



CASHBACK TO THE FUTURE

ANNUAL REPORT

2023-24



INTRODUCTION

Impact Arts' CashBack to the Future programmes offer 12-25 year olds a high-quality, fun, and rewarding creative experience. Our goal is for participants to express themselves through art and creativity, increasing their confidence, self-esteem, and aspirations.

Funded by the Scottish Government's CashBack for Communities initiative, our programmes this year operated across five central belt Local Authorities: North and South Lanarkshire, Glasgow, Edinburgh, and North Ayrshire. The programme supports young people who are:

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

Impact Arts seeks to reveal participants' creative talents through digital art, performance, music, and visual arts. We also help them develop personal and soft skills such as communication, teamwork, leadership, and decision-making.

Our early intervention and prevention approach empowers young people to break the cycle of deprivation, avoiding interactions with criminal justice systems and anti-social behaviours. Using an asset-based approach, every participant is supported to achieve their full potential. The programme offers an inclusive, safe space for vulnerable young people to be inventive and imaginative without fear of judgment.

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



ORGANISATIONAL UPDATES

In 2023 we welcomed three new board members, all of whom bring a wealth of skills and experience.

Angela Morrell graduated from Birmingham University, in 1993 after studying Social Sciences and Youth and Community Studies. She worked at Turning Point in a drug rehabilitation unit and then for Aberlour Childcare Trust, assisting women in recovery. In 1997, Angela joined North Ayrshire Council as a project leader in a youth project and has held various youth work management positions since. She is now the Senior Manager within the Education and Communities Directorate, overseeing nine teams focused on community empowerment. Angela served on the board of YouthLink for six years and is passionate about innovative approaches to community and learning.

Kieran Daly is Head of Market Building at Social Investment Scotland, overseeing fundraising, programmes, events, and business consultancy for social entrepreneurs. He is a Social Enterprise Scotland Board Director and has served on the boards of MsMissMrs and Time for Inclusive Education (TIE).

Kieran spent nearly a decade in London in leadership roles, including Head of Fundraising and Participation at Hoxton Hall, Programmes

and Fundraising Director at Tower Hamlets Summer University, and Chief Operating Officer at FoodCycle. He holds a BA in Fine Art – Painting from Glasgow School of Art and continues to pursue life drawing and painting. Kieran previously facilitated arts workshops across Scotland.

Wendy Halliday joined See Me in 2017, driven by the mission to combat mental health stigma and discrimination in Scotland. See Me focuses on policy, practice, and mindset shifts to ensure equitable treatment for those with mental health challenges. Wendy emphasizes partnership and inclusion of those with lived experiences in driving change. With over thirty years in public health, Wendy's interests span mental health, health equity, human rights, education, and organizational development.

IMPACT ARTS STRATEGY 2023–2028

In early 2024 we published our 2023 to 2028 Strategy which lays out an ambitious 5 year plan. Our new organisational strategy is centered around harnessing creativity to enhance life chances, promote sustainability, and drive transformative change in people's lives. Through innovative approaches and creative initiatives, we aim to empower individuals, foster resilience, and create lasting positive impacts. By using creativity as a catalyst for change, we aspire to cultivate a future where every individual has the opportunity to thrive and realise their potential.

[Publications - Impact Arts](#)

SCOTTISH GOVERNMENT PRIORITIES

BEST START, BRIGHT FUTURES

Through delivery of our CashBack to the Future provision we tackle child poverty in the following ways:

Ensuring that access to programs is free of charge and that participants will not be out of pocket for attending. We provide travel expenses, snacks and lunch where required and have partnered with several other public and third sector organisations to provide free meals to all participants.

Our creative delivery has core and employability skills embedded into it, ensuring that young people have the skills they need to progress once they exit our programmes. All young people are offered the chance to complete a qualification in order to better prepare them to progress to further training, education or employment.

Confidence building and barrier removal are key components of our creative delivery. Young people are supported by experienced youth workers in a non-traditional setting, where they can explore their own interests and re-evaluate their post-school options.

APPLICATION OF THE FAIR WORK FRAMEWORK

In line with providing those people who work with us with employment opportunities which fully reflect the Fair Work Principles, Impact Arts has in place a Fair Work Policy and Action Plan, applicable to all salaried and employed sessional staff, which focusses on ensuring staff have an effective voice in guiding the organization, alongside recruiting, retaining and developing our workforce, including specific actions in relation to training, staff support and supervision and wellbeing.

Impact Arts was an early adopter of flexible working as a day one right for employees and currently has staff working within a wide range of contractual terms.

Through our creative employability programmes Impact Arts helps the participants we work with to understand what fair working practices are and how it affects them. This includes, for example, supporting participants to understand their employment rights and entitlements such as sick pay, the difference between living wage and minimum wage, and the right to join a union and request flexible working.

[Fair Work Policy.pdf](#)

SCOTLANDS' 2018–2032 CLIMATE CHANGE PLAN

Impact Arts is fully committed to achieving Net Zero emissions by 2045 and are part of the Green Arts Initiative. Our Environmental Action Plan outlines short, medium and long term goals, building on the existing Impact Arts Environmental Policy, covering Awareness Raising; Energy Use; Suppliers and Products; Reduce, Reuse, Recycle, Recover; Travel and Transport; Participants and Networks; Publicity.

Our Green Team monitor the progress of this Environmental Action Plan. They meet on a quarterly basis and include representatives from all Impact Arts' departments.

A key part of our programme delivery involves group discussion/awareness raising of the environment in workshops. Participants are supported to better understand the cause and impact of global warming, and to consider what the climate crisis means to them.

Environmental Policy



INCREASED AWARENESS OF THE UNITED NATIONS CONVENTION ON THE RIGHTS OF THE CHILD (UNCRC)

Impact Arts aims to embed children's rights across all aspects of our work, including service and project delivery, development, and our policies and procedures.

We have a Children's Rights and Wellbeing Impact Assessment which is regularly reviewed and approved at board level. This assessment document informs the work we do and ensures that children's rights are at the heart of every decision which affects them.

How our work contributes to the wellbeing of children and young people in Scotland:

- There is strong evidence to demonstrate the benefits that therapeutic creative activities have on mental wellbeing.
- Impact Arts records changes to the wellbeing of children taking part in projects by measuring against SHANARRI indicators.
- We aim engage approximately 2000 children and young people from up to 10 local authorities in our ongoing projects each year

How our work affects the implementation of the UNCRC in Scotland:

- All staff will receive training in evaluating and recording this impact so that comprehensive data can be passed to Scottish Government for reporting purposes.

- Impacts are reported to Scottish Government who will use this to inform and report on work taking place to implement UNCRC in Scotland.
- We will review our CRWIA on a regular basis.

How We Gather Our Evidence & What It Tells Us

- Surveys of children and young people
- In-person consultations in workshops
- Staff consultations
- Reviews of previous project outcomes and evaluations

Findings show us that Impact Arts' projects:

- Boost confidence, resilience, and wellbeing (SHANARRI)
- Support positive life progressions and community contributions
- Increase skills and positive behaviors, reducing anti-social behavior

[CRWIA Impact Arts](#)



THE YEAR IN NUMBERS

181 FIRST-TIME PARTICIPANTS

111 ATTENDED CASHBACK TO THE FUTURE HUBS FOR THE FIRST TIME

70 ATTENDED CASHBACK TO THE FUTURE SUMMER FOR THE FIRST TIME

421 CREATIVE WORKSHOPS (82 IN SUMMER/339 IN HUBS)

YOUNG PEOPLE REPORT A HEIGHTED SENSE OF BELONGING TO A COMMUNITY

105

SUMMER SHOWCASES **5**

149 REPORTED THEIR MENTAL HEALTH HAD IMPROVED

126 IMPROVEMENT OF SHANNARRI INDICATORS

141 REPORTED FEELING MORE RESILIENT

DELIVERY OVERVIEW

Cashback to the Future brings together artists, youth workers and young people from Glasgow, Edinburgh, North Lanarkshire and North Ayrshire through summer programmes and year-round Hubs including day time, evening and weekend provision.

The CashBack team are fuelled by a desire to share their passion for creativity and its importance for youth development. They strive to create a nurturing environment where participants can express themselves, feel heard, and learn to make positive choices, all whilst teaching the team something new every day along the way!

This project puts young people and their creative interests at its heart. We recognise the power of creativity to bring positive changes to their lives, especially where other interventions have not succeeded or challenges such as poor mental health, lack of prospects or risk of anti-social behaviour have felt too great to overcome.

Staff highlight the continued participation of our young people as the greatest takeaway and success of the programme with participants attending consistently over our five-week summer intensives as a testament to the quality of the workshops and the relationships built between themselves and the participants.

At CashBack we provide young people with access to art materials, exhibitions, cultural venues and cinema trips; breaking down barriers to places where they often face a paywall or don't feel represented. Collaborations with



cultural institutions such as the GOMA, NPG and HES give us the opportunity to provide our young people with new learning interventions and special access to these institutions where they should feel a sense of agency.

Our artists develop workshops reflecting their specialism eg. product design, songwriting, printmaking, murals and spoken word to provide a platform for our young people to begin to express what matters to them and form creative responses to their new experiences; producing exciting new artworks to be proud of with their fantastic new creative skillset. Recent creations include repurposed Hunterian Museum object crates into canvases, a Scottish aquatic public mural, and songs inspired by the historical working life of Glaswegians.

This model of design is youth-led in that activity is planned in direct response to the interests highlighted by our young people, all whilst staff utilise their youth work experience to ensure social and personal development is at the heart, giving the participants a voice so they have the tools to express what matters to them and continue on their personal growth journey beyond CashBack. This includes embedding the UNCRC in their practice, group agreements to provide agency in their safe workshop space, stretching comfort zones and tackling mental health stigmas, while keeping the importance of just having fun as key.



THE BENEFITS & OUTCOMES

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

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

Our monitoring and evaluation takes place regularly, and is participant focused following these 5 outcomes:

OUTCOME 1: Young people are diverted from antisocial, criminal behavior and involvement with the justice system

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

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

OUTCOME 4: Young people contribute positively to their communities

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

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

"I made friendships I would never have done in school. I felt encouraged by the youth workers to have the confidence to make friends with everyone. I didn't just gravitate to one person. Now I have a group of friends to meet up with to have fun"

- Participant




OUTCOME 1

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

Through the provision of our regular CashBack Hubs session within Impact Arts premises and within local secondary schools and our intensive CashBack Summer programme, across various geographical areas. We have been able to provide young people with the opportunity to access safe and nurturing spaces that they can attend regularly and therefore build a positive routine. That also provides an effective alternative to engaging with opportunities to undertake antisocial behavior and risk taking, both in and out of an educational environment.

The young people are afforded the opportunity with support from our tutors to contribute in a constructive manner within a group setting, whilst undertaking simulative individual creative activities and participating in group projects. This enables them to build their confidence, through learning creative and practical skills and developing their social, communication, team working and problem-solving skills. Through participating in these sessions, the young people can discover the value of working as part of a group, and develop the ability to be a productive, reliable individual. Who can contribute and communicate in a positive manner with their peers and adults and therefore gain a greater understanding of appropriate and socially acceptable behavior in different environments and settings.



"I wasn't confident and was really anxious before I joined. Now I can order food and go shopping on my own. I remember how bad my anxiety was and I thought I would only make one or two days a week, but I came every single day and never wanted it to end."

- Participant

REFLECTIONS

All of our Cashback provisions have played a key role in enabling the majority of our participants with developing a positive routine and/or reneging within an education setting. Impact Arts staff members, the participants teachers and support workers, have observed a decline with the participants engaging in antisocial behavior through developing improved positive routines. The participants have been forming positive relationships with others through the collaborative nature of the provision of creative activities. They have visibly become more sociable across the groups, and many areas saw new friendship groups develop in the local areas.

Our Hubs provision has been observed within the schools as an excellent first step for pupils with poor or no attendance, or presenting with behavior that is challenging to manage for school staff. They have confirmed that our Hubs provision is an opportunity for these pupils to access a space for them to not be involved with anti-social, criminal behavior both in and out of the school environment. Whether that is starting fights and being confrontational with staff, or in need of alternative, constructive and stimulative activities.

The young people have been attending the projects regularly and have made the most out of their time with us, through undertaking all the planned activities, reflecting on what they have achieved, and voicing their thoughts and feelings. Showing up and maintaining a routine has been a significant milestone for these young people.

Feedback received from parents and carers have stated the following:

"She never sticks with anything, so we were surprised and happy that she's enjoying this."



“I didn’t think he would want to stay, but now he’s the last one to leave the workshops!” “She hasn’t been to school in two years. Her dad is really worried about her but we’re so proud of what she has done.”

One of our CashBack summer participants informed us that he really wanted to learn new skills and find a hobby that he could do to pass the time, to steer himself away from any future anti-social behavior, as he had been in trouble in the past. By attending Cashback Summer for three days a week for five weeks, he couldn’t fall into any other dangerous or anti-social behavior. Through the project he developed new friendships and built support networks that would enable him to progress on to a positive destination and to stay away from any negative impacts on his life in the future.



“Thanks again to you [the team] for all the work you have done with the group. As a parent, you just want your child to be happy and not for them to be worried and stressed, and to see E.H and her friends she’s made smiling, happy and looking carefree and just being teenagers is just great.”

- Parent

OUTCOME 2

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

Our daytime CashBack Hub provision has become a successful alternative learning environment for the young people attending. The workshops create the ideal environment for young people to gain new skills and explore the possibility of a career in visual arts, youth work and workshop facilitation.

Our staff have designed sessions where SQA accredited learning such as employability units are completed through an artistic and creative process such as poster design of creative writing for the Communications unit or reflecting on collaborating on a sculpture design or artwork commission as a group for Working with Others. This keeps Impact Arts key mission at the heart of our CashBack work, using art to make positive change, and works well in response to referral routes that have highlighted a resistance to attend schools or formal learning spaces as a key barrier to development or progression.

Transferrable Skills are integral to our CashBack programme, with many of our young people experiencing social and anxiety and low confidence when first walking through the door. With regular attendance the staff see personal development of talking to new adults and peers, of learning to successfully self-manage emotions, to support and encourage peers and to arrive on time, with regular attendance. These elements are key to future employment or study, and the team

ensure every small win is celebrated.

Progressions this year have included successful fifteen further education starters . One participant in North Ayrshire used their art portfolio created over their time on CashBack for their college interview at the end of December, which was a big step for them due to their anxiety relating to their additional learning need. In Glasgow, we were pleased to be able to offer successful CashBack Participants the opportunity to progress onto Creative Pathways, Impact Arts' Stage 2 employability programme.

Looking to the year ahead, we plan to discuss with referrers any ways to encourage more regular attendance to see if there is anything we can do to enhance this element of engagement.

We achieved this by:

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



OUTCOME 3

Young people's health, mental health and wellbeing improves

Throughout this funding period we have encountered high levels of social and general anxiety with a large number of our participants across all of our Cashback provision. This includes meeting new people, using public transport, visiting new venues and trying new activities and being in unfamiliar environments. In order to support our young people who were struggling with anxiety which was impacting their mental health, confidence and self-esteem, our tutors have worked tirelessly to ensure that we have provide a welcoming, safe workshop spaces where they have embedded wellbeing, mindfulness and confidence building throughout all of the creative activities.

We have also focused on supporting young people with improving their overall physical and mental health through the provision of healthy food and snacks and have facilitated numerous out of center activities and trips within new environments. Our experienced delivery staff have utilised all these activities to create safe spaces for our participants to start to explore and discuss the individual challenges and stresses that they were currently experiencing. In order to facilitate discussions around appropriate coping mechanisms, develop positive relationships, social connections and healthy lifestyle choices.




REFLECTIONS

Through the provision of creative writing, music and art activities we have been able to support our young people, increasing their confidence, feelings of wellbeing and positivity.

Many of our tutors have incorporated mindfulness techniques within the creative activities and in daily 'warm up' sessions at the start of the workshops. Through this group collaboration projects have given the opportunity for many of the quieter, less confident members of the groups have their voices heard and express their feelings and emotions within a supportive nurturing environment.

Our commitment to provide external visits to cultural venues and green spaces were a fantastic opportunity to expose the participants to meeting and interacting with new people and visit new places, in order to push their boundaries and increase their comfort zones.



This has also been integral to supporting many of our young people who have never used public transport, such as buses, subway or trains, before due to feelings of anxiety, have the opportunity to explore why they were struggling with this and put actions and support in place for them to overcome these challenges. By the end of our projects a large portion of our young people were traveling to and from the sessions unaccompanied and one of the groups felt confident enough to

use the subway for the first time.

Many of our parents/carers have expressed how they have observed their young person's increased communication skills. One parent stated, "she doesn't talk about much but she's always talking about this group!"

"Going to cash back motivated me to learn to use the buses app and travel on the buses myself so helped my confidence."

(CashBack Participant)

"The programme has really helped me mentally and helped take my mind off other things going on. I believe Cashback Summer is a new opportunity for young people like me. It's really helped me, and I have to thank the staff and all of our hosts that came in to show us how to do things like First Aid and stop motion animation, and also to encourage all of us here during the Cashback Summer programme." (CashBack Participant)

OUTCOME 4

Young people contribute positively to their communities

With matching funding received from the National Lottery Heritage Fund, community engagement has had the theme of local heritage at its heart and has created many opportunities for groups to research stories about their local areas. We focused wherever possible on collaborative opportunities that allow the young people to build trust and break down elements of that physical barrier some local heritage venues find themselves facing when trying to bring local community members in; that notion of 'this doesn't belong to me'.

One way to tackle this was for activity to take place at a heritage site in the local community. Over summer, North and South Lanarkshire groups worked at Summerlee visiting the

reconstruction of a coal mine and learning about social inequalities during Scotland's mining past. Many of the participants had no knowledge of the deprivation the local miners experienced. The South Lanarkshire team worked closely alongside the Learning Officer at David Livingstone Birthplace to create a trail of responses to the collection highlighting the young people's interpretations, observations and commentary on running themes across the collection.

Our North Ayrshire team visited the boat building team and the museum itself at The Maritime Museum in Irvine Harbour. The museum team highlighted a space for a family friendly mural near the museum entrance which the young people created inspired by nautical creatures and their general Scottish 'roots'. They also presented their exhibition in the centre of the museum with making it accessible to all museum visitors.



Groups also visited contemporary venues in historical settings like GOMA, where the temporary Banksy exhibition explored themes of personal and social cultural heritage that were used as springboard for artwork development. This visit gave the young people exposure to a new historic cultural venue that they would usually avoid or overlook, often due to pay barriers.

Edinburgh took advantage of nearby Holyrood park with tours and clean ups working alongside the Ranger team to complete their John Muir Awards, and receiving a tour of Edinburgh Castle to create creative responses to. These opportunities showcased the responsibility visitors have to local heritage sites to keep them clean and

protect them for future generations to enjoy.

The young people have taken the lead on conversations about local community. Glasgow groups discussed the city in its current state, what they liked and disliked, how being downtown made them feel, and how the city centre could be improved. They then built “our own wee city,” replicating familiar and beloved buildings alongside designs for a future city. Conversations with groups review what sites they would like to visit – with Autumn, witch and Halloween themes were popular, and thus lead to research pointing to Provan Hall from their creative interests first. This information will feed into our planning for next year.

“I don’t really know what has happened to me... I can’t explain it, I just feel less anxious and like I can talk to anyone now!”

Participant

“I want to give others the same positive experience I gained from this programme. Everything was amazing!”

Participant

OUTCOME 5

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

Our team find that the friendships formed between the young people is also such a major success. To see young people become more outgoing and social is such a vital personal skill to create a network of support. Whilst attending CashBack Hubs of Cashback Summer, they are exposed to different ways of thinking, other ways of spending time and new opportunities for learning and growth. The social setting of the weekly workshops and the tutors' encouragement resulted in an improvement of young people's mental health and wellbeing.

For participants completing a Dynamic Youth Award accreditation, they work as an excellent tool for the young people to set goals for themselves that can be as personal as they would like them to be. This structure then assists the staff with workshop delivery - reflecting and tailoring activity to ensure the young people reach their potential, and have the space to reflect on

the achievement, and how it can help them from here.

This element is also assisted by the peer feedback elements within the award, and it's great to see comments and the kind of things young people want to work on, including being on time, talking to more people, and trying a new creative skill. These may seem as simple steps to some, but a big change and challenge for those we work with who may be neurodiverse or experiencing low self-esteem and anxiety in social settings.

Our daytime Hubs have partnered with a number of schools this year to support Teachers have been experiencing higher levels of disengagement and challenging behaviour, where pupils would prefer to wander the corridors, vape and damage school property when on school



premises. Over the weeks we saw the young people really enjoy exploring creativity and having fun, with notes on how they don't feel that they can do things like that anymore.

This included a partnership with Kilwinning Academy. Once a week the team would spend the day in a dedicated space for pupils on alternative timetable or behaviour management support to join us, chat to the youth worker and take part in some creative activities like surrealist collage and puppet making. The pupil support team were pleased to have a welcoming space to send students to. Staff had anecdotally explained during the referral process that some of these young people have quite 'chaotic' home lives, and

so although they don't want to engage with school, it's an environment they currently feel safer to be in than at home.

The group opened up about negative social behaviour at the weekends and made space for the youth worker and artist to open discussions around making positive choices and not fall to peer pressure. The school participants stated that Impact Arts, 'gave them a reason to go to school' and one exclaimed, 'Tuesday is my favourite day of the week because of Impact Arts' saying that they want to go to school because of our presence.



OUTCOMES OF NEW PARTICIPANTS IN YEAR 4

The total number of new participants we worked with was 181

OUTCOME 1	OF 181	%	TARGET
Young People report that they feel less inclined to participate in anti social and/or criminal behaviour	81	45%	110
OUTCOME 2	OF 181	%	TARGET
Young People gain an accreditation for a new skill	116	64%	110
Young Peoples attendance at school improves	60	33%	55
Young People gain college/university placement	15	8%	17
Young People gain employment/moder apprenticeship	1	1%	7
Young People Volunteer	3	2%	6
Young People undertake work experience, where it is part of a recognised course or programme or start a training placement	35	19%	22
OUTCOME 3	OF 181	%	TARGET
Young People report an increase in feelings against SHANARRI indicators	126	70%	110
Young People report their mental health has improved & they have a more positive outlook on life	149	82%	110
Young People report their confidence has increased	140	77%	110

OUTCOME 4	OF 181	%*	TARGET
Young People report a heightened sense of belonging to a community	105	58%	78
Young People report feeling their contribution, links with communities & social interaction are improving	101	56%	78
Young People go on to volunteer, coach, mentor, support or take a leadership role in community organisations	22	12%	31
OUTCOME 5	OF 181	%	TARGET
Young People report feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self disciplined)	141	78%	110
Young People report positive, supportive networks - including improved relationships with family, friends, peers	114	63%	78
Young People report increased access to appropriate services	69	38%	110
Young People report positive changes in their behaviour (e.g. reduced risk taking, increased understanding of risk, better ability to make positive choices)	124	69%	110



EVALUATION

Impact Arts uses a range of tools and processes in the measurement of personal outcomes. This is a person-centred process and our key tools include:

- Individual Progression/Development Plans: an individual record that outlines work, achievement, personal and practical skills, and goals set by individuals
- Workshop reports/Workshop evaluations: feedback from participants, observations from staff and workshop evaluation reports
- Observations/Capture the moment: staff/practitioners capture spontaneous instances where progress towards outcomes is demonstrated and continually observe behaviour and involvement of participants, informing the assessment of individuals' progress
- One-to-one consultations/Case studies: ending consultation with participants provide an insight into progress and the impact of the programme and allow for the creation of case studies
- Stakeholder information: we use anecdotal information and interviews from stakeholders, including, parents/carers, teachers and other engaged agencies to monitor/record the progress of young people
- End of project surveys to gather the thoughts and opinions of participants in order to shape future delivery

Often it takes time for a young person to see a change in themselves, or they may complete a self-evaluation on a day where they are feeling down. However, our tutors are able to see the progression that participants make in a more objective light and therefore we take both scores into consideration when recording soft outcomes.

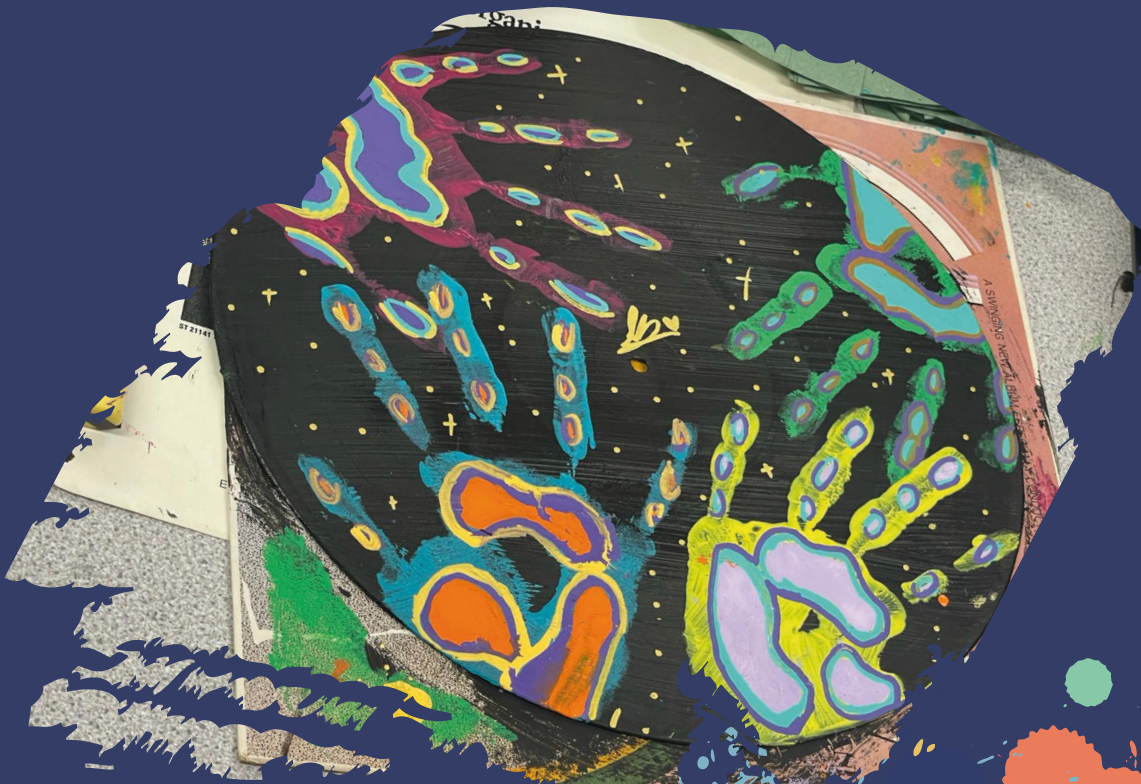


GENDER DIVERSITY

MALE	51
FEMALE	95
NON-BINARY	4
PREFER NOT TO SAY	7
DATA NOT GIVEN	24

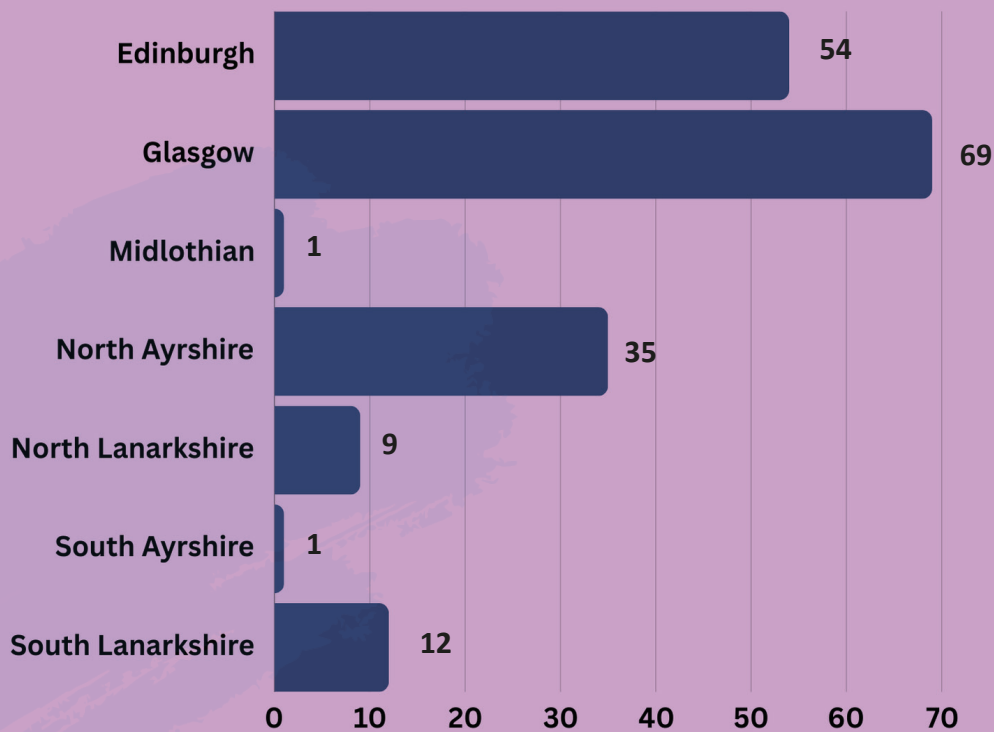
SIMD

0-20%	67
20-30%	20
30-40%	10
40-50%	18
50-100%	45
PREFER NOT TO SAY	21



ENGAGEMENT BY AREA

New Participants Engaged in 23/24 by Local Authority



YOUNG PERSONS DECLARATION

MY CASHBACK EXPERIENCE

“My time on CashBack made me more confident and pushed me out of my comfort zone. Before with my anxiety, I wouldn’t get public transport alone, and coming here has got me to a place where I can, by taking us out on trips and with the team giving us techniques to deal with anxieties.

All the clay work was really fun. It was something I never thought I’d get the chance to try so was really pleased having [the artist] share their skills with us. They are super youth led, always asking whether we’re into the activities and checking what we as a group want to do.

Our exhibition was honestly much better than expected, a nice atmosphere and to see all our work on display was so great. Doing the ‘Bad Advice’ animals made me realise that I’m not alone in experiencing mental health problems by turning it into a fun and relatable conversation for everyone.

The staff are so supportive of us as individuals. You can just tell they care and it really shows definitely, sure it’s difficult to deal with certain situations but they always check up, stay positive and help me feel safe and comfortable.”

S, Glasgow young person on CashBack until December 2023

CASE STUDY

BACKGROUND

J is 17 and from the Glasgow area, she has been struggling to attend school for a while, not enjoying her classes and been wanting to find something different to do before she goes to college as she feels like she has got all she can from school. She has recently been diagnosed with autism, subsequently has lost a lot of her confidence and has become much more reclusive, particularly struggling a lot with anxiety which has affected her social life as well as school life.

Although J feels like she has achieved all she can from school, her desire to leave is also fueled by what she felt lack of support from the school. However, her parents are very supportive of her and have helped her a lot through what has been a challenging time, they feel that building her confidence through creativity is the way forward as she loves arts and crafts and making her own jewelry.

TAKING PART IN CASHBACK

J's parents had visited Impact Arts prior to the project starting, looking to find out more about what we could do to help, as they were struggling to keep J in school and felt that she needed something to keep her engaged. J was quiet on her first day, however, by week 3 she had formed friendships with other members of the project, and this continued for the remainder.

She participated in the group trip to the Hunterian, for which she said she was excited but a little bit nervous for, taxis were provided on the way there, however, some of the young people had never been on the underground before and wanted to experience the subway. J stated that doing this has been beneficial for the future when she will be travelling to college, she built up an excellent rapport with her peers, being very supportive and understanding of all the needs of everyone in the group.

J attended the showcase and was more than happy to present her work and discuss it with guests, a huge achievement which had culminated from confidence boosting throughout the sessions.

The final session was a life drawing with a drag artist, with J being greatly inspired by the workshop and really testing her drawing skills.

The end of project showcase was a success, J inviting her family along to see all the work she had done during her time with Impact Arts and with a curt glance over to their daughter laughing and joking with her newly formed friend group, it was with teary eyes her parents said how grateful they were for all we have done for her.

POSITIVE FUTURES

J was keen to take part in all the activities in the workshops, having a particular interest in practical work, making 3D objects and working as part of team on larger collaborative pieces of art. One of these was a dream scape inspired piece for the Glasgow University Charity Fashion Show, which garnered a lot of positive attention when it was displayed.

J expressed an interest in volunteering or gaining work experience in Lush and has now been accepted

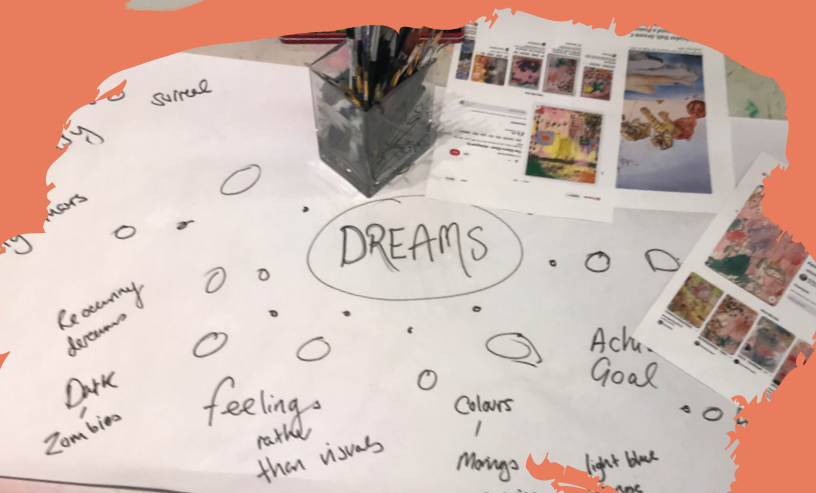
to Kelvin College to study Jewelry Making, her parents stated that it was her time at Impact Arts that gave her the confidence to do this.

As the course does not start until August, J has expressed interest in returning on a Monday and Tuesday to continue focusing on her creative and personal development.

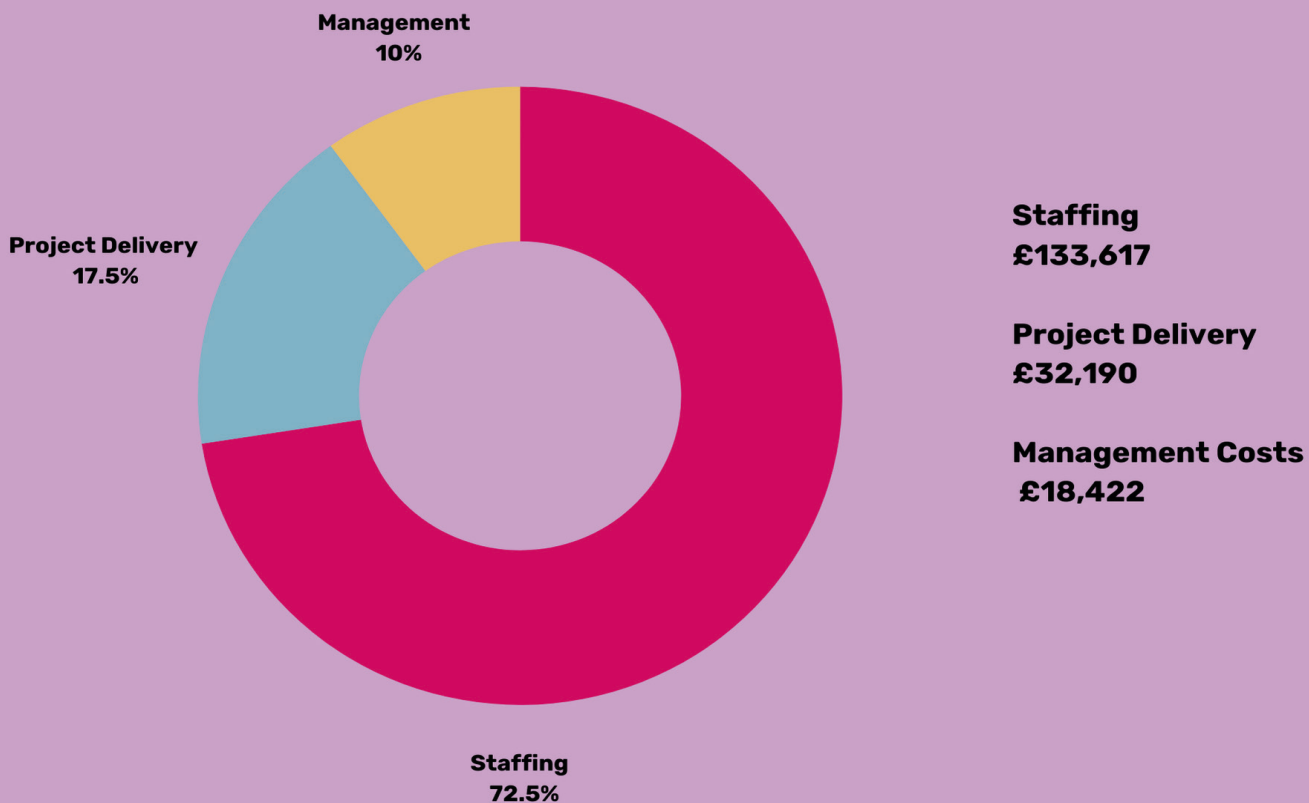
As a tutor it was very fulfilling to see J and her peers have the space to be themselves and grow both in terms of creativity but also see their interpersonal relationships develop and genuine friendships form, a stark reminder of what it means to be young and how important these friendships are in helping them find their place in the world, it is the art that makes an impact but it is the friendships that change lives.

“She really enjoyed this course, you have done so much for her!”

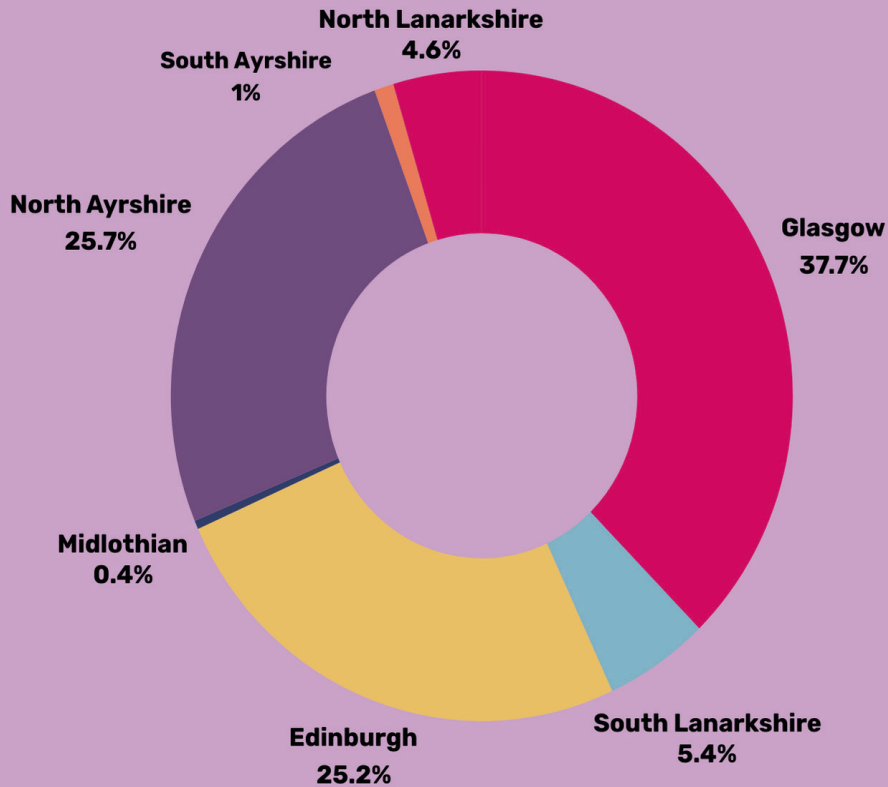
(S, J's Mum)



Expenditure By Type



Expenditure By Local Authority



Glasgow
£69,416.73

South Lanarkshire
£10,013.12

Edinburgh
£46,382.31

Midlothian
£794.60

North Ayrshire
£47,303.71

South Ayrshire
£1,855.67

North Lanarkshire
£8,462.86

LOOKING AHEAD

Following on from a successful first year of delivery, our priorities for year 2 are to ensure that we continue to meet the needs of our participants, identified through feedback and robust evaluation.

Young people have enjoyed our heritage themed workshops and we plan to embed this in our workshops, whilst also creating further links with heritage partners. Project plans include; mural design for Glasgow Science Centre's wee forest, VR Historic Environment Scotland project consultations, Maritime Museum visits and workshops, Tenement House skills exchange, Provanhall exhibition, and workshops with National Museum of youth culture.

We continue our work in schools, ensuring that young people have access to alternative curriculum activities and can engage with learning in a non-traditional setting.

We continuously assess our delivery model to ensure that it is meeting the needs of the young people we support. Session times, days of the week and length of sessions are all assessed regularly to ensure that

participants views are at the heart of our decision making.

During the course of year 1 there have been a number of safeguarding and child protection issues that the team have encountered. In order to equip the team with the skills needed to best support participants we plan to arrange training around the following themes:

- De-escalation techniques
- Youth Work strategy
- Child Protection refreshers
- Bereavement training

We have already carried out organisational wide LGBTQ+ training including allyship, communication and equalities and we will build on this by working closely with LGBT Youth Scotland who we are partnering with on another youth programme.

A further plan for year 2 is the development of our Sketchy Youths group. This is intended to act as a peer support group for past participants as well as a steering group and youth advocates for Impact Arts. We plan to have a dedicated space within our head office which the young members can use, as well as dedicated support from our team of youth workers.









www.impactarts.co.uk

105 Brunswick Street, Glasgow, G1 1TF

0141 575 3001