

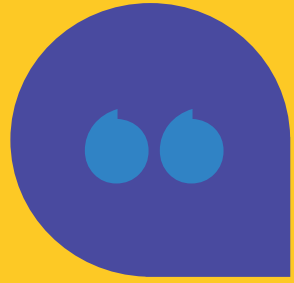
Moving Forward+

with CashBack for Communities



National
Autistic
Society
Scotland





My son struggled and still does from time to time when leaving the house, engaging in family activities and other simple social events. Moving Forward+ with CashBack has completely transformed him for the better. My son has become more mature, he's so calm and his anxieties have eased tremendously. Just knowing he has an outlook each week, a purpose, something he can engage in and feel comfortable, has made him all the more confident within himself. To see my son in a better place mentally has made all the difference to his self-esteem. I feel so grateful that he has this and I just want to say a huge thank you to everyone.

Parent of participant

Background

Moving Forward+ with CashBack for Communities is delivered by the National Autistic Society Scotland's Prospects service. We provide a flexible, person centred pathway to employment and other positive activity for autistic young people from West Central Scotland's most disadvantaged communities.

This report covers 2021-22, the second year of Phase 5 funding, during which 25 autistic young people joined us and participated on our programme. In keeping with CashBack's priorities, the vast majority of these young people (76%) were from communities falling within SIMD 1 or SIMD 2. A small number of young people from less deprived areas were accepted on to the programme on the basis of their involvement with the police or poor mental health.

The team have also continued to support a number of young people who joined us in 2020-21 but who had been unable to complete the programme or progress to positive destinations due to Covid restrictions in place at the time. Since last year's annual report was submitted, seven of these young people have now moved on to their preferred positive destination (see page 12), meaning 45% of our Phase 5 young people to date have now achieved a positive outcome.



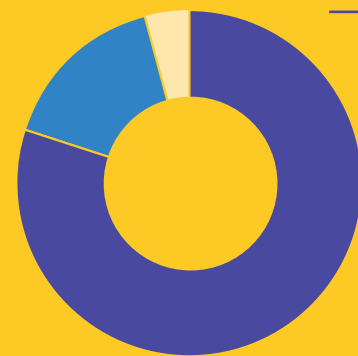
What we did in 2021-22

We worked with **25**
young people

76%

were from
SIMD 1 & 2
communities

Participants came from 3 local
authority areas (Glasgow,
Renfrewshire, North Lanarkshire)



20 participants
were male,
4 were female and
1 was non binary



The average age
of young people
supported was

15.8

96, 263 people found out about the
positive impact of the project
through social media



And in Phase 5 so far...

45% of participants have now moved
into positive destinations

Challenges

Across the reporting period, we received a lower than normal number of referrals for NEET (Not in Education, Employment or Training). young people aged 16-24. Perhaps understandably, given the restrictions that were in place across much of the year and anxiety around Covid and its variants, this groups engagement with our referral partners appeared to reduce significantly, with a knock on effect on the number we were then able to support.

Some of the NEET young people who were referred were unable to start with us due to their anxiety levels - in many cases, existing mental health issues appear to have been exacerbated by the pandemic. We have continued to stay in contact with these young people and hope that some will be able to join us in year three.

We're delighted to report that, at the time of writing, in the early stages of 22-23, referrals of NEET young people appear to be returning to expected levels.

There have been two changes within the team over the reporting period. We were able to

recruit Teri as our new Befriending & Mentoring Coordinator after Kerry moved on to undertake a nursing degree in September (see page 21). However, we were unsuccessful in our efforts to appoint a new Employment Support Advisor following Alison's move to the Glasgow Disability Alliance in November. Despite extending the closing date and pushing heavily on social media, we only received a handful of applications for the role and opted not to make an appointment.

The aforementioned vacancy, combined with reduced expenditure on travel and activities during Covid restrictions saw the project underspend against the original 21-22 budget.

Successes

Support to young people aged 12-16 who are not engaging in education is a relatively new element of the project, which only began in October 2020. The majority of young people joining us this year were from this group. With many of these young people in crises, there has been a steady demand and some significant success already for this side of the project - which supports some very vulnerable young people with very complex challenges. In the 18 months since we started, 35% of young people have already improved their attendance at school as a result of the support they have received. For some, returning to education has not been realistic and these young people have been able to move across to our NEET pathway. Keen to highlight the success of this initiative, Victoria, our Young People's Engagement Coordinator, has submitted an abstract for the Autism-Europe International Congress, which takes place in October this year.

Partnership working has been another highlight of the past twelve months, with young people benefitting from the excellent provision offered by other members of the CashBack family, most notably Celtic FC Foundation, Action for Children and Impact Arts (see page 13).

We continued to offer a blended model of support, utilising Microsoft Teams as a way to engage with young people who are too anxious to meet in person. Online meetings have been very effective in allowing these young people to find out more about the project and build a rapport with staff from the comfort and safety of their own homes, keeping them engaged until they feel confident enough to meet in person.

We owe a huge thank you to our volunteer mentors, who once again provided a significant amount of additional support to our young people and are a key part of the Moving Forward+ with CashBack recipe. We couldn't do it without you!

After such a prolonged period of restrictions, the gradual resumption of normal activity in the latter half of the year has felt like a real success. Young people, staff and volunteers have all been boosted by the return of face to face support, group work, work placements and team activities. We look forward to 2022-23 - onwards and upwards!



July 21 - Carson and their volunteer mentor Pauline enjoy an ice cream in the park as Covid restrictions ease

Case Study - Jamie



Jamie (pictured above with Victoria) is 13 years old and from the East End of Glasgow. He was first referred to Moving Forward+ with CashBack by his Pastoral Care teacher in October 2020.

Jamie experiences particularly high anxiety, especially related to school. At school, he presented with minimal communication skills - although this turned out to not be accurate, as it is his anxiety at school that prevents him from expressing himself. Jamie felt that home was his only safe place and this dramatically worsened in the last few years, following a number of family bereavements. In short, Jamie was almost totally isolated when he joined the programme, preferring to stay indoors at all times and avoiding anyone out-with his intimate family circle.

When Jamie began working with us, he would only communicate with staff if his mum was present and she occasionally had to act as a spokesperson for him. Over the course of a few weeks, Jamie became much more comfortable and agreed to meet staff without his mum. Rapport was initially built by enjoying activities Jamie enjoyed; feeding ducks at Jamie's local park, visiting the Children's Farm in Tollcross Park, having lunch at Jamie's favourite spots. Once he had developed a relationship of trust with the staff, the real Jamie began to emerge as a funny, sensitive and chatty young man.

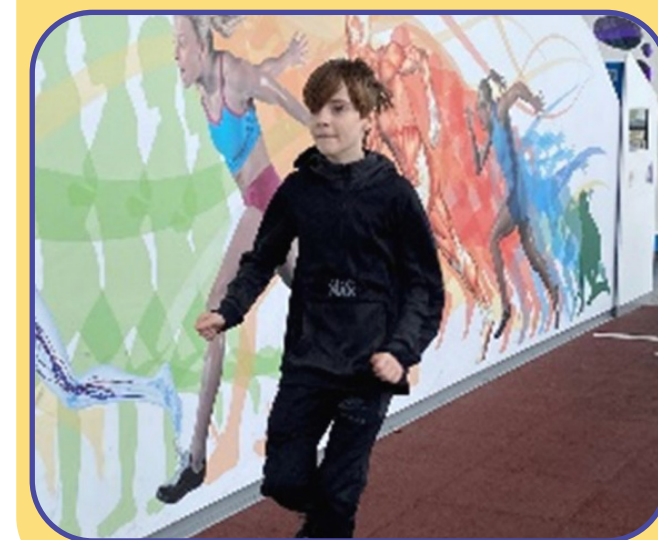
"I enjoy seeing Victoria every week as she is really nice" - Jamie

Alongside the activities he enjoyed, Jamie worked through a variety of modules including understanding autism, managing anxiety and emotions, social confidence and much more. Jamie also developed some practical skills thanks to the outings with staff; just recently he rode a train for the first time since he was really young, and enjoyed learning all about what to do!

As his confidence grew, Jamie asked staff to go further afield and leave his mum behind, and he managed a really successful outing to the Purple Cat Café in Glasgow, which involved riding the bus with someone who wasn't his family member - the first time Jamie had ever done that. He loved the café (see pic below) and is already keen to go back.



Jamie also asked to visit the Glasgow Science Centre (pictures below), which he did alongside another young person supported on the programme. This was the first time for both of them, and they bonded instantly over their shared love of gaming. This led them to ask to go on another outing together, which shows just how much their confidence has improved.



By joining this programme, Jamie hoped to improve his confidence and social skills, and to re-engage in education, and he has been working superbly to meet all these goals. Jamie now attends school two afternoons a week, which is an improvement from the one hour a week he was barely managing when he started receiving support. Jamie has also dramatically improved the way he manages his emotions, understanding them better and discovering healthier ways to express his more negative emotions. For instance, he now uses a punching bag instead of breaking items in his room.

Through our support and the struggles Jamie faces in relation to education, it is now apparent that he cannot be expected to attend mainstream schooling on a standard basis. As such, in the new school year Jamie will be joining a charity-run inclusion programme which will help him achieve some qualifications through an individualised learning plan. He will also be able to access anima-therapy sessions at school, which he is really excited about. On a further positive note, Jamie would like to volunteer with the Scottish Society for Prevention of Cruelty to Animals (SSPCA) as soon as he is old enough to do so, with a view to beginning a career with them.

“Having Moving Forward+ with CashBack supporting my son Jamie on a weekly basis has been a great help to him. In Victoria, he has someone whom he can talk to about how he feels, and also gets the help to understand and how to deal with those feelings. Having Victoria involved has also helped myself, as she understands the challenges that I can face as a parent of a child who suffers from anxiety and autism. Victoria has helped me in any way she can to deal with those challenges.”

Jamie’s mum, Caroline



July 21 - Our Volunteer Mentors get to meet one another in person for the first time, enjoying a smashing time at Rage Rooms

Support to 2020-21 Young People

With the first year of Phase 5 significantly affected by the Covid pandemic, some of the young people who joined us that year were unable to fully benefit from the programme or progress to positive destinations.

We have continued to support these young people, alongside new referrals. The longer-term support that we have provided to those who first joined us in 2020-21 has only been possible because of CashBack for Communities funding. We are pleased to report that seven of these young people have since moved on to their preferred activity:



1 young person moved into part time employment



3 young people moved into Further Education (SCQF Level 4)



1 young person progressed to external training



2 young people began volunteering

As reported earlier in this document, these outcomes mean 45% of participants have now progressed to a positive destination since April 2020 - thanks to CashBack for Communities funding.

Partnership Working

We continue to work alongside other members of the CashBack family for the benefit of the young people we support. Celtic FC Foundation's 'CashBack Gateway to Employment' programme has proven particularly popular - with three of our young people signing up at Parkhead since the start of Phase 5.



**"The Celtic programme is amazing, really good!"
- Aiden**



Aiden joined Moving Forward+ with CashBack in July. After a period of online support, Aiden moved to in-person meetings with his volunteer mentor, Kate. Together, they worked on building Aiden's social confidence and time management skills until he felt ready to take on a new challenge.

With a keen interest in sport and football in particular - the Celtic programme was an ideal fit and Aiden started in January. He attended Celtic Park every Thursday and Friday for ten weeks, taking part in employability workshops and

trying new sports alongside other young people. Aiden has stayed in touch with a number of the young people he met on the programme and his time at Celtic also inspired him to join his local gym, an activity which has been really helpful for his mental wellbeing. Aiden can be seen pictured, above, receiving his Man of the Match award from former Celtic player Mark Wilson, after he scored the winning goal for the Celtic Foundation in their game against Police Scotland - a very proud moment! A big thank you to the team at Celtic for providing such a positive experience.

Partnership Working (cont.)

The Moving Forward+ with CashBack team have also utilised the excellent courses offered by Impact Arts and Action for Children, our second case study, Jay (see page 16) being a beneficiary of two Action for Children programmes.

“Moving Forward+ with CashBack was the first step in this young person becoming a young adult. I don’t think that progression would have been made without the help of the programme. They are a good first point of call for young people with autism”

**- Jordan McCart,
Employment
Facilitator, Action
for Children**

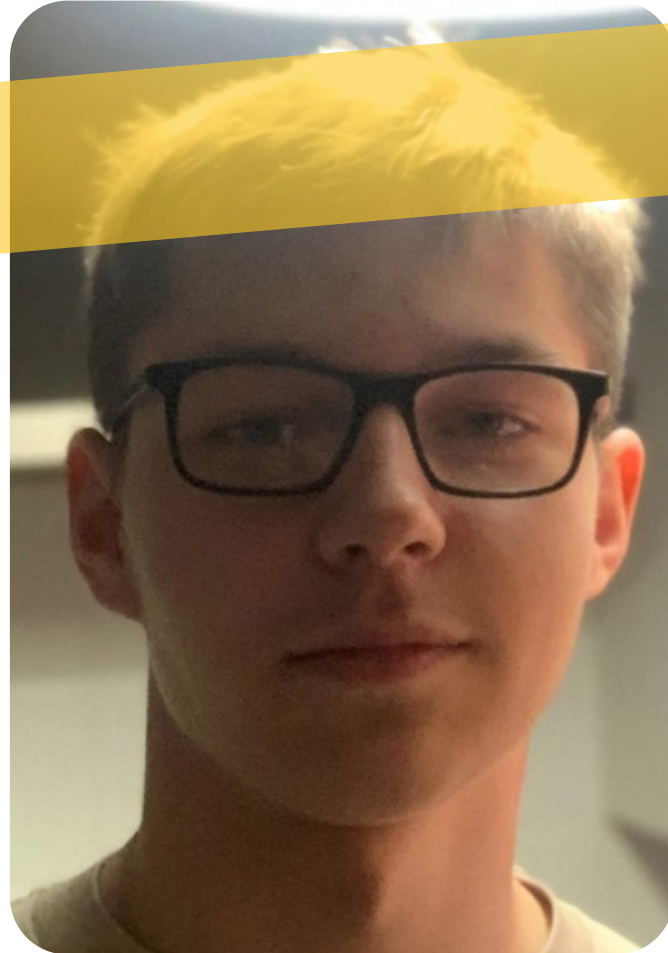
Partnership working with Police Scotland continued across the reporting period with the Moving Forward+ with CashBack team sharing information on autism that can be included within the training received by new officers. We also provided Police Scotland with guidance around adapting current recruitment procedures so that they are more inclusive of autistic and other neurodiverse candidates. On the back of these meetings, Police Scotland are keen to work with us to host an online recruitment event for our young people in the coming months. All of this work helps autistic young people from our most disadvantaged communities to have a very positive view of the police and we are very grateful for the support we’ve received from everyone at Police Scotland.



August 21 - Lewis is delighted to get some work experience, our first placement since the pandemic started!

Case Study - Jay

"I think I'm a lot more sociable and active since participating in Moving Forward+ with CashBack. I definitely am open to trying new things and looking forward to what's next."



Jay is 18 years old and lives in the east end of Glasgow. Having struggled with the lack of autism support available at school, Jay left education while in S2, meaning he did not have the opportunity to gain any qualifications. He was referred to us by his SDS Work Coach, Anita, to help build his confidence and figure out what he would like to do with his future.

When Jay joined our programme, he was reluctant to chat to new people and open up about his challenges. We felt he would get most benefit from the Mentoring element of our pathway and so Teri, our Befriending & Mentoring Coordinator, set about matching Jay with a suitable volunteer mentor.

Jay was soon paired with our amazing volunteer Magda, based on their mutual interest in reading. Jay and Magda met weekly online whilst

Covid restrictions were in place and once these restrictions eased, Jay and Magda moved to face to face meetings in Jay's local area. Before each meeting, Magda would identify the areas that Jay would like to work on. This would often relate to social skills and so Magda would create roleplay scenarios and games, which they would play to help Jay start conversations and feel more confident socially. Jay's mum, Lesleyanne, soon saw the benefit of these activities as Jay began starting more conversations at home.

In addition to being an avid reader, Jay is a keen gamer and he is also very passionate about keeping fit. He works out at home and loves to learn new exercise routines and conditioning methods. This led Jay to considering pursuing a career as a Personal Trainer. When we made Jay aware of the 'Fit for Purpose' Introduction to Sports course, delivered by Action for Children, Jay was really keen to take part. Jordan from Action for Children was a great support, inviting Jay and Teri in for chat before the programme began, to identify Jay's support needs and set some goals for taking part.

The programme allowed Jay to try out new sports, including Judo, which he enjoyed so much he continued going to classes after the programme ended. Jay now attends three Judo sessions a week and even encouraged another 'Fit for Purpose' participant to join to! As well as giving Jay the opportunity to meet other young people with a similar interest, 'Fit for Purpose' has enabled Jay to gain an SVQ

qualification. Jay has since enrolled in another Action for Children course called 'Positive Choices', another 4-week course which this time will focus on life skills to help Jay prepare for his future.

Jay's mum feels that getting involved with Moving Forward+ with CashBack and Action for Children has been the best thing to happen to Jay as he seems a lot happier, more sociable and he now looks for opportunities to get out of the house and try new things. Jay's Work Coach, Anita, has also been delighted with the progress Jay has made since he was referred to us.

Jay still meets regularly with Teri for social catch ups where they go for some food or a walk. During these meet up's Teri has seen a huge improvement in Jay and is super proud of the young person he has become. The whole team are excited to see what the future holds for Jay, a young person who has shown tremendous drive and commitment to move forward.

"I feel like Jay has come on so much since being on Moving Forward+ with CashBack, the courses they've set up for him have really changed his life for the better. He's never in now, it's great to see him out and about. Now that he's 18, we're in the process of getting him some ID, so he can go out to the pub and socialise with his friends."

Jay's mum, Lesleyanne



August 21 - Young people and project staff round off a team building activity with a lovely meal and some great chat

Promotional Activity

Given the Covid restrictions in place across much of the reporting period, promotional activity was again restricted to social media coverage with numerous posts on Twitter and Facebook. These posts provided various positive messages about Moving Forward+ with CashBack, including:

- **How to join the project**
- **Progress made by participants**
- **Resumption of face to face support**
- **Young people and volunteers enjoying activities**
- **Partnership working with other CashBack projects**

We managed to reach an amazing **96,263 people** via social media this year, our highest ever figure and an almost **70% increase** on last year's total. **Next year, we'll aim for 100,000 plus!**





February 22 - Phase 4 graduate, Tia, provides aspiring tattoo artist, Josh, with advice on building a portfolio

Introducing Teri

My name is **Teri Rooney** and I took over from Kerry as the project's Befriending and Mentoring Coordinator back in September.

I was brought up living in an additional support needs school in Castlemilk, where both my parents worked. I was able to get to know the school pupils and in my free time I would help teachers make class materials needed for the school day. I saw first-hand, the work they put in to cater to each of their pupil's individual needs.

I was keen to go on to university after school - this wasn't something that was expected of from people from my area, it was almost seen as uncool. I did struggle with a few subjects and unfortunately due to my parents finances we were not able to afford a tutor. However, whilst on a school trip to Strathclyde University, I began chatting to a member of staff from the widening access department who offered me a student mentor to help. Each week, a Strathclyde student would come to my school to help go over my maths work. They would talk about university life, the subjects available to study and the many routes I could go down to get there. This support gave me the push I needed to achieve my goal and I was lucky enough to secure a place in Strathclyde Business School for a 4-year honours degree.

My time at university was incredible. I ended up leaving Castlemilk for a few years whilst studying and being able to mix with people of all



demographics and postcodes really opened my eyes to what else is out there. In my 2nd year, an opportunity came up to join Focus West - mentoring school pupils from some of the most deprived areas in the west of Scotland. I jumped at the chance to be involved. That role enabled me to empower youngsters with very little confidence to feel worthy of higher education and to be proud of coming from their local area - which is something that only in the last few years I can say I am.

Having achieved a first-class honours degree in Business, I went on to undertake a masters in autism at Strathclyde. Undertaking the masters during the Covid pandemic was both isolating and overwhelming. Everything I enjoyed was taken away all of a sudden and we all had to adapt. During this time, I often thought about people on the spectrum and their ability to adapt and how more support would be needed in so many different areas of their lives

Introducing Teri (cont.)

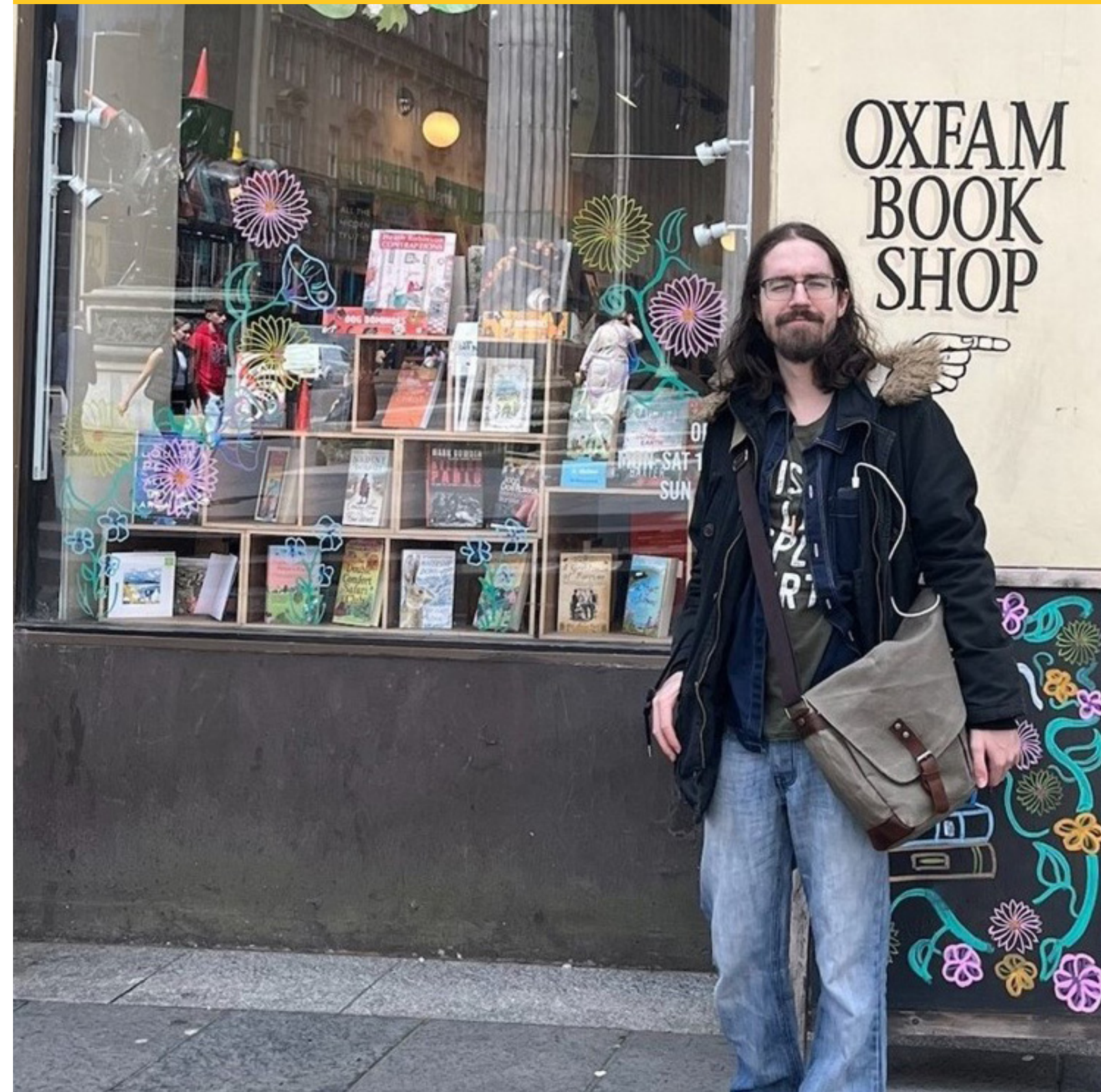
when things eventually got back to “normal”. I completed my master’s degree over Zoom and volunteered with Enable Scotland’s Breaking Barriers Programme, where I mentored 3 autistic young people throughout their university experience, which was a lot of fun.

When I heard about the National Autistic Society’s vacancy for a Befriending and Mentoring Coordinator, I knew I had to apply. The role really stood out for me as I have a passion for helping others reach their potential and I was looking for an opportunity to put my newly found skills from my masters to the test.

Being part of the Moving Forward+ with CashBack team has genuinely made me feel happy and fulfilled. Coming from a similar background, I feel I am able to connect with the young people on the programme as we help them reach their potential - and every day is so different! The role also sees me recruit, lead and develop a group of volunteer mentors, another aspect I really enjoy. The support from the team has been amazing and I enjoy working alongside each one of them.



When I heard about the National Autistic Society’s vacancy for a Befriending and Mentoring Coordinator, I knew I had to apply. The role really stood out for me as I have a passion for helping others reach their potential and I was looking for an opportunity to put my newly found skills from my masters to the test.



March 22 - Daniel starts volunteering at Oxfam Books following a successful placement

2021-22 Outcomes Summary

With Covid again restricting young people’s ability to measure their progress and opportunities to move on into positive destinations, no targets were set for agreed outcomes.

Outcomes	Actual
Outcome 1: Building capacity and confidence	
Young people report increased confidence	5
Young people feel able to do new things	7
Young people feel more resilient	2
Stakeholders report increase in young people’s confidence	71%
Young people report positive changes in their behaviour	4
Stakeholders report positive changes in young people’s behaviour	57%
Outcome 2 Developing physical and personal skills	
Young people report an increase in their skills	7
Stakeholders report increase in young people’s skills	57%
Outcome 3 Improvement in wellbeing	
Young people report increase in wellbeing against SHANARRI	5
Stakeholders report increase in young people’s wellbeing	86%
Outcome 4 Participating in activity to improve learning and positive destinations	
Young people achieving a positive destination	15
Young people improving school attendance	10
Young people improving school attainment	0
Employment	0
Further Education (including remaining at/returning to school)	2
Training	2
Volunteering	1
Young people take part in training and learning as part of programme	25
Outcome 5 Contributing positively to communities	
Young people engage in activity out with the home and investigate/participate in opportunities in their community	4
Other stakeholders report young people feel more able to engage in activity out with the home and investigate/participate in opportunities in their community	29%
Outcome 6 Diverted from criminal behaviour or involvement in the criminal justice system	
Young people feel less inclined to participate in anti-social and/or criminal behaviour	0
Young people report they are less vulnerable to being exploited and/or manipulated by others	0

2021-22 Participant Profile Summary

The table below provides a profile of the young people who joined us in 21-22 and were supported across the reporting period.

	Q1	Q2	Q3	Q4	Totals
Gender:					
Male	9	6	1	4	20
Female	2	0	0	2	4
Non-Binary	0	0	0	1	1
Age:					
10-15	7	2	0	6	15
16-18	2	2	0	0	4
19-24	2	2	1	1	6
SIMD area:					
0-20%	10	5	0	5	20
20-30%	0	0	0	0	0
30-40%	0	0	0	0	0
40-50%	0	1	1	0	2
50-100%	1	0	0	2	3

2021-22 Local Authority Expenditure Summary

The table below provides a profile of the young people who joined us in 21-22 and were supported across the reporting period.

Local Authority	Young People joining project in 2021/22	Proportional Project Spend
Glasgow	22	£172,738
North Lanarkshire	1	£7,510
Renfrewshire	2	£15,021
Project Total	25	£195,269

Child Rights & Wellbeing Impact Assessment (CRWIA)

The United Nations Convention on the Rights of the Child (UNCRC) is an internationally mandated children's rights framework. The articles of the UNCRC cover all aspects of a child's life, setting out the rights that all children everywhere are entitled to. Getting It Right For Every Child (GIRFEC) is the Scottish Government's approach to promoting the safety and wellbeing of children and young people in Scotland.

CRWIA's utilise both UNCRC and GIRFEC frameworks to assess the potential impact of a policy or measure on children and young people's rights and wellbeing in Scotland.

Having carried out a screening of Moving Forward+ with CashBack, we identified that a Child Rights and Wellbeing Impact Assessment was required. Accordingly, our CRWIA was completed in January and posted on our webpage, together with Scottish Government guidance on the topic and the Children's Rights training tool (see link to our webpage below). Additionally, all project staff completed CRWIA training.

<https://www.autism.org.uk/what-we-do/scotland/moving-forward>

Priorities for 2022/23

Consider Recommendations of External Evaluation

At the time of writing, Clear as a Bell Research are finalising their evaluation of the project, the first undertaken since June 2020. A significant number of young people and other stakeholders have already contributed to the evaluation. We will incorporate any learning from the latest report into our delivery, in order to make sure that the programme continues to meet autistic young people's needs.

Finish Strong

With 'normal service' now well and truly resumed after almost two years of Covid restrictions, we are in a stronger position to assist young people joining us in the months ahead. Mindful that this is the final year of Phase 5, we will work hard to assist as many young people as possible to achieve their preferred positive destinations before our funding concludes in March.

We would like to thank the Scottish Government's CashBack for Communities programme for giving us the means to deliver a flexible and person-centred programme that works for autistic young people. We would also like to thank the Fund Managers at Inspiring Scotland, for all their guidance across the year. We are very proud to be a part of the CashBack family and look forward to working with you all again in 2022-23.