

# venturetrust

## CashBack Green Futures Annual Report 2024/25

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FOR COMMUNITIES



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# Welcome

At Venture Trust, we are passionate about harnessing the power of the outdoors to create transformative pathways for young people, helping them build the confidence and self-belief needed to take control of their futures. Through partnerships with cashback providers and organisations such as the National Trust for Scotland, we have delivered opportunities for young people – many of whom are furthest from the labour market – to step onto a journey of progression and positive change.

Our CashBack Green Futures programme is more than just an outdoor experience; it opens new possibilities by helping young people discover their strengths, build key life skills, and access rewarding career pathways. This programme has had a significant impact, diverting young people from potential justice involvement and guiding them toward meaningful employment and personal growth. These outdoor adventures have helped participants realise their potential and equipped them with tools to succeed in the wider world.

Supported by Cashback for Communities, we have offered opportunities to increase employability skills and personal development that many young people would not have otherwise accessed. These experiences go beyond outdoor challenges – they provide space to reflect, take risks, and grow. The outcomes are tangible: increased self-esteem, employability, and a stronger sense of direction and purpose.

We are proud of the progress made and excited for the future. Our programme has seen a remarkable rise in young people engaging with us, with outcomes that speak for themselves. Through our partnerships, we have created a ripple effect of change extending beyond individuals, enriching communities and fostering social inclusion.

Reflecting on the year's achievements, we recognise the lasting impact of the CashBack Green Futures programme on young lives across Scotland. By working with others, we have elevated young people's aspirations, enabling them to move forward and unlock their full potential.

Thank you for reading our annual report. We invite you to explore the stories of those whose lives have been changed through this work and to join us in building a brighter, more sustainable future for Scotland's youth. Together, we have created a legacy of opportunity and hope for generations to come.

**Gavin Sinclair, Director of Funding and Partnerships**





# About Venture Trust

## Our Vision:

Everyone, irrespective of their past, can achieve their potential for a healthy, happy and fulfilling life. More people, who are ready for change, build the foundations to thrive and succeed for the long term.

## Our Mission:

To help people realise their potential by providing life-changing personal development. By offering intensive learning and development in communities and the Scottish wilderness, we support people to gain life skills, stability, and confidence. Our work aims to end cycles of disadvantage and adversity for individuals, their families and in communities.

## Our Values:

**Courage** – in our thinking, our decisions and our actions- even when things feel difficult.

**Care** – for the people we work with, ourselves, and our planet.

**Curiosity** – we are always learning and growing.

**Collaboration** – we believe in the power of partnerships to drive real change.

**Connection** – to the people we work with, our colleagues, our communities and to nature.



# About the Project

CashBack Green Futures is a transformative programme designed to empower young people in Scotland who face significant barriers to employment and education. Through this programme, we provide a unique blend of employability training, personal development and experiential learning activities, creating a pathway to success for those who might otherwise remain disconnected from these critical opportunities.

The CashBack Green Futures programme is built on the belief that every young person deserves the chance to realise their potential. Our community-based approach offers personalised 1:1 support and engaging group activities that foster a sense of belonging and collaboration. Through employability training sessions, participants learn essential skills such as CV writing, interview techniques and IT proficiency. At the same time, we incorporate outdoor and environmental activities like rock climbing, kayaking and conservation work, which not only build confidence but also promote teamwork and resilience. Our commitment to the participants goes beyond the duration of the programme, as we continue to support them as they transition into further education, employment and training; ensuring they have the resources and encouragement they need to thrive.

Our project is split into two key deliverables:

## **CashBack Green Futures Courses**

- 5-week course, 3-days a week.
- Delivered in the travel to work areas of Edinburgh and Glasgow.
- Combination of employability sessions and outdoor activities designed to develop skills such as teamwork, communication, and goal setting.

## **CashBack Green Futures Booster Sessions**

- Stand-alone activity days.
- For participants who have recently completed a Green Futures course, those interested in taking part in a future course, or a group of young people from another organisation wanting a one-off activity to complement their work.
- Designed to provide progression focused activities and employability support.

# Overview of Year 2

Over the past year, Venture Trust's CashBack Green Futures project has supported 95 young people aged 14-25 across the travel-to-work areas of Glasgow and Edinburgh to develop the skills, confidence, and resilience needed to take positive steps in their lives. Many participants faced complex and multiple challenges, including poor mental health, low confidence, limited support networks, and experiences of trauma or social isolation. Grounded in outdoor learning, personal development, and tailored employability support, the programme offered young people the opportunity to reflect, grow, and move forward with purpose.

Across the six Green Futures 5-week courses delivered throughout the year, participants engaged in a diverse programme of experiential learning and personal development. Each course was holistic and inclusive, combining physical activity, creative expression, life skills workshops, and one-to-one support. Young people took part in climbing, canoeing, hiking, and assault courses, often confronting and overcoming significant fears and barriers. Classroom-based sessions focused on employability skills, such as CV writing, job applications, mock interviews, and workplace rights and responsibilities. All participants worked toward an SQA-accredited qualification in Employability.

The programme's supportive and inclusive environment was a key strength, with group activities like shared meals, team challenges, and reflection sessions fostering a strong sense of belonging and mutual encouragement. Participants regularly supported each other through transport anxieties, emotional setbacks, and personal breakthroughs. Many reported growing confidence in unfamiliar settings such as forests, lochs, and climbing centres, often experiencing a sense of accomplishment not felt in formal education or employment environments.







Creative workshops played a vital role in helping participants explore identity, wellbeing, and self-expression. Activities such as printmaking, cyanotype art, and willow weaving encouraged reflection on both environment and personal experience. Yoga, mindfulness, and 'rest walks' introduced concepts of self-care and emotional regulation, helping young people develop sustainable coping strategies for stress and anxiety.

Venture Trust collaborated with a range of valued partners to deliver these rich experiences. Bridgend Farmhouse, Lambhill Stables, and Print Clan provided practical spaces and creative workshops, while outdoor providers including EICA Ratho, The Climbing Academy, Go Ape, and Pinkston Watersports delivered impactful physical challenges. Employers such as GoFibre and public services like the Fire and Rescue Service engaged participants directly to offer insight into career options. Additionally, volunteering and vocational tasters were offered through partnerships with the Edinburgh Volunteer Centre and RNLI North Berwick, helping young people broaden their horizons and build confidence in new roles.

The impact of the programme has been profound. Many participants completed SQA qualifications, with many progressing into volunteering, education, or job-seeking. Several overcame deeply rooted barriers such as social anxiety, disengagement, or fear of public spaces. One participant who had been withdrawn and reluctant to leave home successfully led a hike through Edinburgh's city centre by the end of the course. Others accessed therapeutic support and practiced managing strong emotions in group settings. Many showed extraordinary dedication, travelling long distances daily to participate or supporting peers with language barriers and transport challenges.

Participants consistently reported improved confidence, self-awareness, and motivation to pursue further steps in their journeys. The combination of nature-based learning, creative activity, and practical skill-building proved transformative for many. Some are now volunteering with environmental organisations,





applying for college courses, or seeking work in sectors such as social care and the trades. Many remain connected with Venture Trust for ongoing support or plan to engage through community clean-ups and local events.

In addition to the core courses, our Green Futures Booster Sessions continue to offer a vital opportunity for past and future participants – as well as young people referred through partner organisations – to engage with Venture Trust and maintain progress toward their goals. These flexible, low-pressure sessions are tailored to the needs and interests of each group, focusing on personal development, employability skills, confidence building, and goal setting, all delivered through outdoor learning activities. Working in partnership with organisations such as Blue Triangle Housing Association, Edinburgh Young Carers, The Bridges Project, Move On, and The Rangers and Celtic Foundations, we have delivered climbing-based sessions and therapeutic group activities that reach a wide range of young people – from those living in supported accommodation to university students experiencing social inequality or navigating employability programmes.

The impact of these sessions has been both meaningful and far-reaching. At venues such as Ratho Climbing Centre, participants have pushed past fears, built trust, and reflected on risk-taking behaviours – drawing valuable parallels with life choices and future planning. Many young people have opened up about difficult life experiences, including substance misuse and a lack of familial support, and have left the sessions with clear next steps such as applying for jobs, accessing one-to-one support, or joining longer-term programmes like Green Futures. The sessions offer a crucial bridge for consolidating progress and connecting with other support networks. Partners have reported improved confidence, resilience, and engagement among their young people, often noting how individuals who are usually quiet or disengaged thrive in these active, supportive environments. For many, the sessions are an invaluable space to reconnect with peers and staff, address emerging challenges, and continue building the resilience and social connections needed for their next personal or professional steps.



CashBack Green Futures continues to demonstrate that when young people are offered the right support in the right environment, they can achieve lasting personal growth. By building trust, fostering resilience, and unlocking potential through Scotland's natural spaces, the project has made a real difference in the lives of young people facing some of the greatest challenges. Looking ahead, Venture Trust remains committed to expanding these opportunities and strengthening pathways to positive destinations for all participants.

To support this commitment, our communications work has focused on raising awareness of the programme and increasing referrals from partner organisations and services. This has included targeted outreach and digital promotion, helping to connect more young people with the support they need. We also produced a short film to share the voices and experiences of participants and highlight the transformative impact of CashBack Green Futures. The video can be viewed [here](#).









# Who we worked with

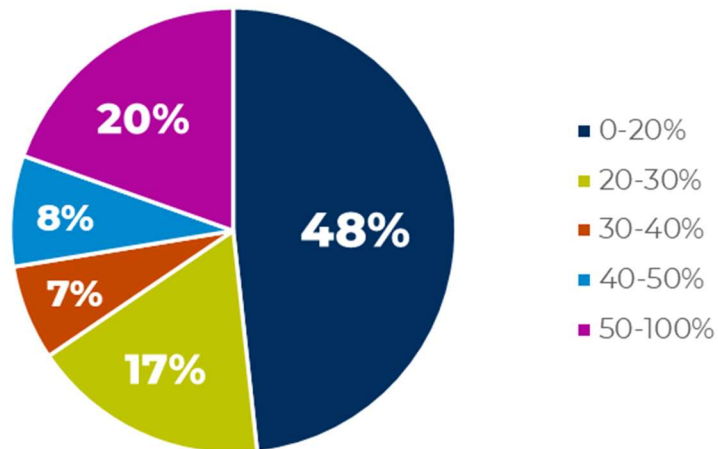
## Age



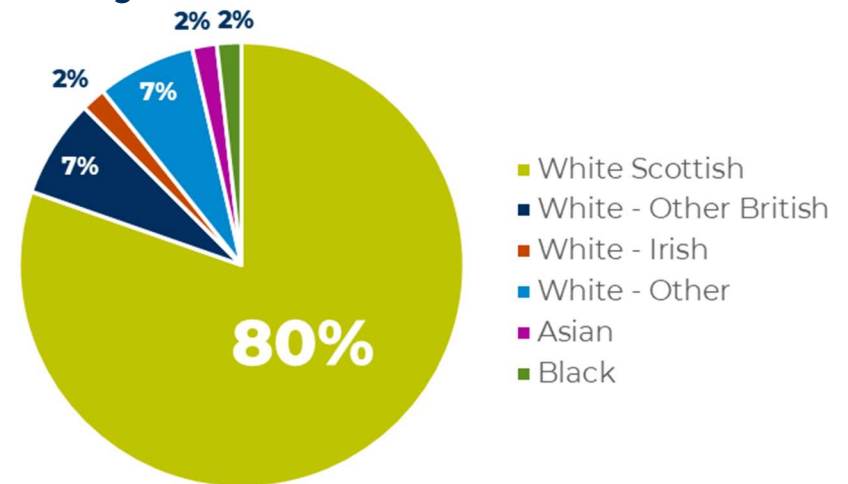
## Sex



## SIMD Profile



## Ethnicity



**16% identified as LGBTI+**

**71% identified as having no religion**

# Outcomes

## Outcome 1

Young people are diverted from antisocial, criminal behaviour and involvement with the justice system

**59% reporting an improvement**

Young people from challenging backgrounds are supported to move away from antisocial and criminal behaviour through outdoor learning, decision-making, and emotional regulation. While observed progress has been strong, reported improvement against this outcome has been low.

We've reviewed our monitoring approach and made changes to better reflect real impact. We hope to see improved scores next year that more accurately represent positive changes in attitudes and behaviour among participants.

## Outcome 2

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

**57% of course participants have either achieved a positive destination or new qualification**

We have seen strong numbers of our course participants move into either a positive destination or achieving an SQA Award to date.

Some of the examples from this year have included: employment in retail, hospitality and care, many moving into college or further training, and participants taking up volunteering opportunities.

## Outcome 3

Young people's health, mental health and wellbeing improves

**81% reporting an improvement**

Participants have reported clear improvements in their physical, emotional, and mental health. The most significant changes have been seen in their confidence, mental wellbeing and having a more positive outlook on life.

The outdoor activities have boosted wellbeing, reduced isolation, and opened up new opportunities. One participant, previously housebound, now explores nature to clear their head. Crucially, the project has helped build strong peer support networks, fostering lasting connection and a sense of community

## Outcome 4

Young people contribute positively to their communities

**78% reporting an improvement**

Young people contributed to their communities through various volunteering activities, such as with NTS. Activities included tree planting, gardening, and environmental clean-ups, enhancing public spaces and promoting sustainability.

These experiences have built confidence, teamwork, and wellbeing while developing practical skills. Participants formed stronger community and environmental bonds, with some discovering new interests—showing how volunteering builds pride, purpose, and motivation for continued engagement.

## Outcome 5

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

**88% reporting an improvement**

Young people built personal skills, resilience, and supportive networks through outdoor challenges, creative activities, and targeted workshops. Sessions on emotional regulation, decision-making, and substance awareness reduced risk-taking. Practical skills and team tasks boosted confidence and self-belief. We have improved our monitoring to show positive behavioural change, stronger coping strategies, and an increased willingness to seek support.



# Cara's Story\*

Before taking part in the CashBack Green Futures programme, 17-year-old Cara was experiencing significant personal and social challenges. She had been forced to leave school at just 14 due to persistent bullying and physical assaults, which left her traumatised and withdrawn. As a result, she became increasingly isolated, spending most of her time at home and avoiding all social situations. Her mental health had deteriorated, and she struggled with severe social anxiety.

Cara had never travelled anywhere independently and found it difficult to engage, even in one-to-one settings. By the time she was referred to the programme by Routes to Work, her self-esteem was extremely low, and she had very little confidence in her abilities. She was not in education, employment, or training and felt unsure about her future, with little idea of the options available to her. Disconnected from her community and lacking access to supportive networks, Cara was apprehensive about joining the programme and uncertain if she would be able to take part.

The CashBack Green Futures programme, a five-week personal development and employability course, provided a supportive and structured space where Cara could begin to rebuild her confidence. The programme combined employability-focused sessions—such as CV writing, interview preparation, and goal setting — with outdoor activities aimed at developing resilience, teamwork, and communication skills.

Although the first weeks were challenging and Cara was reluctant to speak in group discussions, the flexible and encouraging approach helped her gradually build trust with staff and peers. Over time, she began to participate more fully, showing increased engagement and beginning to take initiative. She supported others in the group and started to express interest in future employment and volunteering opportunities.

By the end of the programme, Cara had made significant progress. She is now working with Routes to Work and her local Developing Young Workforce coordinator to explore employment options. She has attended her first job interviews, is volunteering weekly with the Scottish SPCA, and has begun travelling independently—something that had previously felt impossible. Her self-belief has grown, and she now communicates with greater ease and confidence. The CashBack Green Futures programme helped Cara see herself differently: not as someone held back by past experiences, but as someone capable of growth and change. She is now actively planning for a more positive future.

\*not using the participants real name

# Alex's Story\*

Alex was initially referred to Venture Trust for a 'Next Steps' wilderness journey. After completing this, their school requested additional support, concerned about Alex's increasing involvement in anti-social and criminal behaviour and the risk of exclusion or dropping out. Together with the school and Venture Trust's Outreach & Support Workers, a plan was developed to support Alex's transition from reduced school attendance to the wilderness journey, followed by a five-week Cashback Green Future course.

At that time, Alex felt lost and ready to leave school but unsure about the future. They were slipping into a pattern of sleeping late and relying more on substances like cannabis. Establishing a daily routine during the CashBack Green Futures course helped Alex regain a sense of control. For example, within the first week, Alex started planning to cycle to the group rather than rushing to catch a bus, which improved their punctuality and reduced stress. The course also provided a supportive environment for open, non-judgmental conversations, allowing Alex to reflect on behaviours such as lateness and understand how these might be perceived by others. By the end of the course, Alex was often the first to arrive, having developed practical strategies like setting multiple alarms and choosing reliable transport.

During the course, Alex explored future career options, visiting a Job Fair where they spoke to employers and considered roles such as a mechanic in the military. Despite initial uncertainty back in the classroom, an aptitude test and IT support helped Alex research and ultimately decide to pursue a military mechanic role. This shift from focusing on immediate problems to long-term goals gave Alex a newfound sense of purpose and confidence.

Alex's difficulties with concentration and sitting still, which had caused challenges in school, were less of an issue during the mostly outdoor CashBack Green Futures course. The fresh air and active learning suited their style, helping them stay motivated and even take on leadership roles within the group. A key moment came around Bonfire Night, when Alex reflected on previous involvement in anti-social behaviour and recognised a loss of interest in such activities. A visit to the Fire Engine Museum and discussions with a retired firefighter broadened Alex's perspective on the real consequences of risky behaviour.

With a passion for motorcycles and mechanical skills, Alex had previously channelled their energy into risky behaviours like stealing or unlicensed riding, seeking excitement and belonging. Over time with Venture Trust, this passion transformed into a positive focus. What had once been a rebellious outlet became a disciplined pursuit aligned with their career goals. Alex is now committed to pursuing further education and military training, supported by Venture Trust's ongoing encouragement, embracing healthy group environments that foster self-respect and growth.

\*not using the participants real name







# How we contribute to the Scottish Government's Priorities

## Scotland's 2018-2032 Climate Change Plan

The project supports Scotland's 2018–2032 Climate Change Plan by promoting a just transition to a net-zero economy and fostering environmental stewardship among young people. The programme combines hands-on activities – like litter picks, community gardening, and conservation volunteering – with educational sessions on recycling, waste reduction, and green spaces. These experiences help participants develop responsibility, sustainability skills, and awareness of their environmental impact. By integrating environmental education with personal development and employability training, Green Futures empowers young people to become advocates for change and prepares them to contribute meaningfully to Scotland's low-carbon, sustainable future.

## Best Start, Bright Futures

CashBack Green Futures supports the Scottish Government's Best Start, Bright Futures policy by helping young people overcome barriers to employment and education. Aligned with the theme "Supporting the next generation to thrive," the programme combines personal development, employability training, and outdoor learning. Participants gain practical skills – like CV writing and interview techniques – while building confidence through activities such as rock climbing and conservation work. Group-based activities foster connection and reduce isolation, creating a strong sense of belonging. This holistic approach equips young people with the tools and motivation to pursue positive life paths and contribute meaningfully to their communities.

## UN Convention on the Rights of the Child

Venture Trust supports the UN Convention on the Rights of the Child (UNCRC) by embedding children's rights across all aspects of programme delivery. Our Child Rights and Wellbeing Impact Assessment ensures policies align with UNCRC principles, with information available on our [website](#). Staff receive training on children's rights, enabling them to support and advocate effectively. We raise awareness through workshops and discussions, empowering young people to understand their rights and shape the support they receive. This rights-based approach fosters confidence, responsibility, and engagement, ensuring participants are protected, heard, and actively involved in decisions that affect them.

## Fair Work Commitment

Venture Trust is committed to Fair Work principles, ensuring fair pay, security, and respect for all staff. As a Living Wage Employer, we provide enhanced parental leave, sick pay, and use zero-hour contracts only when appropriate. We support staff development through training, reviews, and flexible working from day one. While not unionised, we uphold the right to representation and maintain effective staff voice through meetings, surveys, and clear grievance procedures. We promote diversity, tackle the gender pay gap, and reject fire-and-rehire practices. Our culture is built on respect, supported by strong EDI policies and rigorous health and safety standards.







# Financials

This year, we have seen a slight overspend against our Year 2 budget (£3,255), this has been made up by the underspend in Year 1. The reason of our slight overspend is due to an uplift in our delivery and some staff turnover, this meant that our staff costs were above what we expected in Year 2.

	Budget	Actual
<b>Salaries</b>	£99,396	£104,252
<b>Staff Expenses</b>	£5,220	£3,096
<b>Staffing Project delivery costs sub-total</b>	<b>£104,616</b>	<b>£107,348</b>
<b>Sessions and Training</b>	£32,964	£32,323
<b>Participant Expenses</b>	£2,250	£2,770
<b>Staff equipment</b>	£3,280	£3,599
<b>Non-Staffing Project delivery sub-total</b>	<b>£38,494</b>	<b>£38,692</b>
<b>Management and Marketing</b>	£15,901	£16,227
<b>Management and Marketing sub-total</b>	<b>£15,901</b>	<b>£16,227</b>
<b>Total</b>	<b>£159,011</b>	<b>£162,266</b>





# Priorities for the year ahead

The priorities for the year ahead for CashBack Green Futures is to build on the progress made in 2024/25, particularly following the significant uplift in participation seen towards the end of the year, which we aim to continue into the new year. Our primary focus will be on expanding the programme to reach even more young people, especially those facing the greatest barriers, while enhancing the quality of support we provide. This includes ongoing training and development for our staff to ensure they are equipped with the latest skills and best practices, allowing for consistently high-quality delivery.

We will also work to strengthen and broaden our partnerships with local schools, community organisations, employers, and other services to increase our reach and offer more diverse and impactful opportunities for the young people we engage with. Improving outreach and engagement remains a key priority; we plan to refine our marketing strategies, make better use of social media, and host community events to raise awareness among potential participants and referral partners alike.

Monitoring and evaluation will be further developed through more robust data collection and analysis to track progress, measure outcomes, and guide ongoing improvements. The continuous development of our project and activities will be crucial, incorporating participant and partner feedback to keep the programme relevant and engaging. This includes integrating new employability training, personal development workshops, and outdoor activities designed to foster both professional and personal growth. Ultimately, our goal is to create a supportive, dynamic environment that empowers young people to build confidence, resilience, and life skills, helping them to achieve their full potential and fostering lasting positive change.





***“Since doing the programme I have started a university course and got a part time job as a residential support worker. I have also been going to the Glasgow climbing centre... and now go regularly with a few friends as a way to cope with stressors :)***

***I have also found the courage to go on my first ever camping trip, with the increased drive to be outdoors. So, thank you!”***



# Appendix 1: Local Authority Breakdown of Activity and Spend

Below, is a breakdown of the number of participants and our spend by Local Authority. The amount spent per person is dependent on the type of support the individual accessed (CashBack Green Futures 5-week course or a CashBack Green Futures Booster Session).

	Year 1		Year 2		YTD	
	Number Supported	Spend	Number Supported	Spend	Number Supported	Spend
<b>East Ayrshire</b>	2	£9,180	0	£0	2	£9,180
<b>East Dunbartonshire</b>	1	£4,590	1	£3,065	2	£7,655
<b>East Lothian</b>	3	£13,770	11	£12,495	14	£26,265
<b>East Renfrewshire</b>	0	£0	3	£1,238	3	£1,238
<b>Edinburgh City</b>	7	£32,130	20	£47,448	27	£79,579
<b>Fife</b>	7	£3,227	0	£0	7	£3,227
<b>Glasgow City</b>	14	£51,866	41	£60,179	55	£112,045
<b>Inverclyde</b>	1	£4,590	0	£0	1	£4,590
<b>Midlothian</b>	2	£9,180	3	£9,608	5	£18,788
<b>North Ayrshire</b>	1	£4,590	0	£0	1	£4,590
<b>North Lanarkshire</b>	2	£9,180	7	£13,498	9	£22,678
<b>Renfrewshire</b>	1	£4,590	0	£0	1	£4,590
<b>South Lanarkshire</b>	0	£0	5	£10,020	5	£10,020
<b>West Dunbartonshire</b>	0	£0	4	£4,715	4	£4,715
<b>West Lothian</b>	1	£4,590	0	£0	1	£4,590

# Appendix 2: Outcome Indicator Overview

## Outcome 1: Young people are diverted from antisocial, criminal behaviour and involvement with the justice system

	Year 1	Year 2
Young people report that their own participation in antisocial and/or criminal behaviour has reduced	16	38
Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour	16	38

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

	Year 1	Year 2
Young people gain an accreditation for a new skill	11	20
Progression outcomes after completion of the programme; the number of participants gaining/taking up:		
- Modern Apprenticeship/Employment	4	6
- Training/Work Experience	3	6
- College/University placement	1	8
- Volunteering	2	3
Achieving SCQF3 Qualification	11	20

## Outcome 3: Young people's health, mental health and wellbeing improves

	Year 1	Year 2
Young people report an increase in feelings against SHANARRI indicators: Safety, Health, Achievement, Nurture, Activity, Respect, Responsibility, Inclusion	29	21
Young people report their mental health has improved and they have a more positive outlook on life	23	64
Young people report they are more aware of the risks and impacts of harmful substance use	21	32
Young people report they are less inclined to engage in harmful drugs and/or alcohol use	21	32
Young people report their confidence has increased	24	62
Young people report evidence of participation in physical and sporting activities	42	81



**Outcome 4: Young people contribute positively to their communities**

	Year 1	Year 2
Young people report a heightened sense of belonging to a community	21	40
Young people report feeling their contribution, links with communities and social interaction are improving	22	61
Hours of volunteering contributed by participants	47	134

**Outcome 5: Young people build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behaviour**

	Year 1	Year 2
Young people report feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)	24	63
Young people report positive, supportive networks – including improved relationships with family, friends and peer mentors	22	62
Young people report increased access to appropriate services	21	61
Young people report positive changes in their behaviour (e.g. reduced risk taking/ increased understanding of risk/ better ability to make positive choices/ improved understanding of rights and responsibilities)	18	53



# Appendix 3: Cumulative Financial Data

	Year 1		Year 2		YTD	
	Budget	Actual	Budget	Actual	Budget	Actual
<b>Salaries</b>	£100,600	£101,684	£99,396	£104,252	£199,996	£205,936
<b>Staff Expenses</b>	£3,040	£1,554	£5,220	£3,096	£8,260	£4,650
<b>Staffing Project delivery costs sub-total</b>	£103,640	£103,238	£104,616	£107,348	£208,256	£210,586
<b>Sessions and Training</b>	£25,962	£22,538	£32,964	£32,323	£58,926	£54,861
<b>Participant Expenses</b>	£4,425	£4,770	£2,250	£2,770	£6,675	£7,540
<b>Staff equipment</b>	£1,642	£2,322	£3,280	£3,599	£4,922	£5,921
<b>Non-Staffing Project delivery sub-total</b>	£32,029	£29,630	£38,494	£38,692	£70,523	£68,322
<b>Staff laptops</b>	£3,579	£3,566	£0	£0	£3,579	£3,566
<b>Capital expenditure sub-total</b>	£3,579	£3,566	£0	£0	£3,579	£3,566
<b>Management and Marketing</b>	£15,049	£15,049	£15,901	£16,227	£30,950	£31,276
<b>Management and Marketing sub-total</b>	£15,049	£15,049	£15,901	£16,227	£30,950	£31,276
<b>Total</b>	£154,297	£151,483	£159,011	£162,267	£313,308	£313,750








# venturetrust

Unit 6 Block 1,  
Manor Farm Business Park,  
Stirling  
FK9 5QD

T: 01786 447 637

[www.venturetrust.org.uk](http://www.venturetrust.org.uk)  
[info@venturetrust.org.uk](mailto:info@venturetrust.org.uk)

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 /venturetrust  
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