



**IMPACT
ARTS**

CASHBACK TO THE FUTURE



ANNUAL REPORT

2022-23

**CASH
BACK**
FOR COMMUNITIES

**CASH
HAB**
TO THE FUTURE



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INTRODUCTION

Since 2017 Impact Arts has been proud to have been delivering CashBack to the Future through the Scottish Government's CashBack for Communities Fund. Since April 2020 we have been delivering on Phase 5 of the programme and are thrilled to be continuing to work with Scottish Government on Phase 6 of activity which will see us deliver creative engagement programmes to young people across Scotland until 2026.

This report focuses on the activity and outcomes achieved in year three of the current programme (Phase 5).

Impact Arts' CashBack to the Future programmes focus on giving 14-19 year olds, from across Scotland a high-quality, fun, rewarding and creative experience.

Our aim is that every participant is best able to express themselves using art and creativity and that as a result they increase their confidence, self-esteem and aspirations.

Funded by the Scottish Government, CashBack for Communities initiative, our programmes this year operated across five of the central belt's Local Authorities: North Lanarkshire, Glasgow, Edinburgh, and North and East Ayrshire; and supports young people who are either/or:

- Living in an area of deprivation (as defined by the Scottish Index of Multiple Deprivation)
- At risk of disengaging from school
- At risk of engaging in anti-social behaviour
- Living with a disability or mental health condition
- Over 16 and not in education, employment or training

Through the programme, Impact Arts seeks to reveal the creative talent of our participants, through creative engagement that includes digital art, performance, music and visual arts. Additionally we work alongside the young people to develop their personal & soft skills, e.g. communication, team working, leadership and decision-making skills.

Our early intervention and prevention approach empowers young people to break the cycle of deprivation, avoids them having interactions with the criminal justice teams and/or engaging in anti-social behaviours. Using an asset based approach,



every participant is supported and encouraged to achieve their full potential. The programme offers an inclusive, safe space for vulnerable young people to be inventive and imaginative without fear of judgement.

Young people are referred to the programme by a wide range of partners and support agencies including Developing Young Workforce Coordinators, schools, employability coaches, local community centres, social care charities, and NHS mental health support teams.



“At Impact Arts I’ve learnt perseverance and to be more patient. This will help me at school when my teachers are busy and not able to help me straight away.”

(Participant - North Ayrshire CashBack Hub)

“The Impact Arts Cashback Summer Programme provided our son with an opportunity to meet new friends, learn new skills, have interesting trips to different places and feel positive about himself in a learning environment in a way that school just doesn’t really do. Thank you to you all.”

(Parent of Participant)

THE BOARDWALK BUILDING

In January 2022 we moved from our previous head office in Dennistoun, Glasgow into the significant Old Sherriff Court building in Glasgow's Merchant City, as part of a wider strategic plan to develop a centre for creative youth engagement in the heart of Glasgow city centre. In March of 2023, after officially taking over the lease of the building, we launched our new premises, The Boardwalk.

The Boardwalk offers flexible studio space, theatres and meeting venues and revenues from these lets will allow us to grow our charitable aims through the social enterprise activities of the building, supporting the overall sustainability of the organisation.

The space is designed to be safe, trauma informed and inclusive, providing an engaging and nurturing environment for our participants.



THE YEAR IN NUMBERS

182 TOTAL PARTICIPANTS

142 FIRST-TIME PARTICIPANTS

40 PARTICIPANTS RETURNED TO ENGAGE IN CASHBACK TO THE FUTURE PROJECTS

78 ATTENDED CASHBACK TO THE FUTURE HUBS FOR THE FIRST TIME

64 ATTENDED CASHBACK TO THE FUTURE SUMMER FOR THE FIRST TIME

462 CREATIVE WORKSHOPS (81 IN SUMMER / 381 IN HUBS)

YOUNG PEOPLE REPORT PARTICIPATION IN ANTI-SOCIAL AND/OR CRIMINAL BEHAVIOUR HAS REDUCED

71

154 REPORTED IMPROVEMENT IN PERSONAL SKILLS

105 IMPROVEMENT OF SHANNARRI INDICATORS

29 CASHBACK TO THE FUTURE TEAM MEMBERS

15 CREATIVE DELIVERY TEAM
9 YOUTH WORKERS
1 CREATIVE ASSISTANT
3 COORDINATORS
1 PROGRAMME MANAGER

DELIVERY MODELS

Our programme is broken down into a variety of delivery models:

SUMMER PROGRAMMES

Taking place four days a week over the four weeks of July, our free summer programme provides young people with positive, diversionary, creative activities. Each day builds on the previous and gives young people the opportunity to explore a range of creative techniques and provides a safe supported space to be themselves and meet new peers. Individuals are supported to work in small groups to develop skills aligned to their interests & ambitions alongside working towards a final showcase celebration event. As a result of engagement and achievements participants are able to achieve an accredited output such as the Dynamic Youth Award or SQA Employability units.

CASHBACK TO THE FUTURE HUBS | DAYTIME

CashBack to the Future Hubs – Daytime offer is aimed at young people who have disengaged from school or college. They may no longer be attending, may have faced anxieties to return post lockdown, or are waiting to be registered as an official Leaver.

It has two strands; the first strand is half-day sessions exploring one art form such as music as a starting point, taking a young person led approach to the activities planned, with a creative industry focus. This includes visits from guest speakers, mock interviews, and trips to artistic workplaces. Alongside this the young people work towards completing their Dynamic Youth Award or accredited SQA Employability units.

The second strand is working with targeted school groups to provide workshops for pupils that may not be currently attending mainstream provision, be part attending eg. one day a week, or may



be attending but have been placed on an alternative curriculum. This pilot provision is a safe and welcoming space for pupils currently disengaged with poor attendance, but a keen interest in creative subjects. The aim of this is to improve attainment and attendance for school pupils and to support with barrier removal in order for young people to progress beyond school. Young people attending these sessions have often not returned to full school attendance since the Covid 19 lockdowns due to high levels of anxiety and low confidence.

CASHBACK TO THE FUTURE HUBS | EVENING

A year-round programme, CashBack to the Future Hubs Evening sessions are open to new as well as summer participants. Like the summer programme, CashBack to the Future Hubs offers young people the opportunity to develop their creative and soft skills; form positive peer relationships as well as explore routes to a positive future in a supportive and welcoming environment. Sessions include mental and physical wellbeing alongside skill development.

SUMMER CASHBACK TO THE FUTURE CELEBRATION

CashBack Summer 2022 saw groups people take part in creative and well-being sessions , with the UN Rights of the Child as their starting point. Over the four weeks, groups discussed and explored the Rights of the Child; which rights matter most, what they mean to them, and how can we ensure those with responsibility for young people are held accountable. Fantastic artworks were created in response to these conversations including a handmade Rights of the Child quilt, a promenade theatre performance with script drafted and staged by the young people, and clay sculptures and large scale group paintings.

Groups received check-ins with their youth workers to discuss positive destinations beyond CashBack summer, including reengagement with school, stage 1 and 2 employability opportunities and college applications. They also worked towards completing SQA accredited Employability units such as Communication, Problem Solving or Personal Development: Practical Abilities.

The groups went on walks and trips exploring public and street art for inspiration and materials shopping trips, whilst also going on trips with activities such as bowling, the Van Gogh Experience, Kelvingrove Art Gallery and the Science Centre.



THE BENEFITS & OUTCOMES

As a result of engagement in creative activities, and the trusting relationships with the delivery team, our young people gain a multitude of soft and meta employability skills, as well as accreditation.

We know that our programme builds confidence and self-esteem; improves communication skills and results in young people re-engaging with school and/or moving closer to employment/further education.

Our monitoring and evaluation takes place regularly, is participant focused following these 6 outcomes:

OUTCOME 1: Young people build their confidence and resilience, benefit from support networks and reduce risk taking behaviour

OUTCOME 2: Young people develop their personal and physical skills

OUTCOME 3: Young people's health and wellbeing improves

OUTCOME 4: Young people participate in activity which improves their learning, employability and employment options (positive destinations)

OUTCOME 5: Young people contribute positively to their communities

OUTCOME 6: Young people are diverted from criminal behaviour or involvement with the criminal justice system

The following pages explore the benefits of the programme for participants, as well as performance against each outcome.

"Being able to work with other people feels good because when things go right it feels like everything is coming together... I feel closer to making friends with people here."

(B - Participant in North Ayrshire)



OUTCOME 1

Young people build their confidence and resilience, benefit from support networks and reduce risk taking behaviour

New groups began with creating a 'group agreement' outlining expected behaviour in workshops to encourage respect and a welcoming environment. This is a collaborative exercise between the tutors and the young people to outline what is important to them eg. respecting chosen names and pronouns, no discriminatory language, not talking over others, and limiting phone use. This exercise creates agency for the young people in their commitment to supporting their peers and improving their self-awareness of others.

Group work and group discussions helped the young people talk to different people and challenge themselves to reach their personal goals and get out of their comfort zone. Our Creative Leads revisited workshop plans in response to the creative interests voiced by groups and encouraged collaboration in the form of shared 'hidden' drawings and writings, linking CashBack groups together so they would feel a greater sense of the wider CashBack community at Impact Arts.

Over the spring block, we listened and responded to feedback that this can be a challenging time for young people still attending school due to exam or transition pressures and that CashBack workshops were a welcome respite to study.

The benefits arose as a result of:

- Ensuring activity was adaptable to the needs of the group week on week
- Providing a platform to create a group agreement, giving the young people agency in how they communicate and behave towards one another in this safe space
- Providing opportunities for longer term engagement tendencies



WHAT WE LEARNT AND HOW WE RESPONDED

Observing the quiet, but important successes

Confidence development has manifested in a variety of ways across our groups, including regular improved attendance from pupils at disengaged from school; demonstrating growth in making positive choices, and young people in weekend sessions beginning to travel on new forms of transport after going on trips with the group to experience it for the first time.

The positive influence of the tutors who support the program reduces risk taking behaviour in the young people as they feel listened to, cared for and always prioritised. We were impressed by how enthusiastically groups engaged with the overarching UNRoC (United Nations Rights of The Child) theme during our Summer programme. Many discussions and debates emerged as a result and participants were able to share their experiences and thoughts on some rather serious subjects in a safe and inclusive environment.

Some Young People benefit from longer engagement

We have found it very beneficial to be able to host returners; giving them longer to equip themselves with practical and personal skills and to fully develop friendships with others who may be in a similar situation. The Programme Manager and Coordinators worked hard to monitor attendance levels, participant targets and group dynamics to provide spaces for returning participants wherever feasible to ensure they were able to complete or achieve further accreditation, and build upon the confidence and resilience they're equipping themselves with, so they feel prepared for any progression secured.



The importance of adaptable workshops and a welcoming environment

Those affected by exam pressure were honest with staff and kept in touch with wellbeing calls and messages, demonstrating a desire to commit and engage, and feeling confident to be open up to staff about current stresses. In the lead up and over the exam period staff focussed on collaborative activity to encourage conversations with each other and time away from thinking about external pressures. This led to friendships forming and honest conversations amongst peers that they hadn't felt comfortable starting before.



“The Impact Arts Cashback Summer Programme provided our son with an opportunity to meet new friends, learn new skills, have interesting trips to different places and feel positive about himself in a learning environment in a way that school just doesn’t really do. Thank you to you all.”

(Parent of Participant)

“I came into Impact Arts 6 months ago and that’s when I was shy and had no one to talk to but once I started coming here, I started talking to people in my group and that went outside of the group and now I can talk out of Impact Arts. I know I can talk to anyone that I trust and to make new friends and also, I have learned to stand up for myself which has made me more confident, and I can speak out loud and ask questions if I need help.”

(CashBack Participant)

OUTCOMES OF NEW PARTICIPANTS IN YEAR 3

The total number of new participants we worked with was 142.

OUTCOME 1	OF 142	%*	TARGET
Young People report increased confidence	120	85%	119
Young People report they are able to do new things	126	89%	119
Young People feel more resilient	117	82%	119
Other Stakeholder report increasing confidence in YP*	-	66%	75%
Young People report positive supportive networks	104	73%	0
Young People report positive changes in their behaviour	121	85%	112
Other stakeholders report perceived positive changes in behaviour of young participants**	-	63%	70%
* % of total engagement			
** mean percentage across Q1 to Q4			



OUTCOME 2

Young people develop their personal and physical skills

Many of the young people that we have worked with this year are still feeling the after effects of lockdown and are presenting to us with anxiety, depression and a lack of emotional regulation. CashBack to the Future provides a much needed outlet for young people and affords them agency of their own lives, through our participant led sessions. The creative activities which they are involved in provide an alternative means of communication and connection to others.

A focus this year has been on friendships, team building and communication skills. Participants took part in drama sessions, worked on collaborative projects together, such as a giant sculpture and even created a dungeons and dragons style board game together.

We are thrilled to have seen young people develop their leadership skills by taking on peer support roles to younger and newer participants. Some of our returning CashBack participants have acted as 'buddies' to our newer members, showing them techniques they have learnt as well as ensuring that they are included and heard during sessions.

One of the main effects of lockdown on our young people is anxiety over travelling independently. To try to overcome this barrier we planned trips in and around our delivery areas and participants were encouraged to journey plan using public transport to support future progressions.



We achieved this by:

- Allowing young people to explore what interests and motivates them.
- Young people taking ownership of the design and curation of their final outcomes
- Supportive environments to try new skills and activities
- Offering a variety of creative skills to gently encourage young people out of their comfort zones



WHAT WE LEARNT AND HOW WE RESPONDED

For many of the young people who attend our CashBack programmes, our sessions are the only time during the week in which they are interacting with peers. Our sessions provided a much needed outlet for young people and offered a space in which they could form friendships.

Seeing how prolific the cases of anxiety and depression were amongst our participants we ensured that not only were our sessions tailored around wellbeing and personal development but we also ensured that our staff team was fully equipped to support young people with the challenges that they are facing.

All of our frontline delivery staff took part in a two day trauma informed practice workshop, ensuring

that they had the tools to handle potentially difficult conversations whilst keeping themselves and our participants safe. We have also updated our safeguarding and child protection policies and training to make sure that they are reflective of the types of disclosures and concerns that we are commonly seeing amongst our participants.

This year we offered a wider choice of qualifications for young people, allowing for a more personalised approach to learning. We also found that some of our participants had already done many of the qualifications in school, but due to lockdown, had not managed to enter a positive destination since leaving school. This meant that we had to offer them alternative qualifications in order that they were able to progress beyond CashBack to the Future.

“Really relaxing and mindful experience which has helped me to develop both artistic and practical skills.”

(CashBack Participant)

“At Impact Arts I’ve learned perseverance and to be more patient. This will help me at school when my teachers are busy and not able to help me straight away.”

(North Ayrshire Cashback Hub)

OUTCOMES OF NEW PARTICIPANTS IN YEAR 3

OUTCOME 2	OF 142..	%*	TARGET
Young People increased personal skills, achieving accredited learning	154**	108%**	112
Young People report an increase in their skills	115	81%	119
Other stakeholders report skills increasing in Young People	-	71%	80%
* % of total engagement / **Some participants achieved multiple accreditations			





RULES

OUTCOME 3

Young people's health and wellbeing improves

High levels of social and general anxiety were a common experience for many of the young people we worked with this year. This included anxiety of meeting new people and having to try new things due to a fear of 'messaging up' or getting something wrong, which often presented as initially not willing to engage in any activity. However, by the last session participants were confidently sharing work and skills with each other thanks to weeks in a supportive and not institutional based learning environment.

Trips to sites such as Edinburgh Printmakers where young people were able to visit professional artist studios and see how works are made and prepared for sale fed into the employability outcomes of the project and helped young people visualise a career in the arts sector.

Participants had access to healthy meals, snacks, fresh fruit and water throughout the project, as well as mini food parcels as the beginnings of the cost of living crisis were underway and some toiletries that could be taken home and shared with family members. This was implemented in response to observations from staff, as some participants felt shy to ask for fear of stigma.

Additional funded activity in Polmont provided the participants with weekly stability and an environment to focus on instrument development and band



practice, giving them focus and discipline in terms of accurate expressive skill development, alongside something to look forward to, with feedback noting time passing faster when taking part.

We achieved this by:

- Ensuring groups were provided with balanced meals and snacks, as well as food parcels where required
- Facilitating a safe welcoming space to encourage conversations participants may have previously found difficult
- Equipping the young people with appropriate language and coping strategies when feeling overwhelmed or triggered
- Taking groups outdoors and to new social environments whenever possible

WHAT WE LEARNT AND HOW WE RESPONDED

Tutors shared anecdotal evidence of the summer provision providing participants with 'a reason to get out of bed in the morning' and they observed that the regularity of the summer provision encouraged daily structure and routine for many where it would otherwise have lacked for the summer break. By feeling engaged and productive, staff observed less phone usage towards the four week break, which is a really positive for extended

concentration and interest in focussing on the task at hand.

Throughout the year the young people have built good friendships and have supported each other emotionally. Getting the young people out to parks has been good for their mental health, especially after lockdown where some young people have gotten out of the habit of getting fresh air and have been isolated at home.

"I can't thank you guys enough D* is enjoying the group so much, it's been so long since she's had any interaction with her own age group but it's thanks to you both. Thanks so much for looking after her. I'm amazed she turned up every day! We will treasure D's* work."

(Parent of CashBack Participant)

"At Impact Arts I've learned perseverance and to be more patient. This will help me at school when my teachers are busy and not able to help me straight away."

(North Ayrshire Cashback Hub)

OUTCOMES OF NEW PARTICIPANTS IN YEAR 3

OUTCOME3	OF 142..	%*	TARGET
YP improve wellbeing against SHANARRI indicators	129	91%	112
Other stakeholders report perceived increases in SHANARRI indicators	-	62%*	80%
* % of total engagement			





OUTCOME 4

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

Provision of varied and engaging activities each week over the Hubs workshops was key to ensuring participants remained engaged over a block to create the safe space for curiosity and creative thinking to bloom. We identified personal skills such as creative, critical and independent thinking and decision making as essential skills in employment and learning environments participants hoped to progress to in future.

Many of the sessions focussed on confidence building and personal development which in turn led to a greater awareness from the participants of what they were able to achieve and that opportunities they previously thought were not attainable for them, were in fact possible.

SQA Units completed include Communications, Personal Development : Practical Abilities, and Problem Solving at level 3. Some participants secured part time work, Multiple young people also progressed on to our Stage 2 Creative Pathways and Impactful Starts Employability Programmes.

CashBack Summer is an opportunity to build up important employability skills linked to wellbeing as, including collaboration and problem solving alongside peers experiencing similar anxieties and situations. This gave the young people focus and purpose committing to attending the sessions over the four weeks.

The young people have gained experience in an array of techniques they were unfamiliar with prior to CashBack. Similarly, the focus on employability and the chance to meet professional artists in their work environment presented an

opportunity for them to see what a career in the arts industry looks like.



WHAT WE LEARNT AND HOW WE RESPONDED

Confidence building is such a huge part of young people being able to identify their strengths and realise what they are capable of achieving. Working on their confidence and self esteem is the first step on their journey to gaining skills in other areas of their lives.

Our groups are now streamlined into day time, alternative curriculum and evening hubs. This means that we can give special attention to different elements of skills training depending on the make up of our group. Our day time hubs tend to be more focussed around employability and skills training, along with the delivery of SQAs and are generally

made up of young people who have left school with no positive destination. Evening hubs have a slightly different feel, with young people tending still to be at school and who want to work on building confidence, gaining creative skills and engaging with learning in a non-traditional setting.

Due to the life stage of some of the participants much of the emphasis was on social skills, group work and communication. Impact Arts CashBack to the Future programme focuses on using a fun, creative and engaging activity to develop the each participant's self-confidence and understanding of their personal strengths.

"I have really enjoyed the pottery sessions. I never had access to professional pottery techniques and a kiln, it is really exciting to use professional techniques and equipment and then see the pieces exhibited as real art."

(Cashback Hub Participant)

OUTCOME 4	OF 142..	%*	TARGET
Young People achieved a positive destination	160	113%**	112
Young People improved school attendance	59	42%	89
* % of total engagement / **Some participants achieved more than one positive destination			

OUTCOME 5

Young people contribute positively to their communities

Our Community focus for this year was introducing the young people to other artistic communities beyond Impact Arts, alongside a role they can play in local advocacy.

Local Hubs groups were introduced to North Lanarkshire Council development plans for Cumbernauld city centre, going on to complete the survey to voice opinion on what would be best for the future of the town. These conversations become the starting point for regular walks in the local area, to take photos and discuss the history and further suggestions for area improvements. The young people are now more active in their communities and feel confident enough to comment on what needs to change after seeing how easy engaging in public consultation can be.

The additional supported work in Polmont captured the improvement attendance to CashBack activity can give back to immediate community settings, with young people initially joining displaying challenging behaviours and tendencies to inappropriate or aggressive outbursts, within a few weeks showing better control of

emotions, more attentive listening to each other's ideas in the band setting and giving each other praise and support.

There was a definite sense of comradery developing through the workshops, and the audience turn out at the show gave the performance a strong sense of a supportive of community when given workshops that interest them, give them agency in the creativity and a platform to present their achievements.

Our March launch event in Glasgow saw young participants meeting past participants, local councillors and members of other Impacts Arts projects such as our Govan Craft Café for older people. It was an opportunity to introduce them to the creative and supportive networks available to them. Participants suggested opportunities to work further in the future with the Craft Café group, and so we will explore intergenerational opportunities for Phase 6.



Our Summer programme used the UN Convention on the Rights of the Child (UNCRC) as the theme focus. Staff facilitated initial discussions for participants in their groups, exploring what the rights meant to them and selecting those which reflected their lives most. This went on to inform their artwork and performance content alongside debates and research into the rights themselves.

Debates and conversations focussed on the Rights in both a local and global setting, with participants thinking beyond their immediate social and familial circles to all children and young people under its protection. This gave them a sense of agency – a want to connect and protect peers. Examples of this include the detailed research the performance

group conducted alongside personal experiences to present an accurate portrayal of the fostering process in the hope to educate audience members.

Responses across groups highlighted the following Rights as significant to them:

- Identity
- Keeping families together
- Access to information
- Rest
- Play
- Culture and environment
- Children with a disability right to special care and attention
- Sharing thoughts freely



WHAT WE LEARNT AND HOW WE RESPONDED

The highlight for many of the young people this quarter was their small sharing event. One group had a collaborative showcase where the guests got to be creative and create their own canvas sharing their own experiences and stories about the local area. Coming together as a community was really enjoyable and young people enjoyed listening to other people's experiences. For example, one parent had gone to the same school as another participant and they were discussing which teachers were still there. One parent drew their toys from the past which led to a discussion on how things have changed and what we think future toys will look like.

The young people responded to the UNHRC theme incredibly well and articulated their thoughts in a mature and positive manner, incorporating what is a very serious subject matter in a colourful and joyous way. It's focus seemed to provide the young people with a sense of duty and responsibility. They were now armed with information and an awareness to share this with other peers and adults in wider society as to be a voice for others who cannot protest or voice concern.

OUTCOMES OF NEW PARTICIPANTS IN YEAR 3

OUTCOME 5	OF 142	%*	TARGET
YP take on a volunteering role	17	12%	33
YP feel their contribution, links with communities and social interaction are improving	100	70%	27
Other stakeholders perceive improvement in YP contribution, links and social interaction	-	53%*	50%
Participants perception of their neighbourhood improves	102	72%	56
Participants have heightened sense of belonging to a community	115	81%	78
Participants have increased motivation to positively influence what happens in their community	88	62%	75
* % of total engagement			



OUTCOME 6

Young people are diverted from criminal behaviour or involvement with the criminal justice system

Tutor feedback described observing a group of young people change from individuals into a collective, with shy quiet folk become focused, friendly and out-going, with thanks to the sharing and welcoming environment we have fostered amongst the whole team. Whenever someone came in and they seemed down the group naturally had a collective effort to reach out and help that individual.

Having a place to go every day during the summer has prevented the young people from anti-social behaviour such as underage drinking, and instead channelling their energy into something positive spending their time in a safe and welcoming place which hosts the opportunity to meet likeminded peers and be creatively productive. Over the summer programme workshops also acted as space to signpost and disseminate positive behaviours and choices across groups.

For some participants, time spent at CashBack Hub workshops was time away from seeking out dangerous behaviours in response to a lack of accessible opportunities in their local area.

Young people in one Hub group had experience of spray paints only through a context of vandalism. A spray painting project introduced the young people to using materials often associated with criminal behaviours in a more professional, controlled and respectable manner within a healthy supportive environment by Impact Arts staff. They were given freedom to research their stencil designs and Scotland based artists that had turned the medium into a career, providing them with an understanding of better use as artworks and avenues as a career as opposed to vandalism.



OUTCOME 6	OF 142..	%*	TARGET
Reported anti-social behaviour and/or criminal behaviour may reduce in area concerned	71	50%	74
YP report own participation in anti-social and/or criminal behaviour has reduced	71	50%	74
YP feel less inclined to participate in anti-social and/or criminal behaviour	71	50%	74
* % of total engagement			



END OF PHASE REVIEW OF NUMBERS

During year 1 we had to pivot quickly to online delivery and with the gradual return to face-to-face sessions, we were constantly reviewing our health and safety measures in line with government guidance around Covid safety.

During summer of year 2 we realised that the capacity of many of the rooms we were working within could not accommodate the numbers we needed to meet target and that there was still a real nervousness from many young people about attending face to face sessions. During this time, we discussed reducing our outcome targets with Inspiring Scotland (the CashBack programme Delivery Partner) to reflect the challenges surrounding covid.

Ultimately it was decided that it would be better, and tell a truer story of the challenges that delivery organisations have faced, if we were to leave

the target figures as we had originally profiled them.

Given that our capacity was drastically reduced for much of year 2, and the struggles to engage young people post-lockdown, we are delighted to share the figures below as a summary of the outcomes achieved during phase 5.



OUTCOME 1: YP BUILD THEIR CAPACITY AND CONFIDENCE	ACTUAL	TARGET	VARIANCE
YP report increased confidence	311	361	-50
YP report they are able to do new things	305	362	-57
YP feel more resilient	297	361	-64
Other stakeholders report increasing confidence in YP	100%	75%	25%
YP report positive supportive networks	178	0	178
YP report positive changes in their behaviour	294	336	-42
Other stakeholders report perceived positive changes in behaviour of young participants	100%	75%	25%



OUTCOME 2: YP DEVELOP THEIR PHYSICAL AND PERSONAL SKILLS	ACTUAL	TARGET	VARIANCE
YP increased personal skills, achieving accredited learning	272	336	-64
YP report an increase in their skills	292	358	-66
Other stakeholders report skills increasing in YP	100%	80%	20%

OUTCOME 3: YP HEALTH AND WELL-BEING IMPROVES	ACTUAL	TARGET	VARIANCE
YP improve wellbeing against SHANARRI indicators	282	336	-54
Other stakeholders report perceived increases in SHANARRI indicators	100%	80%	20%



OUTCOME 4: YP PARTICIPATE IN ACTIVITY WHICH IMPROVES THEIR LEARNING, EMPLOYABILITY AND EMPLOYMENT OPTIONS (POSITIVE DESTINATIONS)	ACTUAL	TARGET	VARIANCE
Young People achieved a positive destination	331	336	-5
Young People improved school attendance	149	268	-119
YP will improve school attainment	48	0	48
Employment	18	0	18
Further education (including remaining/returning to school)	416	0	416
Training (including volunteering)	67	0	67



OUTCOME 5: YP CONTRIBUTE POSITIVELY TO THEIR COMMUNITIES	ACTUAL	TARGET	VARIANCE
YP take on a volunteering role	19	134	-115
Number of hours of volunteering by YP	0	0	0
Number of community focussed awards gained by participants	0	0	0
YP feel their contribution, links with communities and social interaction are improving	265	107	158
Other stakeholders perceive improvement in YP contribution, links and social interaction	90%	50%	40%
Participants perception of their neighbourhood improves	276	224	52
Participants have heightened sense of belonging to a community	282	313	-31
Participants have increased motivation to positively influence what happens in their community	243	224	19

OUTCOME 6: YP ARE DIVERTED FROM CRIMINAL BEHAVIOUR OR INVOLVEMENT WITH THE CRIMINAL JUSTICE SYSTEM	ACTUAL	TARGET	VARIANCE
Reported anti-social behaviour and/or criminal behaviour may reduce in area concerned	179	224	-45
YP report own participation in anti-social and/or criminal behaviour has reduced	179	224	-45
YP feel less inclined to participate in anti-social and/or criminal behaviour	179	224	-45

EVALUATION

Impact Arts uses a range of tools and processes in the measurement of personal outcomes. This is a person-centred process with individual plans and records created and agreed with each participant.

Our key tools include:

- **Individual Progression/Development Plans:** an individual record that outlines work, achievement, personal and practical skills, and goals set by individuals
- **Workshop reports/Workshop evaluations:** feedback from participants, observations from staff and workshop evaluation reports
- **Observations/Capture the moment:** staff/practitioners capture spontaneous instances where progress towards outcomes is demonstrated and continually observe behaviour and involvement of participants, informing the assessment of individuals' progress
- **Visual and audio evidence:** the ongoing progress of the team and their

project is captured through various forms of art and media, contributing to a visual record and demonstrable evidence

- **One-to-one consultations/Case studies:** ending consultation with participants provide an insight into progress and the impact of the programme and allow for the creation of case studies
- **Stakeholder information:** we use information from stakeholders, including, parents/carers, teachers and other engaged agencies to monitor/record the progress of young people
- **End of project surveys** to gather the thoughts and opinions of participants in order to shape future delivery



During this year we have spent a considerable amount of time reviewing our evaluation processes and researching best practice techniques. Our staff receive training every year ahead of our summer delivery on how to best capture both quantitative and qualitative evaluation. We have also reviewed the use of self-evaluations (which the young people complete on their own) and tutor observations in order to get a clear understanding of distance

travelled of our participants. Often it takes time for a young person to see a change in themselves, or they may complete a self-evaluation on a day where they are feeling down or anxious, so may not score themselves particularly highly. However, our tutors are able to see the progression that participants make in a more objective light and therefore we take both scores into consideration when recording soft outcomes.

EXTERNAL EVALUATION

Following a robust procurement process, Impact Arts commissioned The Lines Between to carry out our external evaluation activities. In line with our grant offer we will provide Inspiring Scotland with a full external evaluation report at the end of year 3, which will be available on the CashBack for Communities website.

GENDER DIVERSITY

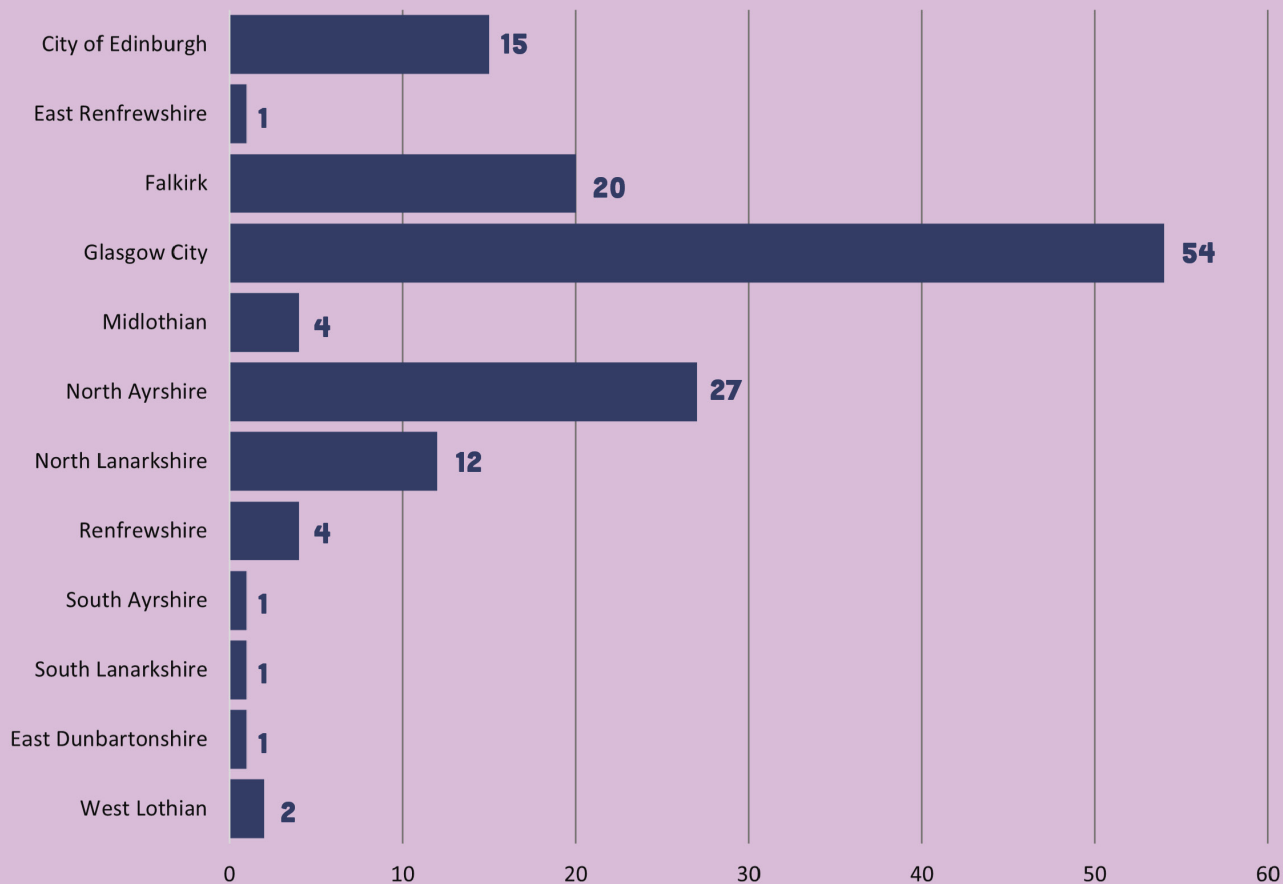
MALE	46
FEMALE	65
TRANSGENDER	6
GENDER FLUID	2
NON-BINARY	7
OTHER	2
PREFER NOT TO SAY	14

SIMD

0-20%	54
20-30%	14
30-40%	9
40-50%	11
50-100%	47
PREFER NOT TO SAY	7

ENGAGEMENT BY AREA

NEW PARTICIPANTS ENGAGED IN 22/23 BY LOCAL AUTHORITY



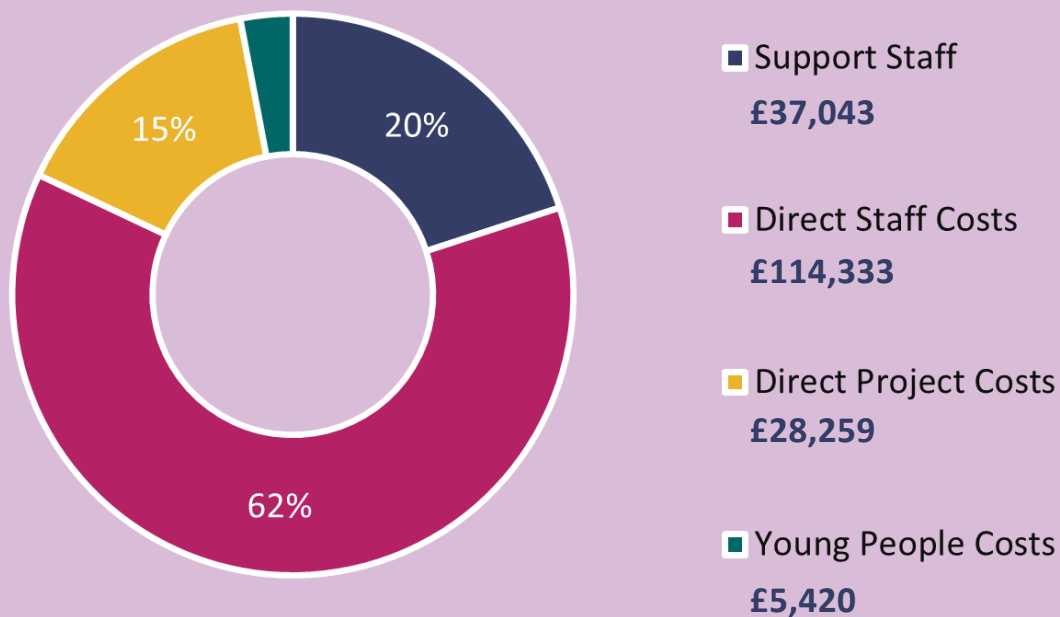
PARTICIPANT INTERVIEWS

We regularly gather feedback and opinions from our participants. Watch the film below to hear what the participants had to say about CashBack Summer 2022. You can click on the film screenshot to access it. Alternatively, click on this [LINK](#).

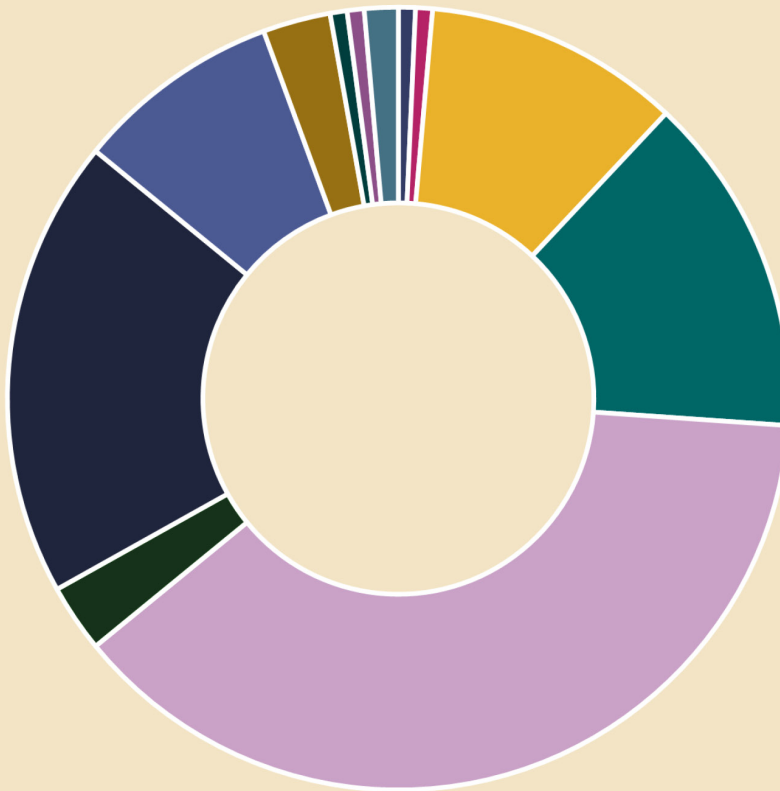


CashBack to the Future Summer 2022 | Film by Aphra

EXPENDITURE BY TYPE



EXPENDITURE BY LOCAL AUTHORITY / REGION PERCENTAGE



East Dunbartonshire	0.7%
East Renfrewshire	0.7%
Edinburgh	10.6%
Falkirk	14.1%
Glasgow	38.0%
Midlothian	2.8%
North Ayrshire	19.0%
North Lanarkshire	8.5%
Renfrewshire	2.8%
South Ayrshire	0.7%
South Lanarkshire	0.7%
West Lothian	1.4%

OUR DELIVERY TEAM

The rewarding development and achievements of the young people who have taken part in CashBack depends upon a fantastic delivery team of Artists and Youth Workers, who are committed to supporting participants to see their potential.

The CashBack team this year brought a wealth of expertise to the fore including GSA graduates with specialisms in ceramics, experienced community support workers, 1:1 ASN workers, professional musicians experienced in releasing their own independent music, trained dancers and movement specialists, videographers, and qualified former teachers.

Training was provided across the year to ensure staff were equipped with the tools they needed following collection of feedback and suggestions from them and colleagues on the wider Impact Arts team. This included a two-day trauma workshop,

training from Brook on sexual health and consent, Dyslexia support, LGBTQ+ awareness, and discussions from a behavioural specialist on the young mind, and autism support. This was alongside a wealth of support and training refreshers relating to our Safeguarding policy from the Senior Leadership Team and our dedicating Safeguarding Lead.

Our team pride themselves on creating the safe and nurturing environment where participants can express their true selves, giving space and time for the young people taking part in CashBack to feel listened to and respected, as well as stretching their comfort zones, and showing them how to make positive choices.



GOVERNANCE & LEADERSHIP

The Impact Arts Board has continued to benefit from our Associate members Wendy Halliday, Director of See Me Scotland and Maeve Dolan, Architect with New Practice who bring specialist knowledge and expertise in mental health and regeneration and place making. We will be looking to undertake Trustee recruitment in early 2023 to fill identified skills gaps in areas such as social enterprise, property management and arts and creativity. Focussed Board discussions have taken place during the year on equalities and diversity and we aim to ensure that our Board continues to be representative of those we seek to support going forward. Geographic representation will be a priority with a focus specifically on North Ayrshire based Trustees given the level of work Impact Arts delivers in the local authority. In 2022, we have a change in the Impact

Arts Leadership team as Sam Eccles moved on to a new role and the Head of Development role was filled by Neil Young who brings significant experience of development, policy and the third sector.

2022 has been an opportunity to consult with our participants as we work towards a refreshed strategy to be launched later in 2023. We have heard very loudly from participants ranging from primary aged children to young people, adults and older people that health and wellbeing is a major concern for them. Our internal safeguarding processes have highlighted a significant uprise in the level of support we are providing for identified mental health issues and this will certainly feature with greater significance in our new strategic direction.



LOOKING AHEAD

Year 3 saw us return to our traditional models of delivery, with little to no restrictions, as we slowly emerged from lockdown. This allowed us to engage with more schools, work in more communities and increase our engagement numbers.

As we enter Phase 6 of the programme we are keen to build on the success of the previous year whilst also reviewing our delivery model to ensure that it is meeting the needs of our participants.

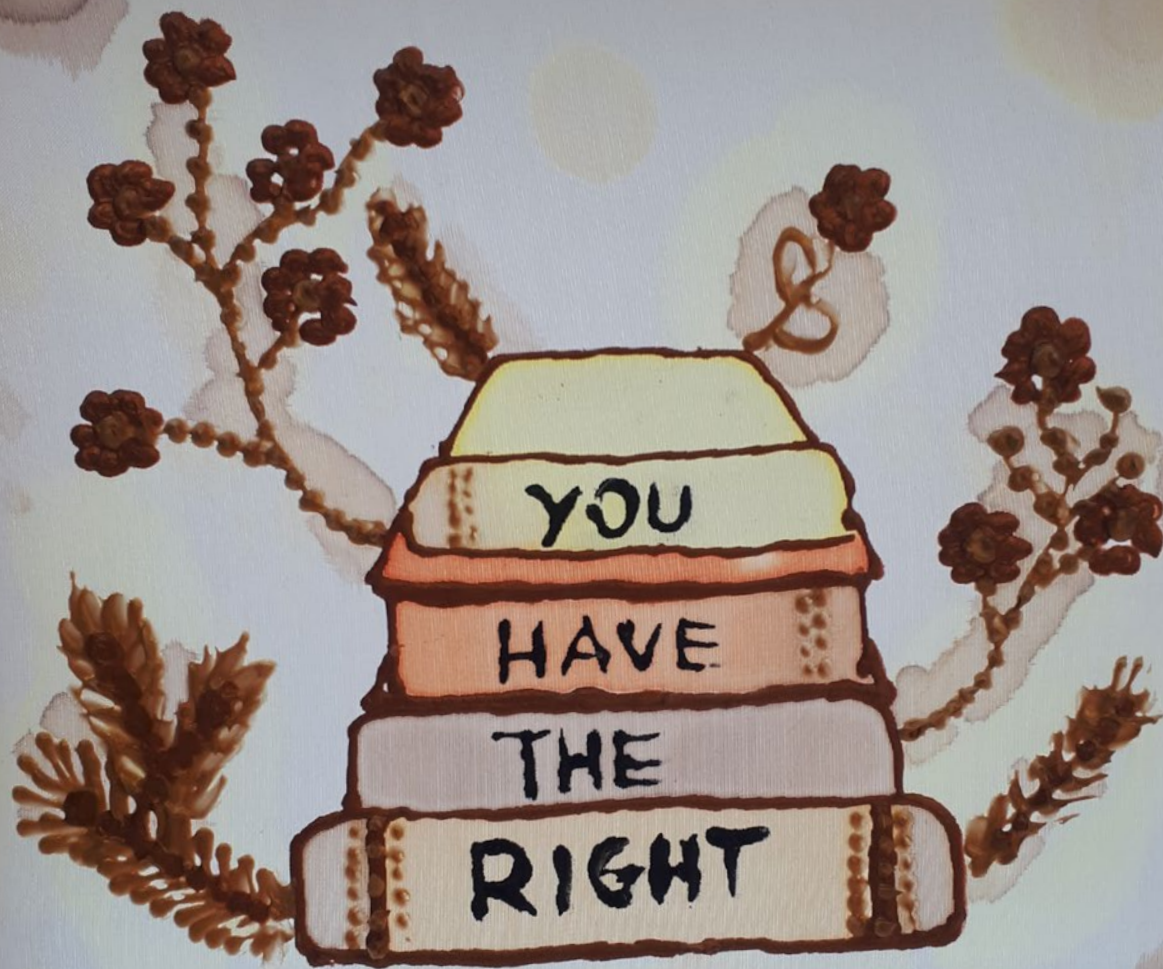
We will do this by:

- Offering longer contracts to staff to ensure consistency to our participants
- Continue to work with schools to identify pupils who have disengaged with mainstream education
- Widen our qualifications offer to enable us to be flexible in our delivery options

- Change our summer delivery from 4 to 5 weeks to allow for longer engagement over the summer period
- Broaden our age range to include young people age 12 to 24 to ensure that those most at need have provision available to them
- Continue to offer day time, evening and weekend hubs to reach as many young people as possible

We are delighted to be delivering CashBack to the Future in Glasgow from our new premises, The Boardwalk. The location and space offer flexibility and accessibility for our participants as well as allowing us to create links with multiple referral organisations operating from the city centre. Participants can expect to be welcomed into an inclusive and nurturing space with creativity at its heart.







"Tendancies"
Forgotten Youth
Artbreakers
Back Hubs
Glasgow 2022
2009 - 2022

Cashback for Community



www.impactarts.co.uk

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