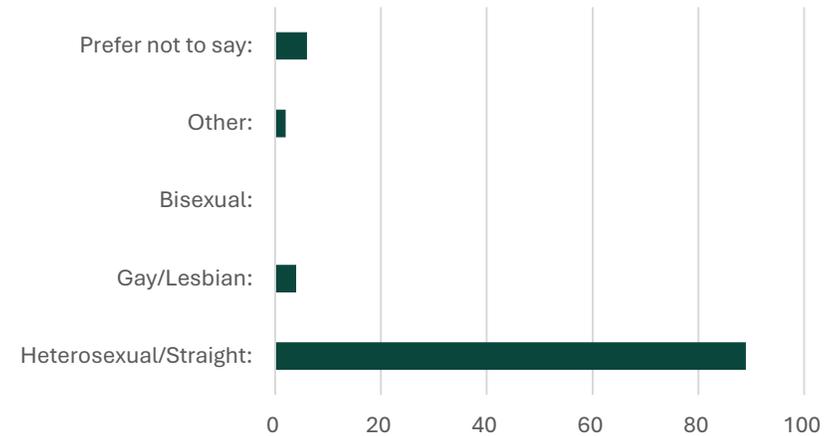
A high proportion of our young people disclosed social and behavioural difficulties. There was also a large proportion who disclosed having learning and concentration barriers.

Ethnicity - of new participants

91% of participants were white.

9% of our participants were from mixed, Chinese, Pakistani, African and Black backgrounds.

Sexual Orientation of New Participants





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“My anxiety has gotten so much better, my parents have told me I’ve changed so much. It’s surprised me as I didn’t think it (the course) would help with the social side of life so much.”



Paisley Young People creating Kites as a creative activity

Outcomes

“I was talking to the young person's social worker, and they told me that when the HEAD2WORK Group finished he decided to go back to School.

He is due to leave school next May. He is wanting to want to come back and get more support which is obviously fantastic.”

Project Worker in Renfrewshire



Outcome 1: Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

Across Scotland a wide range of approaches were used around the theme of anti-social and criminal behaviour.

This is included:

- Informal discussions
- Workshops
- Developing links with local police
- Encouraging young people to reflect and change their behaviour by engaging in a positive activity

84 Young people reported that they would be less inclined to participate in antisocial behaviour.

Edinburgh Young people enjoying being out on a visit.



Outcome 1: Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

“He is still on curfew and about to go to court and he has been involved in what has to be exploitation. He's been drawn into organised crime effectively. But not anymore. But that's what was happening.”

Feedback from CashBack Review session



Kite Flying in Paisley

Outcome 1: Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

“He has excelled since he started working with us. Massively excelled. He's been making friends.

He has been volunteering at the moment. He is loving it, really enjoying it, really thriving. I think it's given an opportunity and a choice.”

- Project Worker discussing a Young person who was referred to HEAD2WORK whilst being supported through Prevent.

“Two young people had pending convictions, so we were having discussions around what impact that has within the work environment, and what they have to disclose to an employer.”

- Inverness Project Worker



Feedback from Inverness young people using Mentimeter

Outcome 2: YP participate in activity which improves their learning, employability and employment options (positive destinations)

A broad range of activities were delivered that improved the options for young people and helped them into positive destinations. There is a bit of delay in getting a clear picture of the impact of this work due to the delivery of work that started in Q4 that continued into the following year.

- 20 young people improved relationships or reengaged with school
- 9 have moved into an apprenticeship or employment
- 23 young people moved into training or volunteering
- 7 moved into College



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Outcome 2: YP participate in activity which improves their learning, employability and employment options (positive destinations)

32 Young people achieved an accreditation during the first year of the programme. This number will increase as we move through the year. Some examples of these are:

- Emergency First Aid
- MyBnk – Money Management
- Employability Award
- Dynamic Youth Awards
- John Muir Award



HEAD TO
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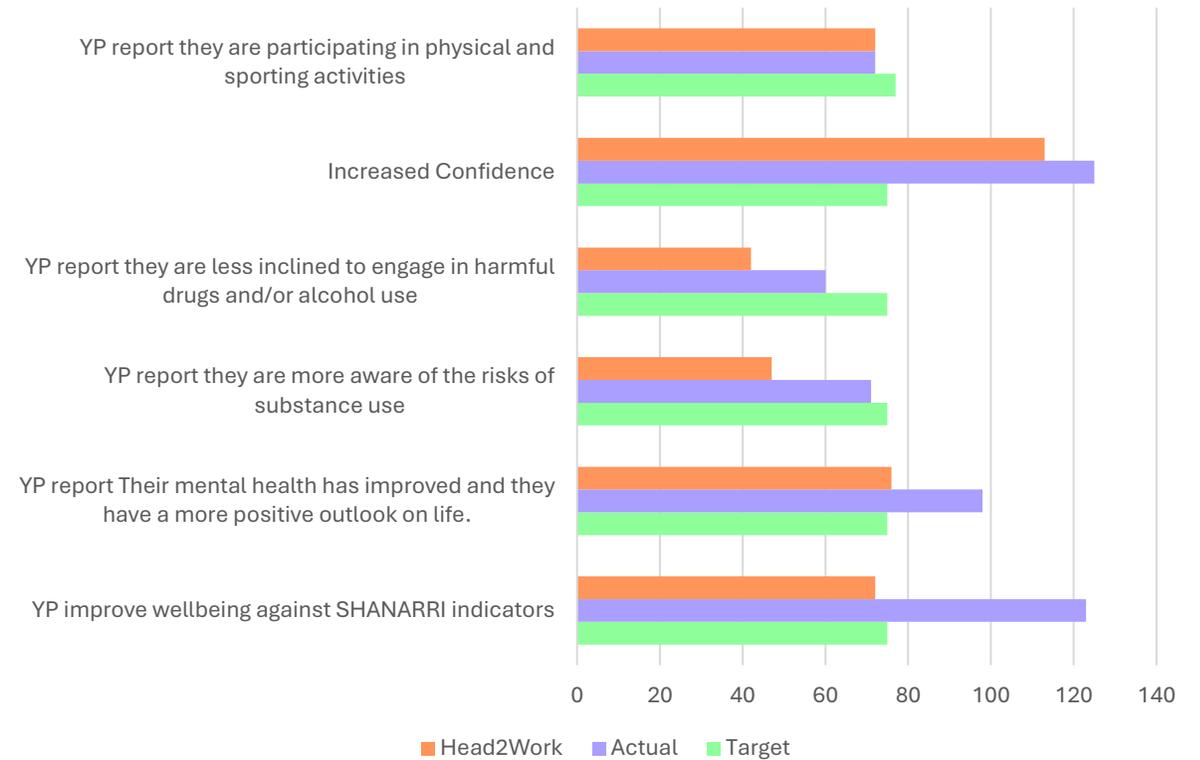
Outcome 3: YP health and well-being improves

The improvement in wellbeing outcomes has been very significant. This is not surprising given the focus on personal development in the work that is undertaken. We have exceeded our SHANARRI, improved mental health and confidence indicators.

There is some work to be done in fully capturing our impact around alcohol and drugs use and this will be a focus of our work in year two.



CashBack Impact on Wellbeing

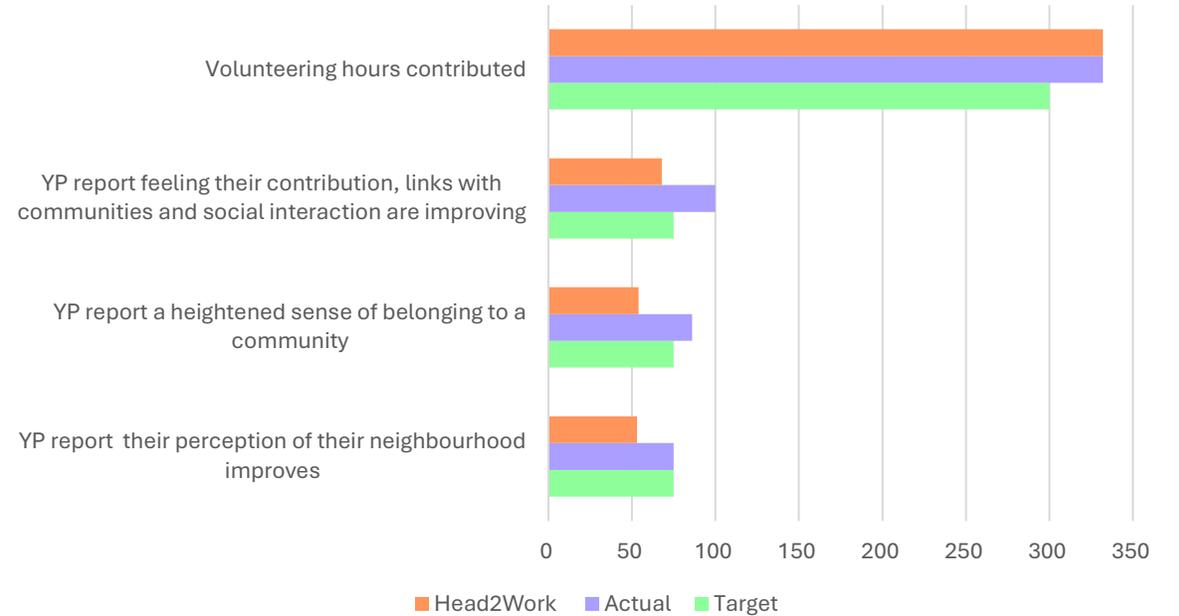


Outcome 4: YP contribute positively to their communities

To further support our YP contributing positively to their communities, the aim will be to take the young people into their communities and linking in with community organisations, gardens, employers in the coming year.

Our young people have increased their volunteering hours this year on HEAD2WORK, and contributed hugely to achieving our targets, which is down to them pushing their comfort zones and wanting to give back to their communities.

YP contribute positively to their communities

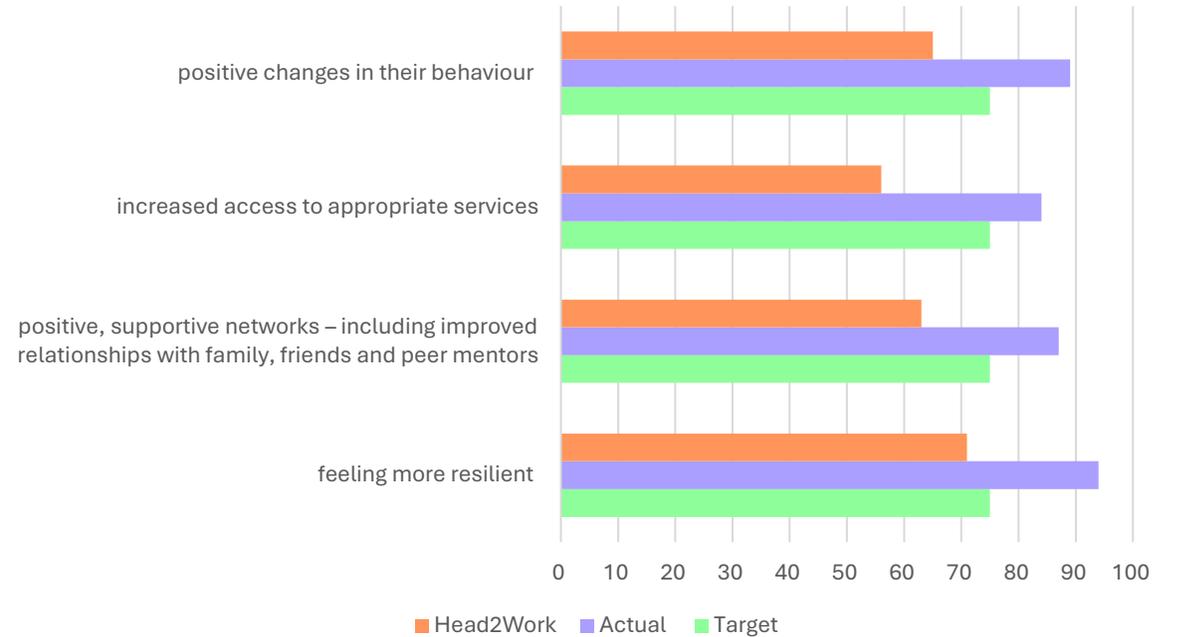


Outcome 5: feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)

We have surpassed our targets for fostering resilience in young people. This achievement is evident in their enhanced self-belief, determination, and adaptability. The participants have demonstrated an increased ability to take things in stride and handle various challenges effectively.

This is a key aim when supporting our young people and this will be a continued focus in the coming year.

YP feel more resilient



“I’ve learnt a lot about employment, and more about practical work and how important teamwork is. I definitely found that I enjoyed this a lot more than I thought I would.”

YP from Inverness



CASE STUDY

Our service in Inverness ran a HEAD2WORK course that was themed around introducing some construction-based employability skills with a group of young people who were at risk of leaving school without a destination. This was a successful course with 8 of the 10 young people completing the course.

All the young people had been identified as potentially leaving without a positive destination or had already started disengaging from education. The idea was for the group to get a taster of the construction industry by designing, planning, and building a bench that would be donated back into the community.

Over the 9 weeks, the group worked on self-awareness, employability and working together to successfully build 2 benches. 1 of which was donated to Balfour Beatty for use at the HMP Highland site. Of the 8 young people who completed the course, 1 moved into employment, 1 into construction training course, 2 applying for apprenticeship and 4 have moved back into education with improved attendance and specific goals towards employment.

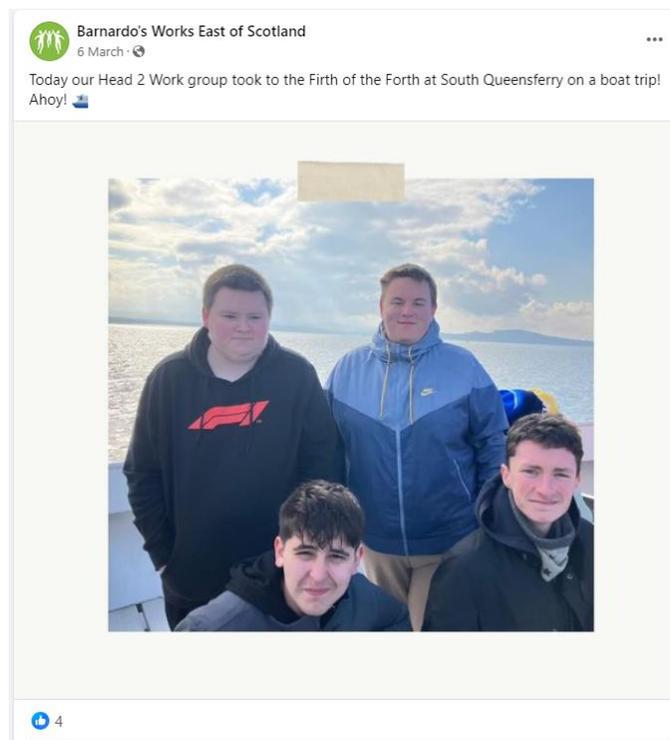
The feedback from both the young people and the partners indicated the course was a success, and the feedback from the project worker highlighted the flexibility of HEAD2WORK allowed the course to be successful, as it was adapted to the needs of the group, but still had its own structure.

Communications

This year, we've significantly increased our use of local service Facebook accounts to promote the work being completed. As a result, we're reaching more local community members, who are now more aware of the services provided in their areas through HEAD2WORK.

We remain active on our Barnardo's Works 'X' page, which continues to engage a broader audience with a national and business focus.

These dual channels enable us to effectively target both local communities and a wider professional network, enhancing our overall outreach and impact.



“I’ve learnt how to build a bench from scratch and the process needed to build basically anything.”

A HEAD2WORK group from Inverness donated this bench they made to HMP Highland that is currently under construction nearby.



Organisational Updates

SQA and Quality Lead – Shaun Sinclair

We are pleased to announce the appointment of Shaun as the SQA and Quality Lead for ETS Scotland. In this role, Shaun will be dedicated to ensuring that we maintain the highest standards in delivering our contracts, while also exploring avenues for continuous service improvement.

Shaun brings valuable experience from his background in HEAD2WORK delivery, which provides him with a thorough understanding of our contracts. This expertise will be crucial in his collaboration with project workers and young people to achieve and exceed our desired outcomes.

Shaun's appointment underscores our commitment to excellence and our ongoing efforts to enhance the quality and impact of our services for the benefit of all stakeholders.

Scotland's 2018 -2032 Climate Change Plan



Sustainability

Our ambition is to become a net zero organisation by 2050, or as soon as possible

As a charity, we are committed to reducing our environmental footprint to help preserve the planet for the children and young people we support. The climate crisis affects children and young people and their future. Barnardo's has an important role to play in reducing the burden for them and ensuring their voices are heard. Our [Sustainability Strategy](#) launched in 2021 outlines our vision to build a culture where we implement sustainable business practices to achieve substantial and positive changes to make Barnardo's a sustainable organisation.

Within our HEAD2WORK delivery we supported:

- Volunteering opportunities that promoted sustainability through clothes recycling and reuse
- Workshops in Paisley within a community garden that built bird houses
- Promoted healthy travel such as cycling and walking to events
- Promoted the use of public transport and supported young people to get travel cards when they did not have one

Application of the Fair Work Framework



Barnardo's has been committed to paying all staff at least the Real Living Wage for many years. We have recently agreed an annual pay award with UNISON that includes an uprating of all staff so that they are paid the living wage across all age ranges.

Barnardo's does not use any inappropriate zero-hour contracts. We support all staff to have permanent contracts with agreed shift patterns where desired. All staff for this service will have permanent contracts.

Barnardo's has a formal recognition agreement with UNISON and all colleagues are able to become members. Union membership is included in our induction process to build awareness of all team members.

Barnardo's publishes its Gender Pay information on an annual basis. Our most recent figures (April 2022) show a Median Gap (5.69%) and Mean Gap (12.29%) in favour of men. Our current workforce is 85% female, with 40% of our Corporate Directors and our Executive also female. Our Mean Gap is below the national average of 14.9% and has reduced by 2% since 2021. This year we published our first ever Diversity Pay Gap report.

This year we published our first ever Diversity Pay Gap report. This report brings together data and analysis on our pay gaps across the charity

In relation to gender, ethnicity, and disability in 2022-23. While reporting our gender pay gap is a statutory requirement, expanding beyond this to include disability and ethnicity isn't. But we were committed to taking this step, to ensure we continue to deliver on our EDI (Equality, Diversity & Inclusion) Action Plan and our promise of making Barnardo's as inclusive a workplace as possible.

Barnardo's has a flexible working policy in place and supports a range of working patterns. Within our Works service this includes term time working that supports parents, part time work, compressed hours and a range of hybrid working arrangements.

We nurture talent by investing in skilled and experienced staff who are supported to fulfil their potential through training, support and workforce development. We are committed to supporting employees' Continuous Professional Development (CPD) and support and promote opportunities for progression and development – including through our Emerging Leaders programme and Women's Mentoring Network.

Promoting Children's Rights



Promoting Children's rights is at the core of what we do. We support young people to explore these rights whilst attending our sessions. In order to ensure this is central to our role we conduct service level self-assessments, deliver staff training and provide fun opportunities for young people to learn more about UNCRC and their rights throughout their journey with us. Link to our Children's Rights Impact Assessment [Barnardo's CashBack CRWIA](#)

Barnardo's Scotland Children's Rights Self-Assessment



Service Children's Right Self Assessments

All services in Scotland undertake Children's Rights Self assessments.



ETS Conference, Edinburgh

Young People's Rights

Selwyn McCausland – National Children's Rights & Advocacy Manager
Rebecca Rees – Rights Development Worker

Registered Charity Nos 216220 and 50037605

Training at Conference

A workshop was delivered by our National Rights and Developments Team at our Employability conference to promote the UNCRC and upcoming legislative changes.

RIGHT OF THE MONTH

Artwork needs to be submitted by the 25th of each month and the draw will be done on the last day of the month

All artwork will be used to create a resource for young people across Barnardo's Scotland to learn about their own rights

FEB	Article 24: I have the right to good quality health care
MAR	Article 27: I have the right to have a proper house, food and clothing
APR	General Principle: Participation, You have the right to say how you feel, be listened to and to be taken seriously
MAY	Article 40: I have the right to legal help and to be treated fairly if I have been accused of breaking the law
JUN	Article 1: Everyone under the age of 18 has these rights

Right of the month

Each month we explore a different right and what it means for our young people and practice.



Best Start, Bright Futures. The Scottish Government's Tackling Child Poverty Delivery Plan 2022 – 2026

Our CashBack funded activity is focused on supporting young people who are in negative destinations who require a supportive intervention to help them move out of poverty. Often these young people have had a negative experience of education and require support to build routine and raise their aspirations to improve their circumstances.



Improving Financial knowledge

Delivering the MyBnk Qualification to learners to raise awareness of Financial Capability.



Targeted interventions in areas of need across Scotland

50% of our participants were from the 20% most deprived SIMD areas. 67% were from the 30% most deprived.



Links to local support

Our teams promote local referral routes around issues such as debt, income maximisation through benefits or energy advice where specialist knowledge is required.



Building hope and a plan for the future

Our HEAD2WORK programme leads to a range of progression opportunities that help young people improve their skills and raise future aspirations.

Local Authority Breakdown

Our services worked in six Local Authority areas in the first year of Phase 6 of CashBack.

Our delivery in the Highlands includes the Spend on the Anchor Project and HEAD2WORK.



LA Spend

Area	Number of Young People supported	Spend
Aberdeen City	10	£17,226
Dundee City	22	£37,896
Edinburgh City	22	£37,896
Highland	146	£140,393
Perth & Kinross	8	£13,781
Renfrewshire	20	£34,451
Totals	228	£281,643

Financial Spend- Combined HEAD2WORK and Anchor Project

- Staffing costs have slightly increased due to the cost of living
- Property and Energy costs are slightly higher than budgeted
- Payments to learners are slightly less due to some young people carrying into the following financial year
- More invested on equipment and resources due to the start up costs of the Anchor Project
- Forecast and actual variance related to recruitment delays for the Anchor Project. The underspend was reprofiled in November across the remainder of the Phase and will be spent on the Anchor Project staffing primarily to meet full phase performance targets.

Barnardo's CashBack spend in 2023-2024

Grant request from CashBack for Communities		Forecast	Actual
Request from CashBack Programme £328 089			
Service Manager (HTW 100%)		11,031	11,771
Project Coordinator (AH 100%)		17,960	16,354
Fit For Work Mentor (s) (HTW 100%)		120,765	118,765
Project Worker (s) (AH 100%)		86,742	48,332
Administrator (HTW 51% / AH 49%)		11,532	11,338
Staff Travel Expenses (HTW 29% / AH 71%)		5,600	3,520
Staffing Project delivery costs sub-total		253,630	210,080
Food / Activities (HTW 12% / AH 88%)		4,100	2,460
Payments to Learners / Allowance (HTW 89% / AH 11%)		18,000	13,471
Equipment & Resources (HTW 88% / AH 12%)		8,000	5,441
Telephone, Stationery and Other Office Costs (HTW 52% / AH 48%)		3,755	3,509
IT and Property Costs (HTW 51% / AH 49%)		17,997	26,473
Non Staffing Project delivery costs sub-total		51,852	51,354
Capital expenditure sub-total		0	0
Total Project Activity		305,482	261,434
Management Charge (HTW 38% / AH 62%)		22,607	20,209
Management and Marketing sub-total		22,607	20,209
Total Expenditure	£	328,089.00	£ 281,643.00

Outcomes for Year 1



Outcome and indicators	Target	Actual	Head2Work
	Outcome 1: YP are diverted from criminal behaviour or involvement with the criminal justice system		
YP feel less inclined to participate in anti-social and/or criminal behaviour	75	101	77
Outcome 2: YP participate in activity which improves their learning, employability and employment options (positive destinations)			
	Target	Actual	Head2Work
No of Young People Gain an accreditation	75	32	32
Improved Relations with School	0	14	14
No of YP who improve school attendance	0	6	6
YP Taking up Apprenticeship or Employment	25	8	8
YP taking up Training/ Work Experience	13	20	20
YP taking up College/ Uni Place	12	7	7
YP taking up Volunteering	25	2	2

Outcomes for Year 1



Outcome and indicators	Outcome 3: YP health and well-being improves		
	Target	Actual	Head2Work
YP improve wellbeing against SHANARRI indicators	75	123	72
YP report Their mental health has improved and they have a more positive outlook on life.	75	98	76
<i>YP report they are more aware of the risks of substance use</i>	75	71	47
<i>YP report they are less inclined to engage in harmful drugs and/or alcohol use</i>	75	60	42
Increased Confidence	75	125	113
<i>YP report they are participating in physical and sporting activities</i>	77	72	72
Outcome and indicators	Outcome 4: YP contribute positively to their communities		
	Target	Actual	Head2Work
YP report their perception of their neighbourhood improves	75	75	53
YP report a heightened sense of belonging to a community	75	86	54
YP report feeling their contribution, links with communities and social interaction are improving	75	100	68
Volunteer Hours contributed	300	332	332

Outcomes for Year 1



Outcome and indicators	Outcome 5: feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)	Target	Actual	Head2Work
	YP feel more resilient		75	94
YP report Positive Networks		75	87	63
YP report Increased access to Services		75	84	56
YP report Positive changes to Behaviour		75	89	65

EDI Impact

Age profile - of new participants	
10 - 15 years	27
16 - 18 years	78
19 - 24 years	5
Over 24 years	0
<i>Age profile to total participation</i>	110
SIMD profile - of new participants	
0 - 20%	55
20% - 30%	19
30% - 40%	8
40% - 50%	6
50% - 100%	22
<i>SIMD participant profile matches starts</i>	110
Sex identity - provide actual number of new participants	
Male:	60
Female:	45
Non-binary:	4
Prefer not to say:	1
Don't know:	0
<i>Total (check this matches starts)</i>	110

Gender reassignment - does participant gender differ from that assigned at birth - provide actual number of new participants	
Yes:	1
No:	108
Prefer not to say:	0
Don't know:	1
<i>Total (check this matches starts)</i>	110
Disability - what disability types affect participants. Multiple selection where appropriate. For new participants	
Vision:	0
Hearing:	2
Mobility:	1
Dexterity:	4
Learning, understanding or concentrating:	32
Memory:	4
Stamina, breathing or fatigue:	4
Social or behavioural:	33
None of the above:	11
Other:	10
Prefer not to say:	2
Don't know:	0



EDI Impact

Ethnicity - of new participants	
White - Scottish:	91
White - Other British:	2
White - Irish:	1
White - Gypsy/Traveller:	0
White - Polish:	3
White - Other:	2
Mixed or Multiple ethnicity:	3
Pakistani:	1
Indian:	0
Bangladeshi:	0
Chinese:	0
Other Asian ethnicity:	0
African - African, African Scottish or African British:	3
African - Other African ethnicity:	0
Black - Caribbean:	0
Black - Black, Black Scottish or Black British:	2
Black - Other Black ethnicity:	0
Arab, Arab Scottish or Arab British:	0
Other ethnic group:	1
Prefer not to say:	1
Don't know:	0
Total (check this matches starts)	110

Religious beliefs - of new participants	
None:	97
Church of Scotland:	
Roman Catholic:	1
Other Christian:	6
Muslim:	2
Buddhist:	0
Sikh:	0
Jewish:	0
Hindu:	1
Pagan:	0
Other religion:	0
Prefer not to say:	3
Don't know:	0
Total (check this matches starts)	110
Sexual orientation - of new participants	
Heterosexual/Straight:	89
Gay/Lesbian:	4
Bisexual:	0
Other:	2
Prefer not to say:	6
Don't know:	1
Total (check this matches starts)	102



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The Anchor Highland (CashBack) Impact Report 2023 - 2024



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CASHBACK



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In Partnership with:





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In Partnership with:





Introduction

The Anchor Highland CashBack is a community-based project in Inverness, with a targeted, assertive outreach/response team focusing on individuals subjected to exploitation aged primarily 13 to 18.

The team connects with young people through detached youth work, fostering trusting relationships by identifying their needs and offering information and advice. The project operates during evenings and weekends, providing a safe space where young people can enjoy hot meals and refreshments. The hub serves as an alternative space, aiming to reduce youth presence in unsafe areas, prevent involvement in anti-social behaviour, and lower the risk of becoming targets for criminal or sexual exploitation. Additionally, The project offers telephone and text support for young people.

The team employs a trauma-informed, rights-based, relational approach, which is fundamental to our work with young people. By actively listening, we highlight their strengths and priorities, ensuring their needs are identified and addressed promptly. This responsive support helps prevent issues from escalating and reduces the necessity for increased statutory intervention.

The Anchor is integrated into a broader Highland partnership, providing access to support services such as education, training, employment, health services, and throughcare and aftercare pathways.



In Partnership with:





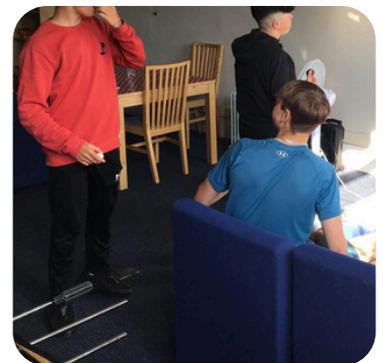
Our Reach

Child Exploitation is a growing concern in Highland. The Anchor project is dedicated to building trusting relationships with young people and collaborates with wider partnerships to identify those at risk. This approach helps expand our reach and offers young people in the community alternatives to potentially negative influences.

Detached youth work involves engaging with young people in their own environments, such as streets, parks, and other community settings. This approach allows our team to meet young people where they are, build trusting relationships, identify their needs, and offer support, information, and advice in a more accessible and relevant manner.

In addition the project collaborates with the The Highland Council and third sector partners to offer a safe space for unaccompanied asylum seekers arriving in the Highlands through the national transfer scheme. Many of these young people have experienced trafficking or exploitation. The Anchor provides a supportive environment where they can connect and feel part of the community.

The Anchor comprehensive approach, including the provision of food and clothing banks, plays a vital role in supporting young people in Inverness. By addressing both immediate needs and underlying issues of poverty and deprivation, the project helps to create a safer, more supportive environment for young people to thrive.



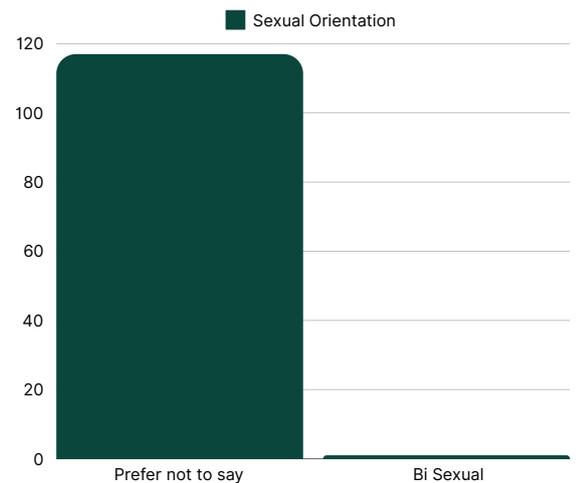
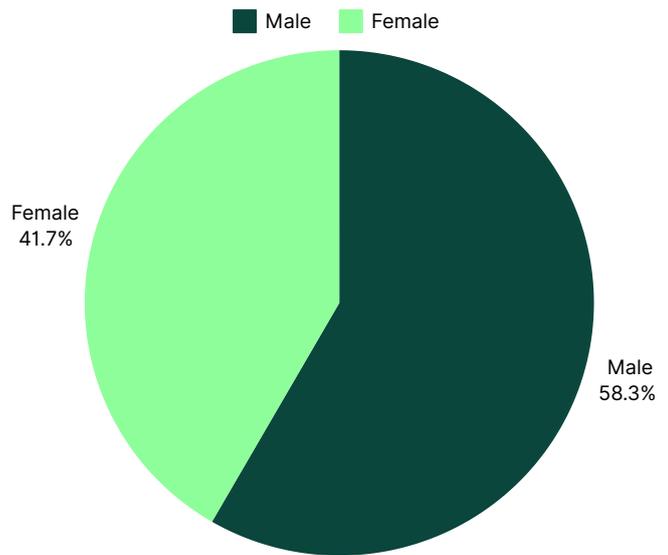
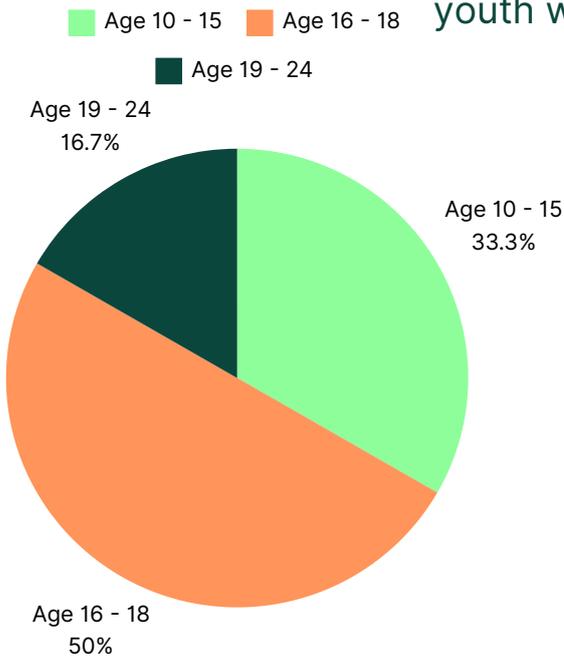
In Partnership with:





Our Reach

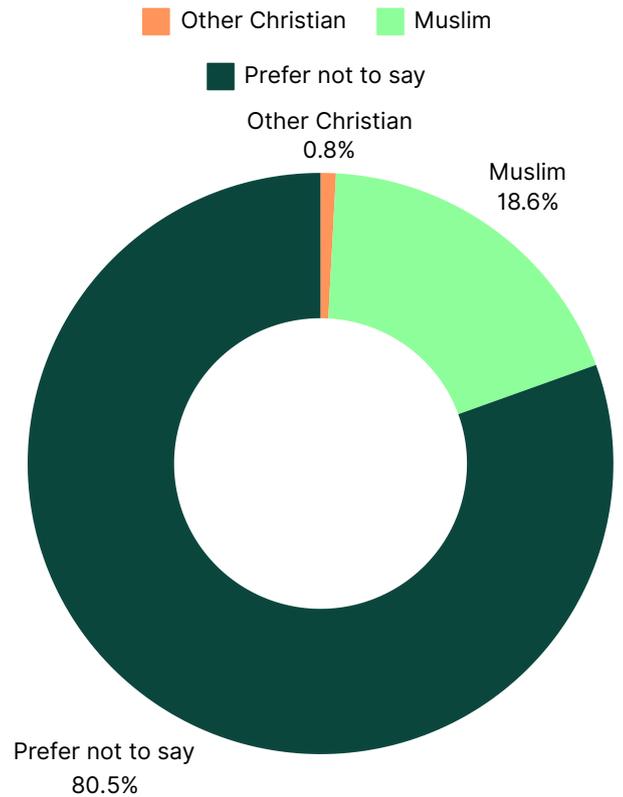
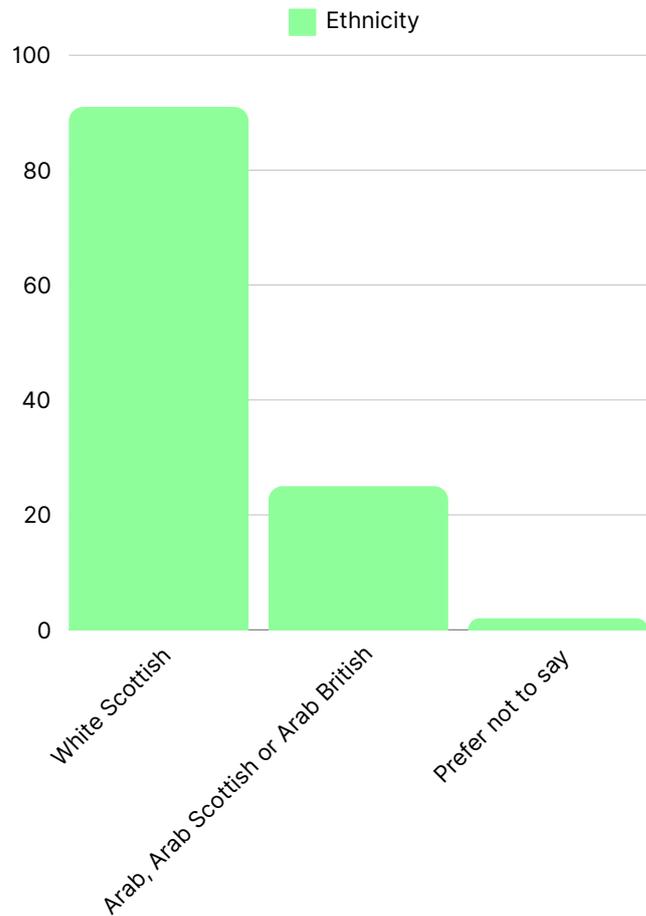
Since the project was launched in 2023 there has been overwhelming engagement from young people who engage with the project whether it be through detached youth work or through group work at the Anchor Hub. Due to the nature of the service it is not always easy to collect data for all young people who engage with the service, therefore the data collected below is that of young people who access the Anchor Hub (**118 young people**). The number of young people which engage with the team through detached youth work is significantly higher.



In Partnership with:



Our Reach



The Anchor project's efforts are particularly focused on SIMD areas identified as having high levels of deprivation.

By targeting these areas, the project ensures that its resources are directed towards those most in need, making a tangible difference in the lives of young people who might otherwise be overlooked.

- Inverness - Merkinch
Most Deprived 5%
- Inverness - Muirtown
Most Deprived 10%
- Inverness - Central, Raigmore and Longman
Most Deprived 10%
- Inverness - Drummond
Most Deprived 10%

In Partnership with:





Partnership Working

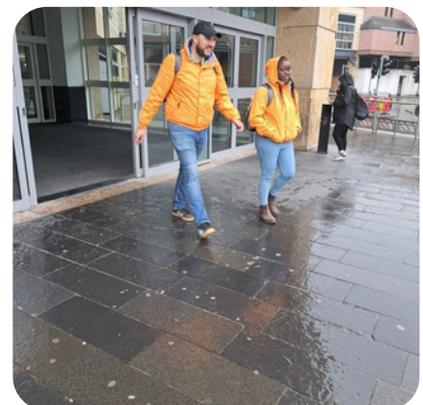


Engagement Through Schools: By partnering with local schools, the Anchor project has been able to provide lunchtime drop-in sessions. These sessions offer students a safe and accessible space to seek support and learn about the project. This school-based engagement has increased awareness among young people about the Anchor as a safe space which is available to them evenings and weekends offering non-judgmental support and advice.

High Life Highland Collaboration: Working with High Life Highland, the project has extended its services to areas such as Hilton in Inverness. This collaboration has enabled the team to reach more young people, offering weekly sessions that provide both recreational activities and critical support services. The presence in Hilton and similar areas helps ensure that the project can assist young people who might otherwise not be aware of the Project.

Inverness City Centre Task Group - The Anchor is an active participant in the Inverness City Centre Task Group and initiatives like Operation Respect. These engagements enhance the team's connection with the local community and allow for collaborative efforts in ensuring the safety and wellbeing of young people. The project has been provided with shop safe radios, which help the team stay informed about young people who may be at risk or gathering in unsafe areas. This system enables the team to respond promptly and offer safer alternatives to young people.

[Further information on operation respect can be found here.](#)



In Partnership with:





Partnership Working



PLACE (Preventing, Learning, and Addressing Child Exploitation) meetings are a crucial part of the strategy to combat child exploitation. These multi-agency meetings bring together local authorities, police, third sector organisations, and community groups to address various aspects of child exploitation. The Anchor project attends these meetings on a monthly basis to identify young people who are at risk of exploitation and provide support. Through these meetings The team are also kept up to date with current risk, locations and individuals who may pose a risk to young people.

Event Presence and Risk Mitigation: The team attends local events where there may be high numbers of young people, particularly those at risk of engaging in risky behaviours such as underage drinking or drug misuse. At these events, the team can provide essential services such as drug and alcohol advice, first aid, and the administration of naloxone if necessary. Naloxone is a medication that quickly reverses the effects of an overdose from opioids and all staff are trained to administer this.

Health and Wellbeing Support: The Anchor provides a weekly health and wellbeing drop in for young people at the Anchor. Young people can speak to a trained nurse in a safe and youth-friendly environment. This service addresses both physical and mental health needs, providing accessible care and advice. The Anchor can also provide young people with basic clothing, food and essentials from the hub.



In Partnership with:





Case Study

A young male already known to Anchor staff, sought their help one day, reporting that his life had been threatened. He described an incident where local gang members had come to his window with knives. The team met with him at the hub where they collectively reported the threats to the police. Noticing that he had not eaten in some time, we provided him with several meals. Together with his wider support team, a safety plan was devised where we made sure he had somewhere safe to stay for the evening. To ensure his longer term safety, at his request we contacted a different local authority to discuss his eligibility to report as homeless due to the risk he faced in his community. The local authority agreed, and arrangements were made for him to take a bus the next morning to a safer location. Since then, the young male has kept in touch with The Anchor and shares his positive progress.



Young people build their personal skills, resilience and benefit from strengthened support networks and reduce risk taking behaviours



Young people's health, mental health and wellbeing improves (SHANARRI)

In Partnership with:





Case Study

The team had been actively involved in the community, interacting with a group of young boys who frequently gathered in unsafe locations. After establishing rapport with them, the team invited the boys to the hub for a game of table tennis and pizza. During the visit, a 13-year-old boy confided in the staff that he has not been attending school and he is always hungry as his family have a limited food supply at home. Additionally, the boy's shoes were worn out and patched with tape. Responding to his needs, the team provided him with a meal, offered a food parcel for his family, and gifted him with a new pair of shoes for school. Subsequently, the boy returned to The Anchor multiple times, expressing his preference for spending time with the staff rather than being on the streets with peers who might engage in alcohol consumption. The Anchor team continues to actively support the young boy, collaborating with his school to promote positive engagement. Furthermore, they have facilitated his participation in a local boxing club, further enhancing his development and wellbeing.



Young people's health, mental health and wellbeing improves (SHANARRI)



Young people build their personal skills, resilience and benefit from strengthened support networks and reduce risk taking behaviours

In Partnership with:





Case Study

Over the course of several weeks, a young person had been regularly engaging with The Anchor staff. One afternoon, the young person revealed to the team that an older male had promised him £100. Providing staff with texts as evidence of this offer, he then received a call from the man arranging to meet in the town centre. Recognising the potential danger, the staff reported their concerns and provided support to the young person. With assistance from Anchor staff, Police Scotland were able to identify the older male and the Police were able to respond promptly. Subsequent investigations revealed that the adult male had been grooming the young person with the intention of sexually exploiting him, offering money in return for sexual images.

The man was arrested and remains in custody, ensuring the safety of the young male. Despite the trauma of the incident, the young male has continued to foster positive relationships with the staff at The Anchor, utilising it as a safe space to socialise, given his parents' understandable concerns for his well-being when out in the community. This ongoing support network is crucial in helping him navigate through such challenging circumstances.



Young people's health, mental health and wellbeing improves (SHANARRI)



Young people build their personal skills, resilience and benefit from strengthened support networks and reduce risk taking behaviours

In Partnership with:





Feedback

Workers are highly enthusiastic and are good at making contacts with the children as well as actively listening to them.
(Social Worker)

I am grateful for the Anchor staff and the partnership working with Schools.
(Youth justice worker)

I would recommend any children in need of support to engage with the Anchor team.
(Social Worker)

The Anchor has been a great help with identifying young people vulnerable/at risk of exploitation.
(Exploitation Advisor)

The Anchor service understand how to build relationships with young people at risk.
(Youth development officer)



In Partnership with:





Feedback

I like coming to the Anchor to spend time with the staff, they are fun.
(Young Person)

I like it because when my friends are all drinking and I don't want to get involved in trouble then I can go there and the staff will help me and make sure I get home safe.
(Young Person)

The hub is a relaxing safe place to go when you feel stressed.
(Young Person)

The staff are nice and have helped me apply for college.
(Young Person)

I enjoy the atmosphere at the anchor, it's a nice place to come. I like having a place to come and be with cool people, I'd likely just be getting stoned or taking drugs if not coming here.
(Young Person)



In Partnership with:





Outcomes

Outcome	Progress	Highlights / Challenges
<p>Young People are diverted from antisocial, criminal behaviour and involvement with the criminal justice system</p>	<p>24 Young people have been diverted since the launch of the project. Professionals have shared a reduction in criminal activity and the project has saw an improvement in positive social engagement and positive changes in behaviour. Young people have progressed into positive destinations, i.e. employment or training opportunities. Young people have taken part in activities that promote social and emotional wellbeing.</p>	<p>The biggest challenge for this outcome was capturing the impact the project has had on Young people as the nature of the service means that it relies on feedback from Young people who often underestimate the progress they are making.</p>
<p>Young people participate in activity which improves their learning, employability and employment options (positive destinations)</p>	<p>A number of Young people have been supported through the project to apply for college, and or employment. The project is working closely with local school's to encourage and support Young people with positive destinations.</p>	<p>The project has not managed to achieve this outcome fully as it is a newly developed service and the focus has been on establishing positive relationships with Young people in order to best support them to achieve their full potential. The project does not provide accredited learning opportunities but will work with Education and Training partners closely to support Young people with this.</p>

In Partnership with:





Outcomes

Outcome	Progress	Highlights / Challenges
<p>Young people's health, mental health and wellbeing improves</p>	<p>51 Young people report an increase in positive mental health and wellbeing since the project started. Young People speak openly about their increased awareness of the impact of harmful substances and being less inclined to engage in harmful substance/alcohol use. A number of Young people have taken part in activities planned via the project such as football and tennis.</p>	<p>The level of engagement through the Project has been high and Young people are enthusiastic about taking part in activities that promote positive wellbeing and have encouraged peers to attend with them.</p> <p>The project is proud of the Partnership with Health and being able to provide a drop in health and wellbeing session with a nurse every week. Young people helped to turn a small space in the hub into a wellbeing room which is a relaxing and comforting space.</p>
<p>Young people contribute positively to their communities</p>	<p>Young people who have been supported by the project have been included in decision making about the project and future aspirations. 25 Young people have reported feeling part of a community within the Project and are working with us to plan future volunteering opportunities</p>	<p>The project has not been able to offer volunteering opportunities so far as the priority for the service was to focus on Young people engagement and relationship building.</p> <p>A number of Young people have been involved in planning around a local volunteer clean up in the area and plans for this are in place.</p>

In Partnership with:





Outcomes

Outcome	Progress	Highlights / Challenges
<p>Young people build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behaviour</p>	<p>30 Young people report that they are less inclined to congregate in unsafe locations and feel safer attending the project. Young people have developed social skills and community links, new friendships through the project. Young people have spoken about positive futures.</p>	<p>Young people are actively taking part in the project activities and Police Scotland colleagues share a reduction in antisocial behaviour since the opening of the project. One of the biggest challenges within the project is capacity as there is a much bigger need to do more in the community but the project is restricted with staffing resource and cannot always respond to the level of need across Inverness.</p>



In Partnership with:





Key Contributions

Promoting Children’s Rights

Promoting Children’s rights is at the core of what we do. We support young people to explore these rights whilst engaging with the project. In order to ensure this is central to our role we conduct service level self-assessments, deliver staff training and provide fun opportunities for young people to learn more about UNCRC and their rights throughout their journey with us.

Link to our Childrens Rights Impact Assessment
[Barnardo's CashBack CRWIA](#)

Children’s Rights training and Locality Right’s Rep

All Services in Barnardo’s undertake Children’s rights self assessments

Using games and resources to educate young people about their rights



Barnardo’s Scotland Children’s Rights Self-Assessment



In Partnership with:





Key Contributions

Scotland's 2018-2032 Climate Change Plan

Our ambition is to become a net zero organisation by 2050, or as soon as possible. As a charity, we are committed to reducing our environmental footprint to help preserve the planet for the children and young people we support. The climate crisis affects children and young people and their future. Barnardo's has an important role to play in reducing the burden for them and ensuring their voices are heard.

Our Sustainability Strategy launched in 2021 outlines our vision to build a culture where we implement sustainable business practices to achieve substantial and positive changes to make Barnardo's a sustainable organisation.

Link to
[Barnardo's Sustainability Strategy](#)

Registered with Fare Share to receive surplus food that is used to make meals for young people attending Groups

Supporting young people to access free bus travel - promoting the use of public transport



In Partnership with:





Key Contributions

Application of the Fair Work Framework

Barnardo's publishes its Gender Pay information on an annual basis. Our most recent figures (April 2022) show a Median Gap (5.69%) and Mean Gap (12.29%) in favour of men. Our current workforce is 85% female, with 40% of our Corporate Directors and our Executive also female. Our Mean Gap is below the national average of 14.9% and has reduced by 2% since 2021.

This year we published our first ever Diversity Pay Gap report.

This report brings together data and analysis on our pay gaps across the charity in relation to gender, ethnicity, and disability in 2022-23. While reporting our gender pay gap is a statutory requirement, expanding beyond this to include disability and ethnicity isn't. But we were committed to taking this step, to ensure we continue to deliver on our EDI (Equality, Diversity & Inclusion) Action Plan and our promise of making Barnardo's as inclusive a workplace as possible.

[Read our Diversity Pay Gap report here.](#)

Barnardo's are committed to paying all staff at least the real living wage.

Flexible working policy which supports a range of working patterns.

Barnardo's do not use any inappropriate zero-hour contracts.

Committed to supporting employees CPD and promote opportunities for progression and development.

In Partnership with:





Key Contributions

Best Start, Bright Futures: The Scottish Government's Tackling Child Poverty Delivery Plan, 2022 -2026

Barnardo's Scotland are active members of the End Child Poverty Scotland coalition. We have been campaigning, via our policy and public affairs team and alongside our coalition partners, for more action to tackle child poverty including urging the Scottish Government to raise the Scottish Child Payment and extend free school meals to all primary school children as a matter of urgency.

Our CashBack funded project aims to support young people at risk of exploitation, providing the necessary interventions to guide them towards positive outcomes. Many of these young people come from deprived areas and live in poverty. The Anchor Service collaborates with various partners to offer support and hardship assistance to these young individuals.

The Anchor Project covers Inverness but specifically targets areas with the highest level of deprivation.

Partnership with Co-op who provide food for our food bank.

Referral routes to Employment, Education or Training Services

Supporting young people to access Internet or resources to apply for jobs, courses.

Detached youth work in areas of deprivation to engage young people in their own communities.

In Partnership with:





Finance

(Combined with Head to Work Project)

The project, established in April 2023, faced recruitment challenges in the Highland area, resulting in initial understaffing and an underspend. It was agreed that the underspend could be carried over into Years 2 and 3 to increase staffing hours and ensure the project's objectives are met.

In September 2023, the budget was reprofiled, though the outcomes remained unchanged.

From April 2023 - March 2024 the project supported **118** young people, in addition to this the project engaged with many more young people through detached youth work.

**Year 1 underspend
£46,446**



**Year 2
£22,592**

**Year 3
£23,854**

	Total income	Grant request from CashBack for Communities			
		Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24
	Total Expenditure	Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24
Project Coordinator	16,354.00	2,972.00	4,462.00	4,462.00	4,458.00
Project Workers	47,832.00	1,198.00	12,874.00	11,310.00	22,450.00
Administrators	5,468.00	1,311.00	1,460.00	1,386.00	1,311.00
Staff Insurance	1,420.00	427.00	215.00	389.00	389.00
Staff Travel Expenses	186.00		36.00		150.00
Staffing Project delivery costs sub-total	71,260.00	5,908.00	19,047.00	17,547.00	28,758.00
Food/Activities	1,960.00		524.00	436.00	1,000.00
Payments to learners/allowance	1,000.00				1,000.00
Equipment and Resources	1,852.00	1,852.00			
Telephone, Stationary and Other Office Costs	942.00		250	192	500
IT and Property Costs	8,873.00	2,218.00	2,218.00	2,219.00	2,218.00
Non Staffing Project delivery costs sub-total	14,627.00	4,070.00	2,992.00	2,847.00	4,718.00
Capital expenditure sub-total					
Management Charge	6,965.00	2,218.00	1,518.00	1,429.00	1,800.00
Management and Marketing sub-total	6,965.00	2,218.00	1,518.00	1,429.00	1,800.00
Total Expenditure	92,852.00	12,196.00	23,557.00	21,823.00	35,276.00

Budget	Variance
14,859.00	1,495.00
52,542.00	-4,710.00
5,244.00	224.00
3,083.00	-1,663.00
1,700.00	-1,514.00
77,428.00	-6,168.00
2,000.00	-40.00
1,000.00	0.00
1,000.00	852.00
2,080.00	-1,138.00
8,873.00	0.00
14,953.00	-326.00
8,142.00	-1,177.00
8,142.00	-1,177.00
100,523.00	-7,671.00

In Partnership with:





Other Business

Priorities for Year 2

With the project now established in Inverness, our priority for year two is to continue developing and expanding group work and partnership initiatives to fully achieve our outcomes.

Local Activity

As part of our partnership efforts, we are excited to announce our participation in Refugee Week (17-23 June 2024).

We will have a stall at Eden Court Inverness, showcasing the work of The Anchor Project. The event will feature various stallholders, key speakers, and a screening of the film "Limbo" for both schools and the general public.

With the upcoming summer period, The Anchor Project is working with the Highland Child Protection Committee to support local events, such as Belladrum, ensuring that young people can enjoy these events safely.

In Partnership with:

