



Changing childhoods.
Changing lives.

HEAD2WORK through CashBack ImpactReport



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Our HEAD2WORK programme has continued to make a positive impact to young people in our delivery areas across Scotland.

This year we have supported 98 Young People through our Cashback programme in 7 delivery areas.

Our services have continued to target our support where there are gaps in the communities in which we deliver. This has included a blend of rural and urban delivery. Over half of our participants were from the lowest 30% of SIMD areas.

CashBack has played a critical role in helping to engage with young people who often had negative perceptions of their local communities and has been a vital tool in raising their aspirations and have a positive view of their future.

Cliff Graham

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



YP in Dundee creating a film to promote volunteering



Changing childhoods.
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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 -

- 98 Young people have been supported in year two
- 52% of participants are from the 30% most deprived areas of SIMD
- Delivered in seven areas: Aberdeen, Aberdeen-shire, Dundee, Renfrewshire, North Ayrshire, Highland and Edinburgh



HEAD2WORK

Barnardo's HEAD2WORK delivers an integrated personal development, health and employability focused project that meets the aim of diverting young people (YP) 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 7 local authority areas.

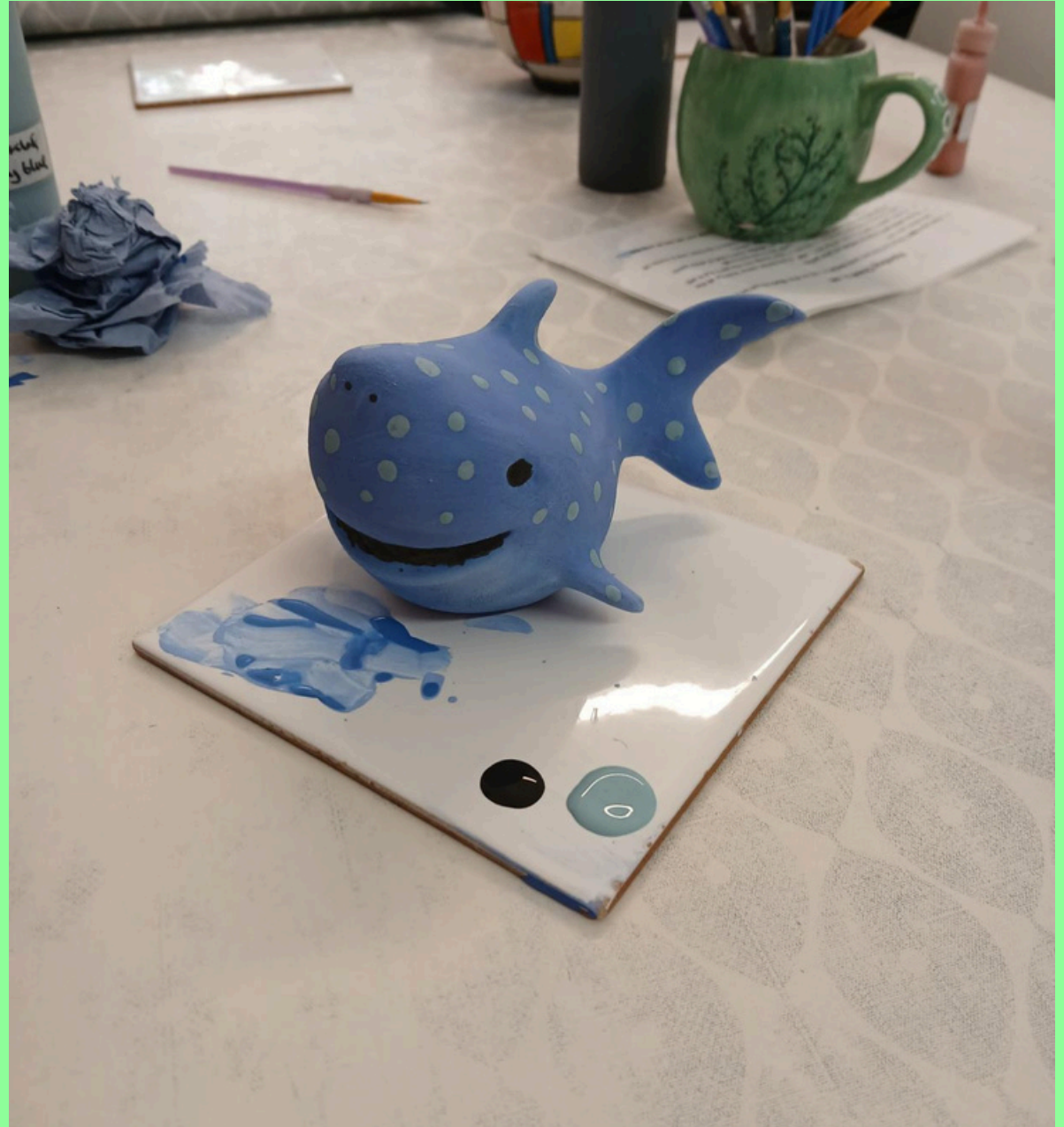


Renfrewshire group completing an escape room

“I feel so much more confident after going to this group and really glad it has helped me apply to college. I am a lot more independent now.”

Participant from Edinburgh group

Barnardo's CashBack Impact Report 2024-2025



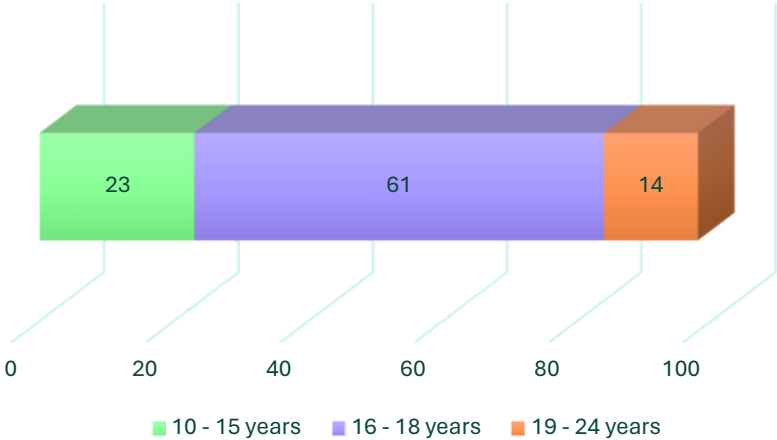
Our Reach



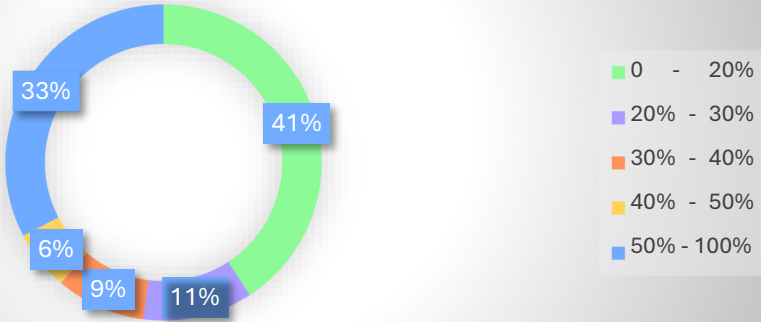
This year we have supported 98 starts across Scotland on the HEAD2WORK Programme.

41% of participants were from SIMD 0 to 20% and a further 11% were from SIMD 20% to 30%. This indicates that the core of our delivery was targeted in local areas that needed additional support.

Age Profile of Participants



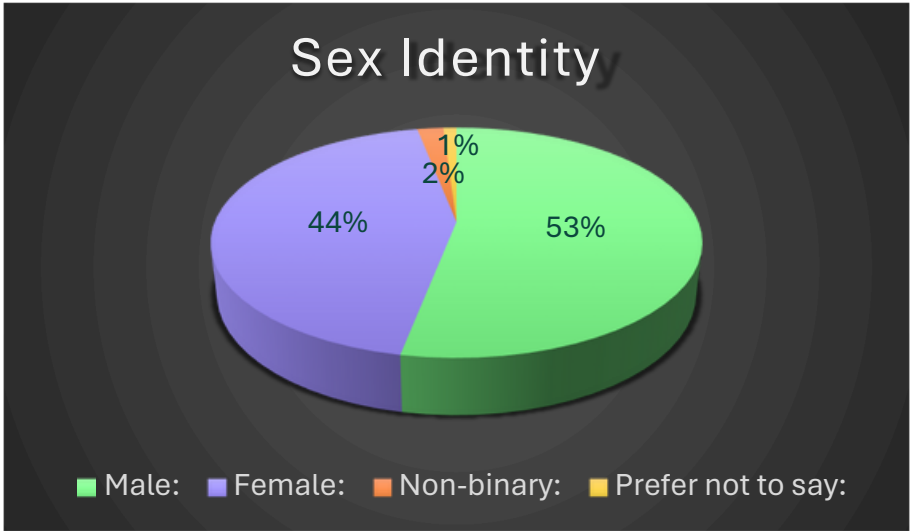
SIMD Profile



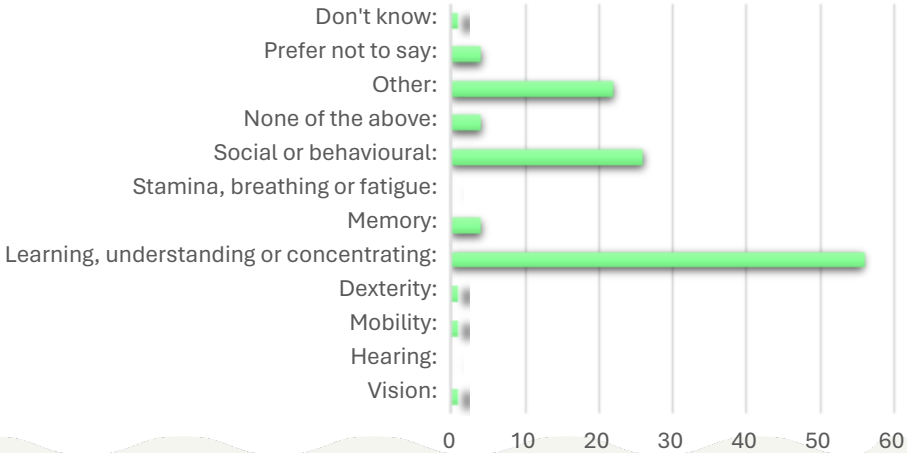
Inclusion

Our provision had a good balance of participants this year.

53% of our participants were male and 44% were female and 2% non-binary.



Disability



Disability

A high proportion of our young people disclosed learning, understanding and concentration barriers.

There was also a large proportion who disclosed having social and behavioural difficulties. We have seen an increase in 'Other' which has primarily been noted as mental health issues

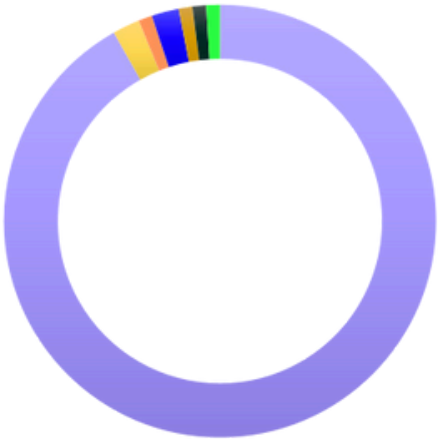


Ethnicity - of new participants

93% of participants were white.
7% of four participants were from mixed, Bangladeshi, African, and Arab backgrounds.

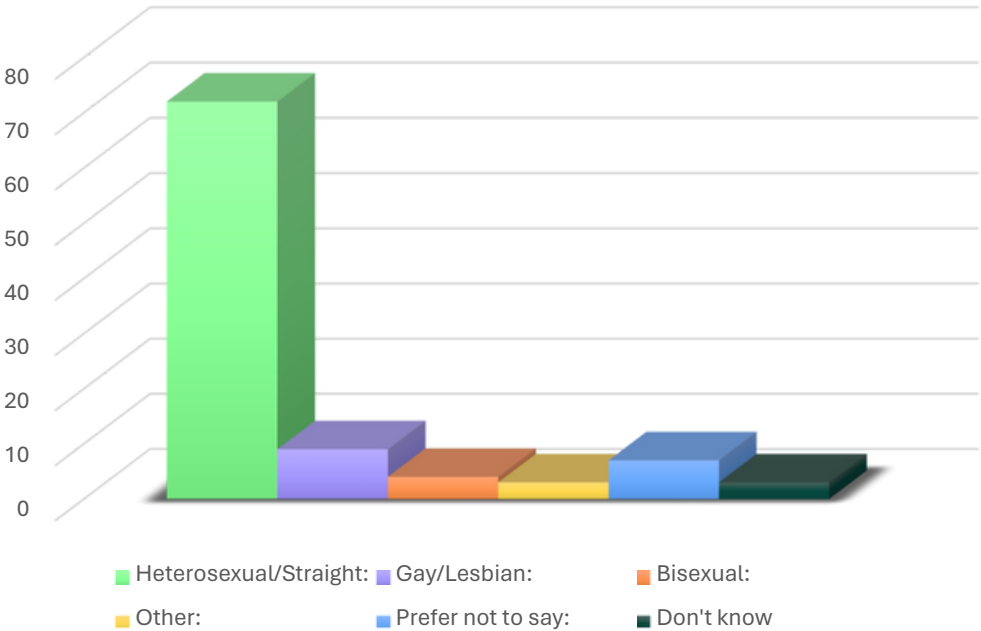
Ethnicity

- White - Scottish:
- White - Other British:
- White - Other:
- Mixed or Multiple ethnicity:
- Bangladeshi:
- African - African, African Scottish or African British:
- Arab, Arab Scottish or Arab British:



Sexual Orientation of New Participants

Sexual Orientation





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“The group got me going out of the house and meeting new people, and helped a lot with my confidence “



Service Highlights – Renfrewshire

Renfrewshire

This service delivered dynamic and engaging programmes in North Ayrshire and Renfrewshire, supporting young people's personal development while promoting community involvement and reducing risky behaviours. Our HEAD2WORK team in Renfrewshire has well-established relationships with Kibble and the Youth Justice team that has seen a continued increase in referrals to the service.

Participants completed the Personal Development Award and MyBnk Money Management qualification, gained employability skills through a CV workshop, and explored local and city-based opportunities. Volunteering played a key role, with young people contributing over 12 hours through “Team Up to Clean Up” and Ardrossan beach clean-ups. Activities like bushcraft with Friends of the Forest, wellbeing sessions, and an addictions awareness talk from Fast Forward supported healthier lifestyle choices and strengthened community connections.



Service Highlights – Highland

Highland

The Highland service has focused on building strong community connections through volunteering and personalised support. Young people were supported into weekly volunteering placements, helping them gain valuable experience and contribute positively to their local area.

As part of their development, they completed the SQA Employability Award and visited local services to better understand available support. One-to-one sessions addressed personal barriers such as anger and substance use, enabling young people to take meaningful steps toward further training and positive destinations. This tailored approach has strengthened community engagement while reducing risky behaviours and improving future opportunities.

HEAD2WORK participants helped to organise and volunteer at a Halloween family fun day in a local SIMD area to engage with families with a fun day of activities for all the family.



Service Highlights – Aberdeen

Aberdeen In Aberdeen, the service supported young people experiencing low confidence, anxiety, and limited qualifications through a programme designed to reduce anti-social behaviour and risky choices. A city-wide dinosaur hunt built teamwork and trust, while a session with a Drugs in Action worker raised awareness of substance use and personal safety. Young people actively engaged with their community—attending a local services event, maintaining a community garden, and leading a teacup planter enterprise to raise funds. Their efforts fostered confidence, community pride, and positive connections. Achievements were recognised through Saltire and Dynamic Youth Awards, celebrating their personal growth and contribution.



Service Highlights – Edinburgh

Edinburgh

A key highlight for the Edinburgh groups was volunteering at the British Heart Foundation, where they gained real-world customer service experience and earned Saltire Awards.

Weekly outings helped young people navigate their local community, boosting confidence and reducing the likelihood of engaging in anti-social behaviour. Activities encouraged teamwork, self-expression, and a sense of belonging, supporting their connection to the wider Edinburgh community.

All participants were supported to find out about services available to them, and this helped their positive destinations.



Service Highlights

Tayside

The Tayside service has collaborated with local partners to create a series of impactful videos addressing issues relevant to the Dundee and wider Tayside area. These resources have been widely shared and used across HEAD2WORK groups in Scotland, as well as by local schools and youth organisations. Feedback from partners has been overwhelmingly positive, with the Tayside team praised for their meaningful contributions and the lasting difference they continue to make within local communities.

An example of this is available in the case study: A to Z of Drugs in Dundee.

The service has continued working with multiple partners on all HEAD2WORK projects this year including Dundee City Council CLD team, Dundee and Angus College, Skills Development Scotland which have been invaluable to the success of the group.



Outcomes

“Young people have said they enjoy coming to the sessions because they can talk about anything and know we won't judge, shout at them and tell them off. Have seen the young people in the street and they've waved, spoke highly of the project and even asked if we can continue after the 8 weeks”

- TPI Youth Worker



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 delivered by external partners
- Encouraging young people to reflect and change their behaviour by engaging in a positive activity

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



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

“Anti-social and criminal behaviour is so much broader now than all your classic things like tanning windows and fighting on the streets. You could be committing crimes on your phone.”

Feedback from CashBack Review session



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

“With some of the young people, they're not participating in criminal behaviour, but it's kind of like they are surrounded by it. Whether it's friends or they just know in that area that it's happening. And I wish there was a way to like measure how they are not getting involved, and I'm proud of them for not taking part in it.”

- Project Worker discussing young people who are being supported through the programme.

“If they are telling us what they are doing, then we are winning because then we can help. And if we don't know, we can't put things in place, we can't put any training in place. This shows we have earned their trust.”

- Tayside Project Worker



Group working on their drug and alcohol awareness video

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

This year has seen an improvement in our positive destinations across all 5 services. There has been:

- 17 have moved into an apprenticeship or employment
- 54 young people moved into training
- 27 moved into College
- 14 moving into formal volunteering

Year2hasseenanincreaseinyoungpeoplere turningto/ staying in secondary education / progress to training or college over moving into employment.



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

85% of young people achieved an accreditation during this year of the programme. Some examples of these are:

- Emergency First Aid
- MyBnk – Money Management
- Employability Award
- Dynamic Youth Awards
- Health and Safety in a Construction Environment

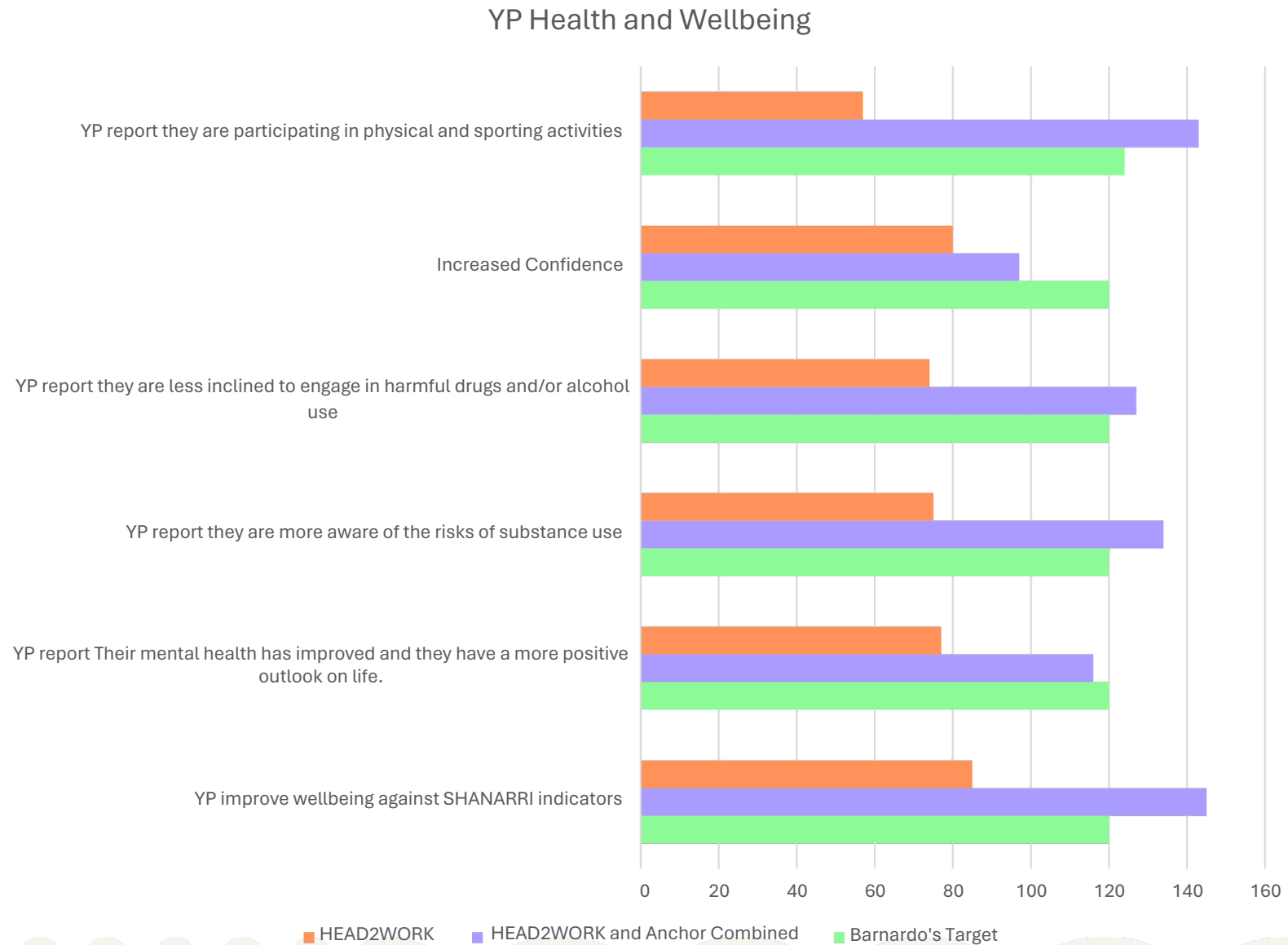
There was a focus in Year 2 to increase qualifications which has been successful.



Outcome 3: YP health and well-being improves

Outcome 3 has been a real focus on our work this year. We have had a big increase in supporting young people with the risks of substance use and this has also shown the increase in YP's being less inclined to engage in harmful drug and/or alcohol use.

A focus going into year 3 will be on YP's leaving the programme with increased confidence and improved mental health. This is work that we currently complete and will explore how we report on this more accurately.



Outcome 4: YP contribute positively to their communities

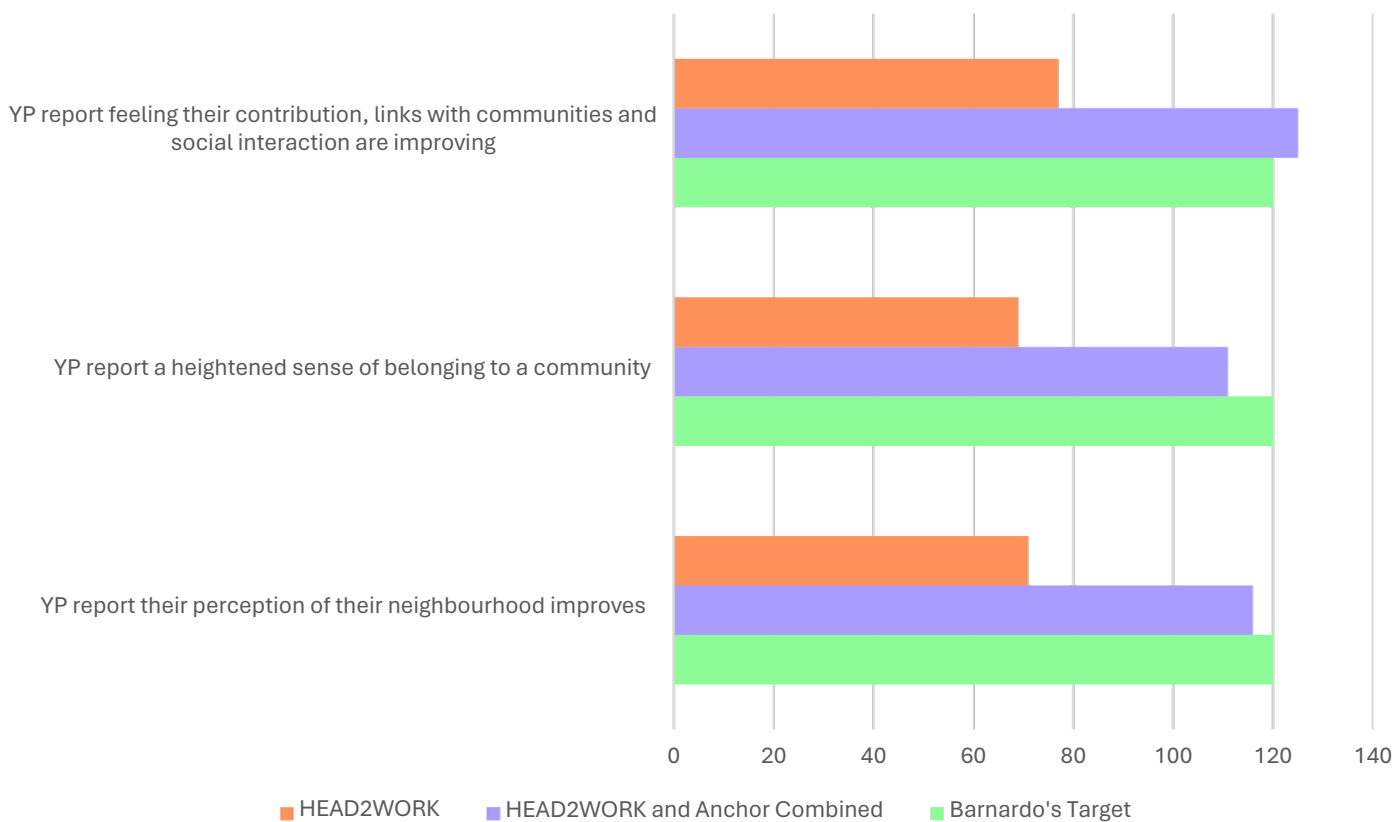
We have seen a fantastic increase from Year 1 in YP's contributing more positively to their communities.

There has been a great amount volunteering completed with local communities across the 5 services this year, and this is reflected in the overall improvement on outcome 4.

We have also had discussions with YP's about what they see as their communities, and this has supported better reporting within this outcome.

HEAD2WORK young people contributed 316 hours supporting their community.

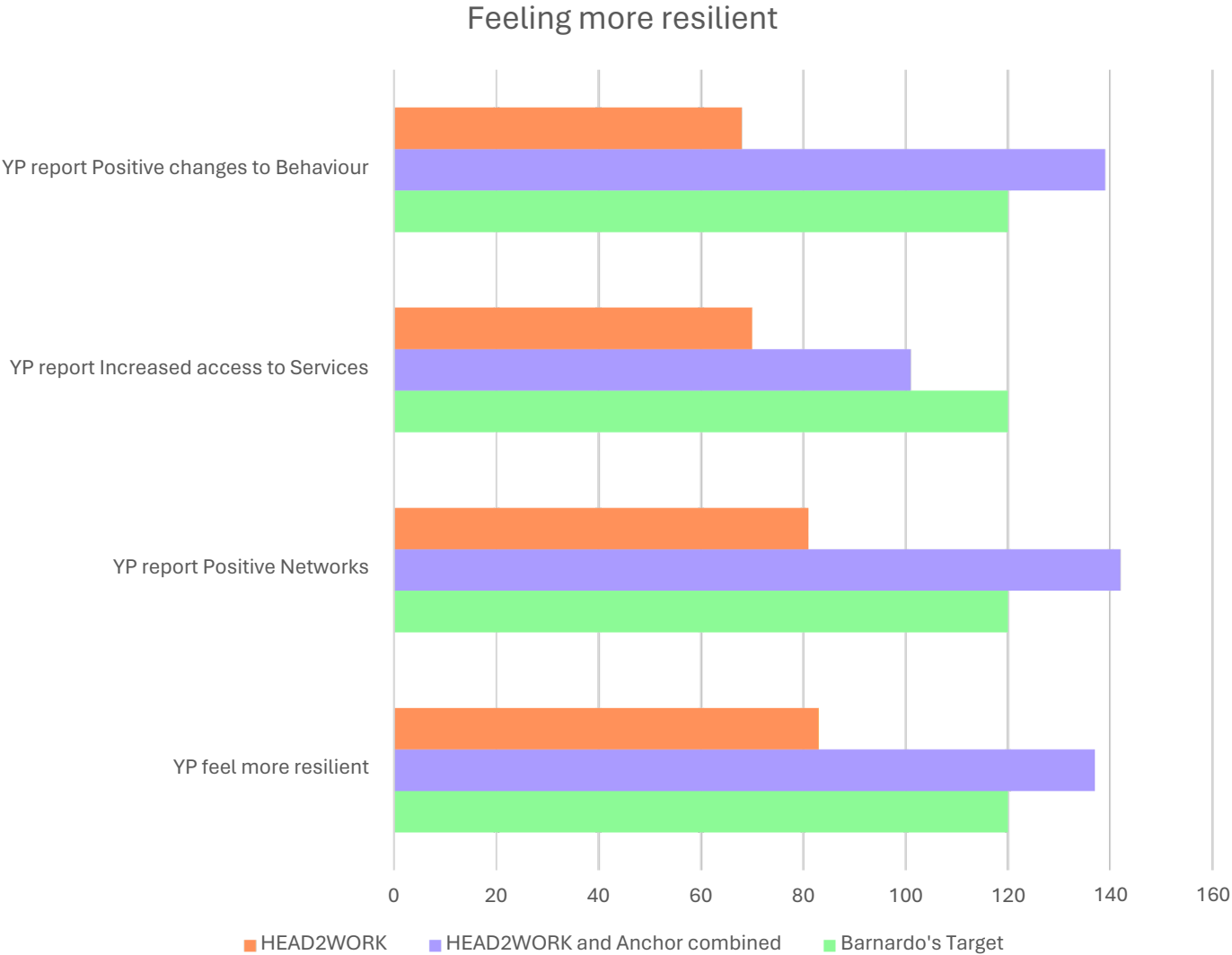
Contributes positively to communities



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 in 3 of the 4 targets in outcome 5. This has been down to delivery staff ensuring that each participant has been able given time to reflect on their journeys on HEAD2WORK and given a safe environment in which to be open and push out of their comfort zones.

A key aim going into year 3 will be to increase YP’s access to services, by exploring more in depth what is available to each YP in their own areas, and how to get involved with these services.



“These past couple of weeks it has been eye-opening as I was unsure on what I wanted to do. It has helped me understand myself and what I want to do for my future.”

YP from Inverness



CASE STUDY

Short film: An A-Z of drugs in Dundee

Barnardo's Scotland deliver HEAD2WORK Through CashBack in Dundee. It is an integrated personal development, health, and employability project for young people aged 14-21. The team recently supported a group of young people in S4 at a local school. Most participants had disengaged from school or were planning to leave with no positive destination. Some were engaging in risk-taking and low in motivation and self-belief. While working towards their SCQF Personal Development Awards, the group were granted Dundee Alcohol and Drugs Partnership funding to make a short film from their perspectives on alcohol and drug use in Dundee. Working with Underground Cinema Club over 5 months, the group researched and developed their film. Taking part boosted their confidence and helped them imagine achieving more with their lives. "Didn't think I would ever be able to achieve anything like this." Feedback from stakeholders and the Dundee Alcohol and Drug Partnership has been positive, with the tone and language used just right. The young participants want the film to be used in schools and other learning settings. [Barnardo's Dundee - Head2Work project - Barnardo's ETS](#)

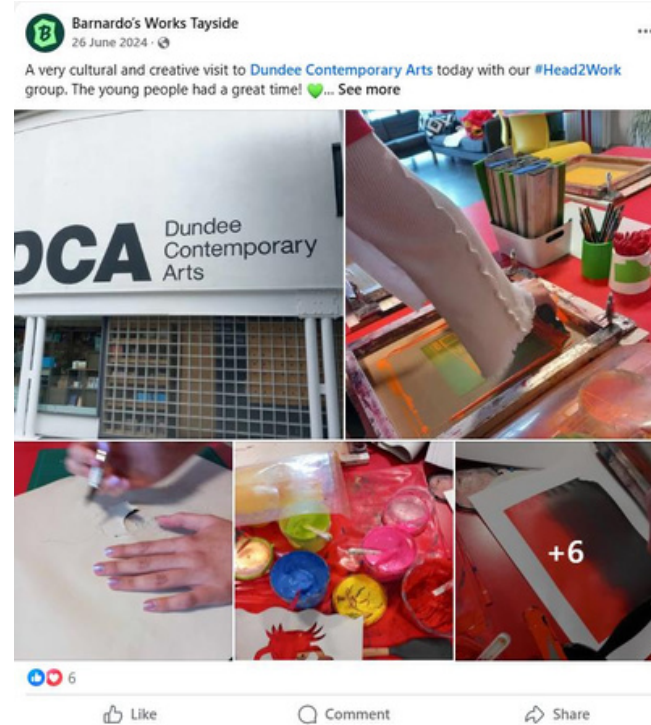


Communications

This year, we've continued to increase our use of local service Facebook accounts to promote the work being completed. As a result, we have continued to reach our local communities to keep them in the know about what is happening at Barnardo's.

We have increased our use of local Instagram profiles to ensure as this is a popular platform with many of our young people and local businesses.

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



“Barnardo’s really helped me gain social and employability skills and I feel more prepared and excited for the future after the group.”

YP from Edinburgh



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
- focused on cleaning up their local beach 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 2024) show a Median Gap of 5.09% (down from 7.7% the previous year) and Mean Gap (12.05%) down from 12.9% the previous year in favour of men. Our current workforce is 84% female and 16% male.

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

Ethnicity pay gap

As of April 2024, our median ethnicity pay gap is -6.85%, which is in favour of Black and Asian, Minoritised Ethnic colleagues. This has decreased from the previous year and moves us toward a zero-pay gap.

Our mean ethnicity pay gap is -4.36% which has also decreased from last year

Disability pay gap

For April 2024 our median disability pay gap was -4.56%, which is in favour of our colleagues with disabilities. Our mean disability pay gap is -5.06% which again is in favour of our colleagues with disabilities, and which is a change from last year, where there the mean gap was slightly in favour of colleagues without disabilities.

LGB+

Our median LGB+ pay gap was 2.51%, in favour of our colleagues who have identified as heterosexual compared to those who identified as LGB+. Our mean LGB+ pay gap is 0.98% which is also in favour of our colleagues who have identified as heterosexual compared to those who identified as LGB+.

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 [CRWIA Anchor and Head2Work](#)

Barnardo's Scotland Children's Rights Self-Assessment



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



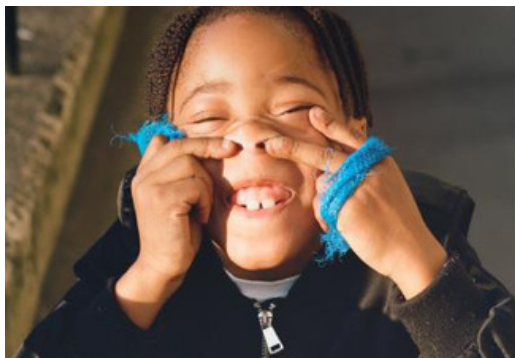
The Promise
All ETS services in Scotland have developed a joint action plan to focus on promotion and embedding The Promise led work with young people, staff, and employers.



Children's Rights
This year we are changing focusing to practicalities and looking how to advocate for the rights of young people and supporting them to challenge when their UNCRC rights are not being met.

Best Start, Bright Futures. The Scottish Governments 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
Working with MyBnk to deliver
Qualification in Money Management
to raise awareness of Financial
Capability.



Targeted interventions in areas of
need across Scotland
41% of our participants were from
the 20% most deprived SIMD areas.
52% were from the 30% most
deprived.



Links to financial support
Our delivery staff have supported
many of our young people to access
financial support from internal
Barnardo's funds as well as external
funds like Hyman Robertsons.



Building hope and a plan for the
future
Our Head 2 Work 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 seven Local Authority areas in year two 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	8	£15,381
Aberdeenshire	3	£5,768
Dundee	23	£44,221
Edinburgh	18	£34,608
Highland	232	£205,632
North Ayrshire	6	£11,536
Renfrewshire	20	£38,453
Total	310	£355,600



Financial Spend- Combined HEAD2WORK andAnchorProject

The Staffing underspend in year 1 due to recruitment challenges was reprofiled into years 2 and 3.

Our overall costs for year 2 are slightly below the target. Due to the cost of living there has been slightly more spend on salary costs.

Our Non-Staffing Delivery Costs are slightly lower overall. This is mostly due to a reduction in property costs that have been claimed for the year.

In year 2 we have spent much closer to budget with a small underspend, this means a planned higher spend in year 3 to ensure full spend of Phase 6 budget.

Barnardo’s CashBack spend in 2024-2025

Combined Finance breakdownfor Head2Workand The Anchor Project	2024/25			Phase6to date		
	Actual	Target	Variance	Actual	Target	Variance
Staffing Delivery Costs						
Service Manager	£11,359			£23,130		
Project Coordinator	£18,117			£34,462		
Head2Work Mentors	£121,232			£239,997		
Project Workers	£113,508			£161,840		
Administrators	£16,642			£27,980		
Staff Travel Expenses	£3,503			£7,032		
Total	£284,361			£494,441		
		£281,872	£2,489		£535,502	£41,061
Non-Staffing Delivery Costs						
Food/Activities	£9,200			£11,660		
Payments to learners/allowance	£12,319			£25,790		
Equipment and Resources	£5,733			£11,174		
Telephone, Staionary and Other Office Costs	£3,318			£6,827		
IT and Property Costs	£16,726			£43,199		
Total	£47,296	£52,529	£5,233	£98,650	£104,381	£5,731
Management and Marketing						
Management Charge	£23,943	£22,618	£1,325	£44,152	£46,987	£2,835
Overall Total	£355,600	£357,019	£1,419	£637,243	£686,870	£49,627



Outcomes for Year 2



	Year 1			Year 2		
Outcome 1: YP are diverted from criminal behaviour or involvement with the criminal justice system	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK
YP feel less inclined to participate in anti-social and/or criminal behaviour	75	101	77	120	218	87

	Year 1			Year 2		
Outcome 2: YP participate in activity which improves their learning, employability and employment options (positive destinations)	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK
No of Young People Gain an accreditation	75	32	32	120	85	84
Improved Relations with School	0	14	14	0	20	17
No of YP who improve school attendance	0		6	0		
YP Taking up Apprenticeship or Employment	25	6	8	0	54	34
YP taking up Training/ Work Experience	13	8	20	40	21	17
YP taking up College/ Uni Place	12	20	7	20	57	54
YP taking up Volunteering	25		2			
		7		20	31	27
		2		40	15	14



Outcomes for Year 2



	Year 1			Year 2		
Outcome 3: YP health and well-being improves	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK
YP improve wellbeing against SHANARRI indicators	75	123	72	120	152	85
YP report Their mental health has improved and they have a more positive outlook on life.	75	98	76	120	123	77
YP report they are more aware of the risks of substance use	75	71	47	120	141	75
YP report they are less inclined to engage in harmful drugs and/or alcohol use	75	60	42	120	134	74
Increased Confidence	75	125	113	120	101	80
YP report they are participating in physical and sporting activities	77	72	72	124	156	106



Outcomes for Year 2



	Year 1			Year 2		
Outcome 4: YP contribute positively to their communities	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK
YP report their perception of their neighbourhood improves	75	75	53	120	123	71
YP report a heightened sense of belonging to a community	75	86	54	120	118	69
YP report feeling their contribution, links with communities and social interaction are improving	75	100	68	120	131	77
YP report increased community motivation/influence	0	0	0	0	74	74
YP report volunteering/coaching etc in community organisation	0	0	0	0	54	54
YP report the number of hours of volunteering contributed by participants	300	332	332	480	441	417



Outcomes for Year 2



	Year 1			Year 2		
Outcome 5: YP health and well-being improves	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK	Barnardo's Target	HEAD2WORK and Anchor combined	HEAD2WORK
YP report feeling more resilient	75	94	71	120	144	83
YP report positive networks	75	87	63	120	149	81
YP report increased access to services	75	84	56	120	108	70
YP reports positive changes in behaviour	75	89	65	120	146	78



EDI Impact

Ageprofile	
10 - 15 years	23
16 - 18 years	61
19 - 24 years	14

SIMD profile	
0 - 20%	40
20% - 30%	11
30% - 40%	9
40% - 50%	6
50% - 100%	32

Sex Identity	
Male:	52
Female:	43
Non-binary:	2
Prefer not to say:	1
Don't know:	0

Gender reassignment	
Yes:	2
No:	95
Prefer not to say:	1
Don't know:	0

Disability	
Vision:	1
Hearing:	0
Mobility:	1
Dexterity:	1
Learning, understanding or concentrating:	56
Memory:	4
Stamina, breathing or fatigue:	0
Social or behavioural:	26
None of the above:	4
Other:	22
Prefer not to say:	4
Don't know:	1



EDI Impact

White - Scottish:

White - Other British: Ethnicity	
White - Other:	90
Mixed or Multiple ethnicity:	2
Bangladeshi:	1
African - African, African Scottish or African British:	2
Arab, Arab Scottish or Arab British:	1
	1
	1

Religious Beliefs	
None:	88
Church of Scotland:	2
Roman Catholic:	4
Other Christian:	1
Muslim:	1
Other religion:	1
Prefer not to say:	0
Don't know:	1

Sexual Orientation	
Heterosexual/Straight:	72
Gay/Lesbian:	9
Bisexual:	4
Other:	3
Prefer not to say:	7
Don't know	3

Marital or civil partnership status	
Single:	98



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The Anchor Highland (CashBack) Impact Report 2024 - 2025



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CASHBACK



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www.barnardos.org.uk/scotland

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:





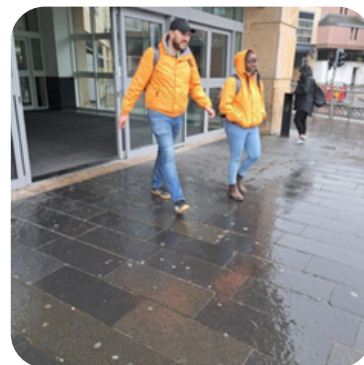
Our Reach

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 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.



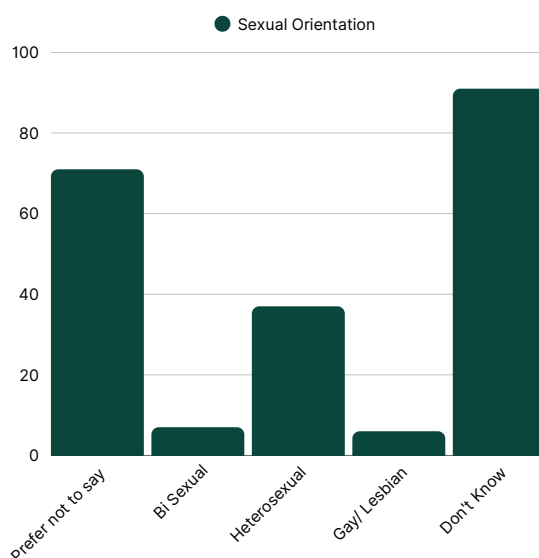
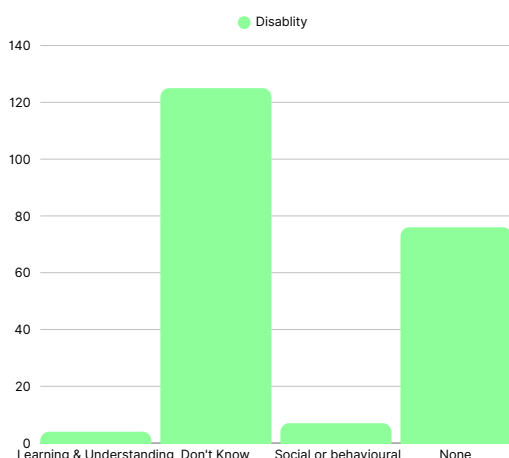
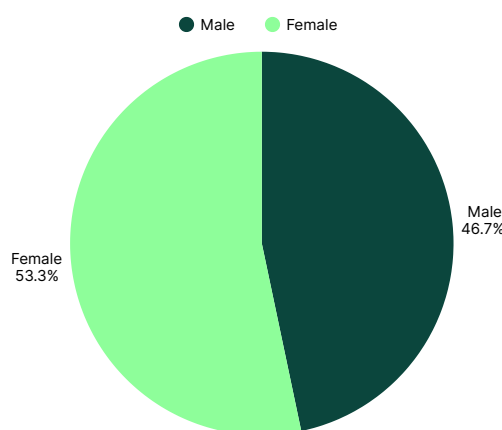
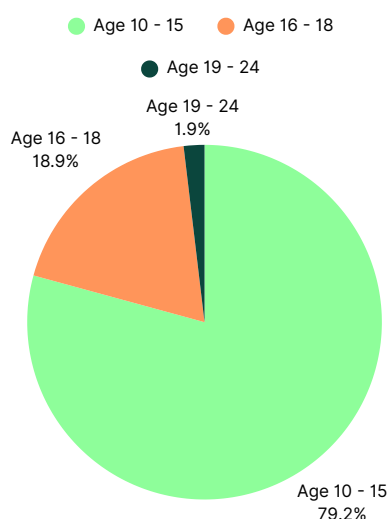
In Partnership with:





Our Reach

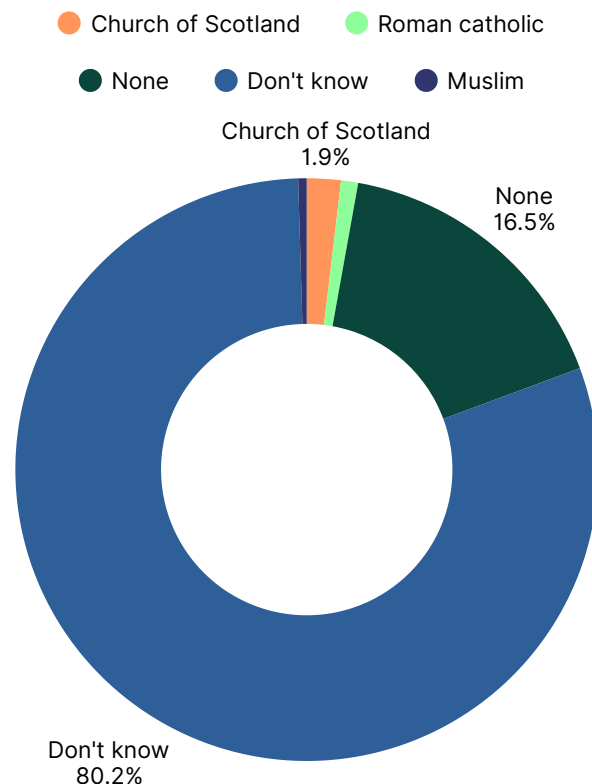
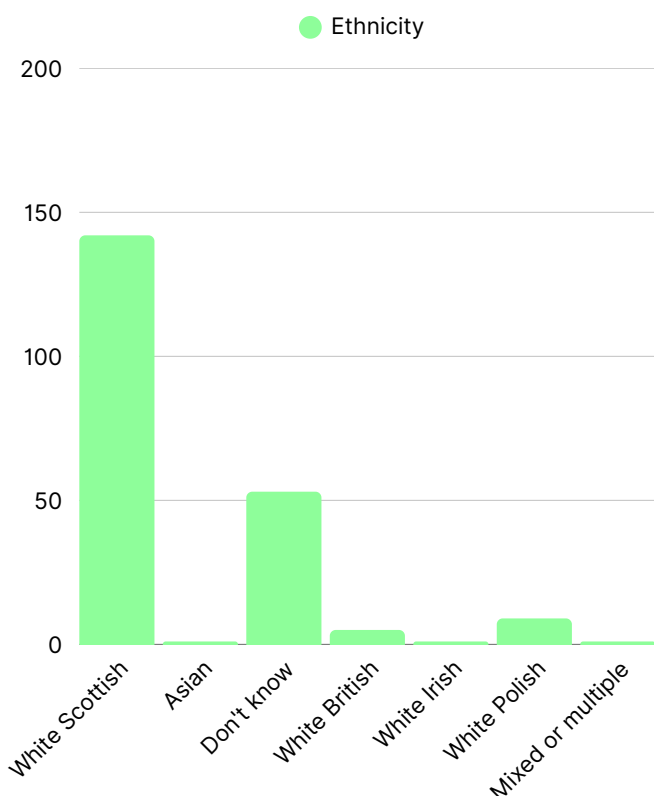
In year 2, we have seen a significant increase in the number of young people attending the Anchor Hub. Many of the new attendees reported that they learned about the Anchor through word of mouth from their friends, as well as through outreach efforts by Anchor workers within their schools. Due to the nature of the service, it is not always possible to collect data on every young person who engages with us. Therefore, the data presented below reflects only those who have accessed the Anchor Hub (212 young people). It is important to note that the total number of young people engaging with the team through detached youth work is considerably 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:

Over the past year, we have engaged with four secondary schools in the Inverness area, delivering drop-in sessions and conducting outreach activities around the school grounds during lunchtime. This approach has received positive feedback, with many new young people attending the Anchor Hub after connecting with staff at their schools. Building on this success, we plan to expand these school-based outreach efforts in the coming year.

High Life Highland Collaboration:

We have established strong links with Youth Development Officers in areas local to The Anchor. As a result, we have been working weekly with a group of young people referred by the Youth Development Officers. Our sessions focus on activities such as arts and crafts and sports, while also providing hot meals and a safe, welcoming space. To support young people who may feel anxious about traveling into town, these groups are held within their local communities.

Additionally, we have begun the process of setting up a sports group in partnership with High Life Highland at one of their youth clubs. This initiative will enable more young people to access the service closer to home. We are currently gathering feedback from young people to ensure the group is shaped around their interests and needs.

Operation Respect - Youth:

The Anchor is an active member of the Operation Respect group, a multi-agency partnership that includes Police Scotland, the Highland Child Protection Committee, third sector organizations, Highland Council, and Inverness BID. This group works to balance the challenges faced by local businesses with the welfare of young people in the city centre. During the festive period, we were awarded funding through Operation Respect to deliver six weeks of targeted activities. Running from Thursday to Saturday nights, the programme offered hot meals alongside a variety of activities such as sports, crafts, and movie nights. Over this period, we engaged with 108 young people and received very positive feedback for the initiative.

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:

We have established strong connections with various agencies to ensure that young people attending The Anchor have seamless access to the health and wellbeing support they need, without any barriers. This includes close collaboration with local school nurses, sexual health services, and Mikeysline, a local mental health charity. Additionally, we have supported Brent Highland, a local counselling service, by providing them space within our facilities to extend their reach and support more young people.

In Partnership with:





Case Study

A young female known to Anchor staff has previously been a victim of sexual exploitation, she has built positive relationships with Anchor staff due to engaging with them during their street work and when popping into the Anchor. When the risks around her increased she was no longer allowed “free time” this led to her feeling isolated and having a negative effect in her mental health.

Through discussions with the team around her we were able to agree a set amount of time where she could come to the Anchor with a friend. We put boundaries in place, and she was aware that staff would contact her parent if she left before the allocated time. This allowed her a safe space away from home to connect with her friend who is an important part of her life.



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

A young female began engaging with our service. At the point of referral, she was experiencing multiple challenges including disengagement from education (having recently left school), an insecure and unstable home environment, association with a negative peer group, and active substance misuse.

Following sustained engagement with our service, the young person began working on her substance use. As her recovery progressed, she was naturally able to distance herself from negative peer influences. This contributed significantly to an improvement in her emotional well-being.

Anchor staff provided dedicated support in exploring employment options. With encouragement and guidance, she successfully entered the job market and was able to begin saving money, building financial security for her future.

The young person also reached out to staff for support in finding independent accommodation. Although she has not yet secured a tenancy, her current living situation has become more stable. She continues to make positive progress in managing her emotional well-being and maintaining recovery from substance use.

This case highlights the positive impact of consistent, tailored support in helping young people overcome multiple barriers. Through sustained engagement, the young person is now in a significantly stronger position in terms of stability, well-being, and future planning.



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



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

In Partnership with:





Feedback

it's great at offering outreach service's for young people who may be engaged in offending behaviour or substance misuse

The rapport the have with the youngsters is absolutely **AMAZING!**

We value the teams openness and willingness to work with partners to meet the needs of young people.

The team are dynamic in meeting needs of young people, they have a good understanding of risks to young people & great relationship based practice.

The service has welcomed young people and encouraged engagement from vulnerable groups of young people. The staff are friendly and approachable.



In Partnership with:





Feedback

The thing I like best about the Anchor is the staff are all so nice and caring.

I like the anchor because it gives us all a place to chill, and the people who work here are so nice and care for us all.

The Anchor always help me, even when I'm blazing. I know I can come here.

They help you with a mix of everything and helping with drugs is important.

They let me speak and help me about how I'm feeling and I like how we can all chill and do things together!



In Partnership with:





Outcomes

Outcome	Progress	Highlights / Challenges
Young People are diverted from antisocial, criminal behaviour and involvement with the criminal justice system	In year two, 139 young people were successfully diverted, marking a significant increase from year one. Many young people have self-reported that spending time at The Anchor has reduced their likelihood of engaging in criminal behaviour. Professionals working with the project have also observed a decrease in criminal activity, alongside improvements in positive social engagement and behavioural changes. Furthermore, we continue to support young people in progressing into positive destinations, including employment and training opportunities.	The biggest challenge in measuring this outcome remains capturing the true impact the project has on young people. Due to the nature of the service, it relies heavily on feedback from young people who often underestimate the progress they are making. However, as we continue to build strong, positive relationships with those who attend, it is becoming easier to gather more accurate and meaningful insights into their development.
Young people participate in activity which improves their learning, employability and employment options (positive destinations)	Through the project, young people have been supported in applying for training, education, and employment opportunities. Our expanded work with local schools and youth development workers has strengthened this support, enabling us to help more young people successfully progress into positive destinations.	The project does not offer accredited learning opportunities directly but works closely with education and training partners to support young people in accessing these pathways. While the project frequently assists young people with applications for education and employment, the drop-in nature of the service means we do not always receive updates on their progress.

In Partnership with:





Outcomes

Outcome	Progress	Highlights / Challenges
Young people's health, mental health and wellbeing improves	Over the past year, 79 young people have reported an increase in confidence, with many of the project's activities specifically designed to build this skill. Additionally, young people have shown greater awareness of the impact of harmful substances—66 individuals reported increased knowledge, and 60 young people indicated they are less inclined to engage in harmful substance or alcohol use.	The strong, positive relationships between the team and young people have fostered open and honest conversations about substance use, mental health, and overall wellbeing.
Young people contribute positively to their communities	Young people supported by the project have been actively consulted about their needs within their local area, leading to the development of activities under the ongoing Operation Respect initiative. In addition, participants took part in a community litter pick as part of The Anchor's group work. As a result of these efforts, 54 young people reported improvements in their sense of contribution, community connections, and social interaction, while 49 young people expressed a stronger sense of belonging to their community.	Young people have participated in several litter pick-ups within their local areas, which has helped to strengthen their sense of belonging. They have also reported feeling heard, particularly when their feedback about the lack of activities and feelings of boredom has been acknowledged and acted upon.

In Partnership with:





Outcomes

Outcome	Progress	Highlights / Challenges
Young people build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behaviour	61 young people reported feeling more resilient, and 68 noted positive changes in their behaviour. These improvements have also been confirmed by feedback from other professionals working with them.	Other professionals, including Police Scotland, have highlighted a reduction in antisocial behaviour linked to the project. However, our biggest challenge remains capacity. While there is a significant need to expand our work within the community, staffing limitations restrict the project's ability to fully respond to the level of demand across Inverness.



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 Children's 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 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 2024) show a Median Gap of 5.09% (down from 7.7% the previous year) and Mean Gap (12.05%) down from 12.9% the previous year in favour of men. Our current workforce is 84% female and 16% male.

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

Ethnicity pay gap

As of April 2024, our median ethnicity pay gap is -6.85%, which is in favour of Black and Asian, Minoritised Ethnic colleagues. This has decreased from the previous year and moves us toward a zero-pay gap.

Our mean ethnicity pay gap is -4.36% which has also decreased from last year

Disability pay gap

For April 2024 our median disability pay gap was -4.56%, which is in favour of our colleagues with disabilities. Our mean disability pay gap is -5.06% which again is in favour of our colleagues with disabilities, and which is a change from last year, where the mean gap was slightly in favour of colleagues without disabilities.

LGB+

Our median LGB+ pay gap was 2.51%, in favour of our colleagues who have identified as heterosexual compared to those who identified as LGB+. Our mean LGB+ pay gap is 0.98% which is also in favour of our colleagues who have identified as heterosexual compared to those who identified as LGB+. "

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)

Combined Finance breakdown for Head2Work and The Anchor Project	2024/25			Phase 6 to date		
	Actual	Target	Variance	Actual	Target	Variance
Staffing Delivery Costs						
Service Manager	£11,359			£23,130		
Project Coordinator	£18,117			£34,462		
Head2Work Mentors	£121,232			£239,997		
Project Workers	£113,508			£161,840		
Administrators	£16,642			£27,980		
Staff Travel Expenses	£3,503			£7,032		
Total	£284,361	£281,872	-£2,489	£494,441	£535,502	£41,061
Non Staffing Delivery Costs						
Food/Activities	£9,200			£11,660		
Payments to learners/allowance	£12,319			£25,790		
Equipment and Resources	£5,733			£11,174		
Telephone, Stationary and Other Office Costs	£3,318			£6,827		
IT and Property Costs	£16,726			£43,199		
Total	£47,296	£52,529	£5,233	£98,650	£104,381	£5,731
Management and Marketing						
Management Charge	£23,943	£22,618	-£1,325	£44,152	£46,987	£2,835
Overall Total	£355,600	£357,019	£1,419	£637,243	£686,870	£49,627

The full grant for Barnardo's Scotland is combined between The Anchor (Cashback) service and the Head2Work service, enabling a comprehensive approach to supporting vulnerable young people.

The project primarily utilises the funding to deliver detached youth work, operated by a dedicated team.

Despite initial recruitment challenges the project has been running at full capacity, effectively using the grant to engage and support the most vulnerable individuals in the community.

The service continues to actively work in partnership with other organisations to broaden its reach and enhance the impact of its interventions. There was an underspend in year one due to staffing issues while setting up the service, as a result we were able to reprofile the underspend and carry it forward, with it been split between year 2 & 3. In year 2 we have spent much closer to budget but still have a small underspend which will be brought forward to year three. Looking ahead, we do not anticipate any financial underspends for year 3 of the grant, ensuring that all allocated funds will be fully utilised to maximise benefit for the young people.

In Partnership with:





Other Business

Priorities for Year 3

Our priority for year three is to continue expanding our group work and extend our reach within schools across Inverness. We will also maintain strong collaboration with relevant partners to ensure young people have seamless access to all appropriate services, removing any barriers to support.

Local Activity

The project will be supporting the welfare team at the Belladrum music festival, taking place from July 31st to August 2nd. This will involve delivering our usual detached youth work on a much larger scale, backed by a team of over 30 volunteers—including social workers, service managers, and other professionals—to ensure that young people are safe, supported, and visible throughout the event.

The project is part of a wider city centre initiative, Operation Respect, which focuses specifically on the needs, safety, and wellbeing of young people who visit the area. During the festive period, we delivered additional activities as part of this initiative and are now planning to expand these efforts over the summer months in partnership with other agencies.

In Partnership with:

