



**CashBack:
Active Journeys to
Positive Futures**



Impact Report 2018/19



scottish sports *futures*

Changing Lives Through Sport

Introduction

The Year of Young People set the tone for our work over the last 12 months. Young people truly are at the heart of everything we do at Scottish Sports Futures (SSF) and it was a pleasure and a privilege to be working alongside them as we planned and shaped the year ahead.

We are incredibly grateful for the drive, passion and determination of all our delivery staff, volunteers, mentors and participants. This year we have focussed, among many things, on accreditations to reward achievements and offer tangible recognition for all the life changing work that has taken place. Personally, I have immensely enjoyed the consultations with young people who tell us how they would like our programmes to develop and what they would like to concentrate on.

Sport is our tool for engagement and real youth work is how we bring about change. We cannot underestimate the support from the CashBack for Communities fund which has enabled all the outcomes you will read about in this report. I very much look forward to the next 12 months, our emphasis on mental health and the growing partnership with SAMH is especially exciting and yet another example of work instigated by young people who are now themselves leading on peer inputs. To say I'm proud is an understatement.

Kirsty McNab | CEO

Scottish Sports Futures use the power of sport to engage with vulnerable and disadvantaged young people in Scotland and empower them to be **confident, healthy and happy**. We have over 20 years' experience in delivering the **physical, social and mental benefits of sport** and physical activity.

Our CashBack for Communities investment directly supports Jump2it, Active East, Education Through CashBack (ETC) and Shell Twilight Basketball. Targeted at the most vulnerable young communities, these inclusive and active engagement programmes are:

**Developing People;
Supporting Health & Wellbeing and
Strengthening Communities**



Our Year

As an organisation SSF continue to champion the now widely recognised “sport4change” approach, contributing to strategic consultation with Scottish Government and major funders, offering practical delivery advice and most importantly learning and adapting our approach through regular consultation with young people.

Over the last 12 months we have exceed our ambitious delivery targets and both deepened and widened impacts, including:

- Reaching more young people;
- Engaging with more vulnerable groups;
- Creating new partnerships;
- Providing accessible accreditation and;
- Sharing learning

Our community and education partners including **social work, pastoral care, young offenders’ institute** and **care homes** have all used SSF initiatives and approaches to provide an accessible route to formal qualifications and skills development where mainstream routes have failed. In response to need we have established new and developed existing programmes, including:

- Active East, Chance:2:Be;
- Jump2it Families;
- Mental Health and Wellbeing Ambassadors (Twilight and Active East);
- Twilight Girls;
- Social Enterprise
- Twilight Sustainable Community Assets



7452 young people engaged



1025 young people complete accreditations



85% of young people increased their aspirations



21,561 hours of youth volunteering



20 Wellbeing Ambassadors promoting mental health awareness



SSF Coordinator wins **National Evening Times Community Champion of the Year for Sport Award**



SSF Active Champion wins **sportscotland Young Volunteer of the Year**



Collaboration with **SAMH (Scottish Association for Mental Health)**

Participant Breakdown and Profile



7,452 young people



51% Male



49% Female



20 LA's



17% identified as being of an Ethnic Minority



84% from 20% most deprived communities



612 identified as having a disability, impairment or mental health condition



Impacts*

Scottish Sports Futures use the power of sport and physical activity to engage with vulnerable and disadvantaged young people in Scotland and empower them to be confident, healthy and happy.

We do this using our proven and recognised ***Sport for Change*** model and its range of **person-centred, youth-led programmes** that provide positive experiences, inspiring role models, engaging social education, training, and youth volunteering opportunities.

As a result, we seek to encourage a **positive change in young people's attitudes** and behaviour that enables them to **recognise and fulfil their potential**, and to make a valuable contribution to their peers and their community.



How we do it:



**For a full list of SSF CashBack outcomes and indicators see page: 18*



1. Developing People

SSF are committed to developing people and specifically supporting those most at risk and furthest away from positive destinations. We build confidence and resilience, skills and aspirations and through the power of sport we can improve learning and employment potential.



Confidence Increasing
Target 60%
Actual 89%



Able to do new things
Target 73%
Actual 88%



Gain accreditation for learning
Target 764
Actual 1025



Skills increasing
Target 70%
Actual 96%



Increased aspirations
Target 73%
Actual 85%



Positive changes in behaviour
Target 70%
Actual 80%



Complete Training
Target 1048
Actual 1234



Gain Employment
Target 76
Actual 79

Young people quotes:

"The opportunity to grow and develop as a young person is what being part of active east means to me"

"It (Twilight) gave me a positive focus/motivation to keep going even when things were tough and difficult. It gave me so many different things to talk about when applying for uni (in terms of all the things we are able to get involved in and help out at) and it also helped me get into the course I am on. It has also increased skills like confidence and communication as we are pushed outside of our comfort zones in order to achieve different goals."

TBB Ambassador

Stakeholder/parent quotes:

"I can honestly say the transformation in (his) behaviour and attitude both within our session and outside of it is nothing short of phenomenal. When I first met him he could justifiably be described as withdrawn, angry, prone to outbursts, unwilling to listen and extremely difficult to work with. In April he was selected to be an ambassador... Today I would describe him as helpful, willing to take part, a team player, a good communicator, a delightful person to be around and a vital part of the Irvine Wolves Twilight Basketball Session."

Feedback from Irvine Mentor

"Provide a consistent, safe environment for children to be themselves. Also, to give them, the opportunity to be interactive on an individual and team basis. Hence, gaining self confidence and incentive."

"I have nothing but praise for y isation. My child has blossomed since joining and now has decided on her career thanks to SSF. You offer so many different opportunities to everyone. Please keep up the great work!!!"

"Help children find passion and/or help them achieve a dream."

"Support everyone within the program to give the young people the best chance to succeed."

"SSF are great at allowing the people that attend their programmes gain qualifications through being practical rather than theory based."

Highlights:

Young people securing apprenticeships

Excluded or non-attending young people returning to school

Young participants gaining a place at college

ETC providing NEET young people with formal accreditation

Young People delivering their own sessions and securing funding

Young people securing Community Achievement and Hi-5 awards



2. Health and Wellbeing

Sport and Physical activity have a significant role to play in supporting positive mental and physical wellbeing. Our collaboration with SAMH is allowing young people to take the lead in tackling the issue through our network of programmes and beyond. Our youth work approach means we have been successful at engaging those who need support most.

SSF worked with over 7400 young people last year. More than 8 out of 10 young people (84%) were from the 20% most deprived communities in Scotland and more than 600 identified as having a learning difficulty, disability or mental health problem. Last year we also extended our provision to work with females, looked after and accommodated young people and BAME groups disengaged from the benefits of being involved in regular physical activity.



Increases in SHANARRI indicators. Young people report that SSF activities made them feel more positive in terms of at least one SHANARRI indicator
Target 70%
Actual 92%



SHANARRI safe, healthy, achieving, nurtured, active, respected, responsible, included Stakeholders agree
Actual 97%



Number of young people participating in the activity
Target 6,000
Actual 7,452



New to activity
Actual 5,536

Young people quotes:

"I am a lot more active now than I was before". She expressed to her mum she really enjoys the session especially the Educational Timeouts as the young person said "it's as if Demi (SSF Youth worker) knows exactly what is going on in my mind."

"You know CPR, I couldn't do it in school but I can do it here and I have just passed it!"

"The feeling of being safe."

Stakeholder quotes:

"[SSF offer] inclusion, a sense of belonging, support."

"Build positive relationships with young people. Never give up on them. Go above and beyond the call of duty to support young people."



Highlights:

wellbeing Ambassadors develop and deliver mental health training

Children making healthier choices after Jump2it

Young person volunteering at Twilight as a route out of anti-social behaviour

Active East Young person re-engaged with school and now delivering own football club

1 care experience young person gained a place at University

17 young people referred as at-risk of exclusion volunteer at European Championships and 8 for Prostate Cancer at the Great Scottish Run

ETC training delivered to a group of 26 young people at Rossie Young People's Trust, a secure care unit





3. Strengthen Communities

Partnership working and collaboration allow SSF programmes to successfully connect young people to their local communities and access meaningful volunteer and leadership opportunities. Our programme delivery and accessible training mean young people feel empowered and have the skills to “give back” and become inspiring role models to their peers.



**Volunteer/
leadership role**
Target 280
Actual 325



**Improved
community links**
Target 70
Actual 213



**Hours of
volunteering**
Target 19,816
Actual 21,561



**Coaching, mentoring
or supporting roles**
Target 230
Actual 280



**Community
focused awards**
Target 241
Actual 270



Highlights:

2 Twilight participants set up their own coaching session for young players supported by Highlife Highland. Both received awards at the local celebration of sports for their help and role modelling

TBB Ambassadors planned and delivered a Regional Games Night at 4 venues across Scotland: Dingwall, Bellahouston, Irvine, and Dunfermline.

ETC tutors in North Lanarkshire, Fife, and Aberdeen have been delivering to groups of school refusers, looked after and accommodated young people, sports ambassadors, young volunteers, young people who are NEET, and those on youth employability programmes

1 disengaged young person now member of local community panel

ETC training enabled a group of parents in Dunfermline to facilitate new physical activity, they learned to design their own games which they delivered to their children as well as young people in their wider community

Young people quotes:

“That I have the ability to make a difference in my community”

“Helping my community and getting experience I wouldn't get if I wasn't involved”

“Volunteering with amazing people and seeing the children's faces after you deliver a session”

“The Ambassador Program made me realise other sports coaching opportunities that are out there I'm still currently coaching Dumfries and Galloway disability football team leading them to tournaments this year hopefully”.

Stranraer Ambassador

“....she has used what she has learned over the past three years to guide the ambassadors towards gaining their community achievement awards, leading the sessions with confidence, volunteering within the community and organising the National games night”

Highlife Highland Active Schools

Stakeholder quotes:

“We recently included a boy from Bulgaria and a family of three from Egypt via Qatar (asylum seekers). In both cases, they came from a country where basketball is popular and a major part of their life. They have been made to feel very welcome and come regularly. They have made friends with others here and have followed them to join a local club. Their mother also recently went on a table officiating course offered by the local club, Glasgow Wrens, so that she can give back to the team. This all came via the relationships they built at Bella”

“They give the kids confidence to get involved in community events to grow into young strong adults”

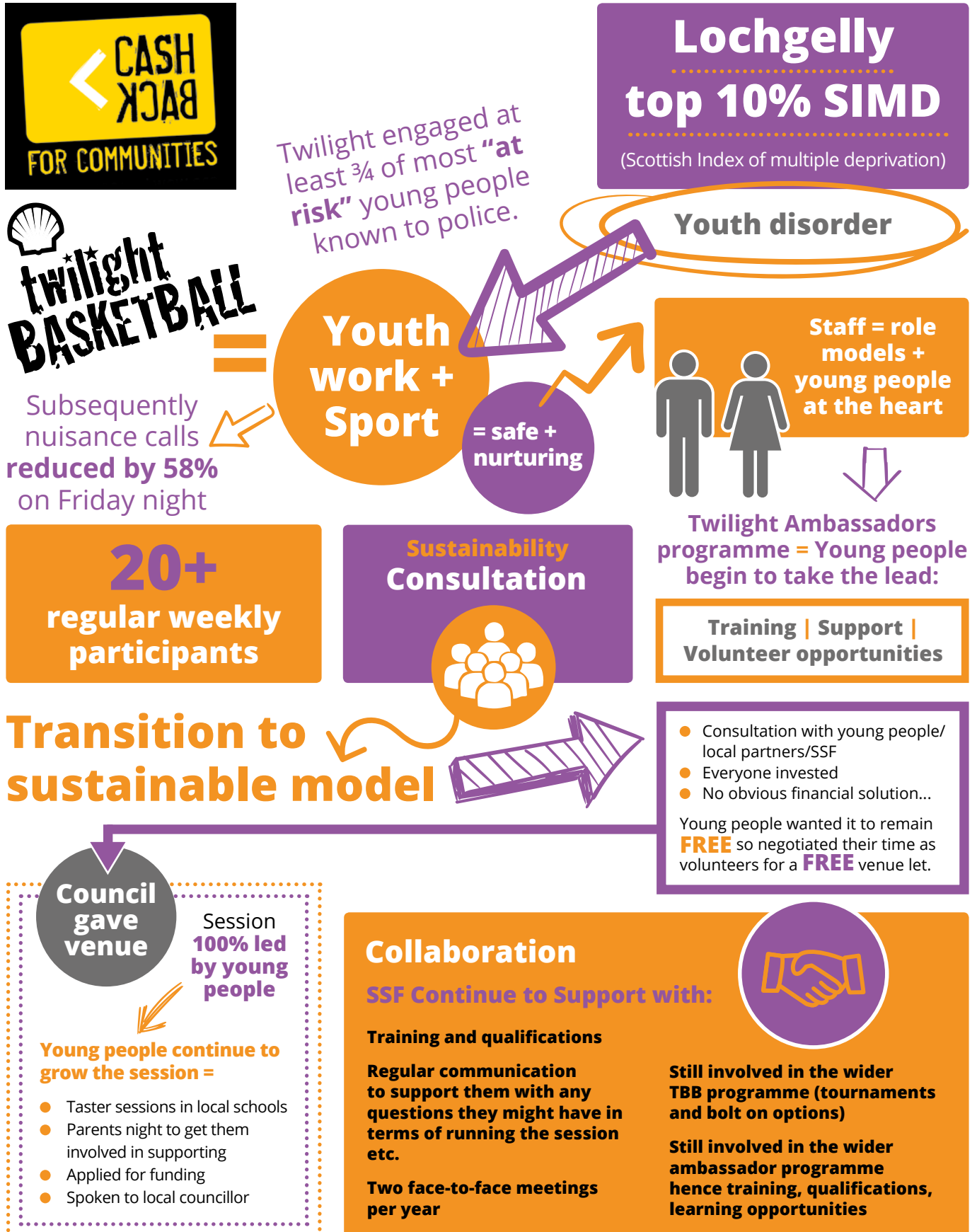
“ETC course was fantasticFrom start to finish I seen a lot of changes and confidence growing in our young people to become more effective leaders and express their ideas to their peers in a fun manor through sport and physical activity.”

*SSF... Include everyone who comes in the door.
Involve children of all backgrounds and ability levels.
Recognising and celebrating achievement. Partnership work. Engage in the most deprived areas and are not put off by this.*

From my experience of SSF they are very good at engaging with all young people regardless of their ability, confidence and experience. This makes everyone relax and achieve during workshops.

Case Study 1

Lochgelly Sustainable Community Asset



Case Study 1 (continued)

Quotes:

"I think the Shell Twilight Basketball session helps the community by getting kids out of the house, getting them off the streets and bringing them into a safe environment."

Participant

"The first role models I ever looked up to were my coaches at Twilight."

Participant

"I feel that I'm considered to be a role model as I'm always cheerful, I try to engage with everyone and give them someone they can talk to if needed."

Ambassador Volunteer

"Shell Twilight Basketball has helped me become a good role model and a good coach. They have given me opportunities to further my career e.g. Ambassador programme, UKCC Level 1 basketball coaching award and coaching my own team."

Ambassador Volunteer

"Shell Twilight Basketball has helped me at college as I take new skills learned from other coaches and take them to college and use them in my classes. It's helped me be more confident with other people if I don't know them as much. Shell Twilight Basketball has encouraged me to keep thriving to gain my career in sport (basketball) and to help me gain qualifications in this college year."

Ambassador Volunteer

"Lochgelly session has been great for boosting the kids confidence, taking the lead that they might have never done before. It has taken the kids off the streets on a Friday so there is less anti-social issues. The bullying has went down because the kids are working together instead of apart. The Lochgelly session is very inclusive to everyone no matter what their abilities are."

Parent



Highlights:

Free

Reduced anti-social behaviour

Young person led

Attracting most vulnerable

YP continue to invest

Sustainable community asset

Consultation

Collaboration

Remains part of the TBB family



Case Study 2

Young People Have a Voice

Heather and Mia are from the East End of Glasgow. They are SSF, Active Champions – young volunteers with our Active East, Legacy Initiative.

In September 2018 SSF were asked to get involve in the Glasgow's Healthier Future Forum 22, event #Helfy22 as part of the co-design team. As active young leaders in their community promoting healthy lifestyles to their peers, we asked Mia and Heather if they would like to be part of the team. The event was hosted by Glasgow Centre for Population Health (GCPH) under their **Informing and supporting action to improve health and tackle inequality** strand.

The event was **co-designed and planned with young people**, youth organisations and health improvement teams.

What it was all about....

We know that the future for young people is becoming ever more complex. Traditional milestones marking the next steps into the

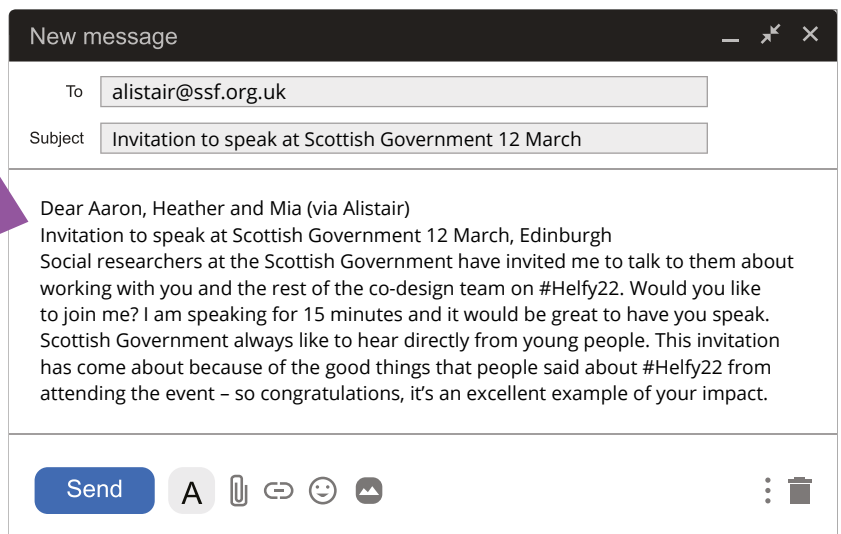
adult world – such as leaving school, getting a job, or finding a home – are becoming more complicated and harder to achieve. These milestones matter because they are the building blocks to living a healthy life.

In response to these challenges and building on the momentum being generated by Year of Young People 2018, the aim of the morning was to strengthen efforts across the city in creating healthier and fairer futures for today's young people by supporting conversation among young people, adults and the organisations which serve both. Workshops included: youth health; peer education; employability, skills and qualifications; youth volunteering and more.

"Mia and Heather were Young Reporters for #Helfy22. They provided coverage of the event by tweeting live throughout the morning. Mia and Heather also encouraged participation by promoting the competition for the best tweets using #Helfy22 and tweeting examples of getting involved in the workshops and visiting the stalls."

Awesome!

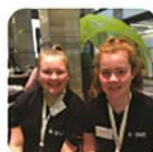
But it doesn't stop there. After the success of the co-design event and the input from all young people Mia and Heather were invited to...



Eco-Schools Scotland @EcoSchoolsScot · 11 Sep 2018
HUGE thanks to Mia and Heather for attending #Helfy22 today and tweeting about their experience and to @theGCPH for hosting a great event!



Keep Scotl Beautiful @KSBSScotland · 11 Sep 2018
Two of our #YoungReporters Mia and Heather taking over our @EcoSchoolsScot channel today at #Helfy22 #TwitterTakeover #YoYP2018



Eco-Schools Scotland @EcoSchoolsScot
Hi this is Mia and Heather an we are reporting for young reporters Scotland @ the Healthier Futures Forum #helfy22 so we are taking over this Twitter feed this morning 🤖

Case Study 2 (continued)

New message

To

Heather and Mia

Subject

Reflections on Year of Young People 2018

Date: Tuesday 12 March

Location: Victoria Quay, Scottish Government, Edinburgh, EH6 6QQ

Event: Reflections on Year of Young People 2018 and what this means for social research

Audience: Approx 45 social researchers at the Scottish Government.

The opportunity:

This event invites you right into one of the 4 main buildings of the Scottish Government. You will get to meet a range of other organisations who are speaking, including Helen Fogarty who is Head of Children's Rights.

Most importantly, this is an opportunity for you to influence social researchers at the Scottish Government – they are looking to you to say what they need to research and how they should do it.

Cat Tabbner

E: catherine.tabbner@glasgow.ac.uk Web: www.gowellonline.com Twitter: @GoWellOnline

Send

A

Heather and Mia jumped at the chance to be part of this event and here's what they had to say:

"Hi, we are Heather and Mia. We are here representing Scottish Sports Futures.

Through Scottish Sports Futures we have managed to start volunteering with other organisations like YOMO, PEEK, Boys Brigade and Girls Brigade.

Planning

We thought that planning the event was fun because as young people you don't usually get to plan and run your own events. It was good to take control for once rather than adults telling us what to do. Working with adults makes you step back a bit in case they moan at you. When we were planning the event the adults were encouraging us to put our point across.

On the Day

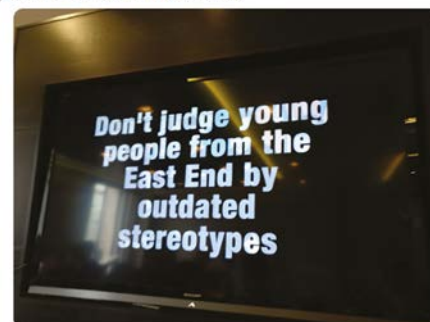
On the day of the event we enjoyed taking over the Eco Schools Twitter account because we liked putting it into our own words rather than adults rephrasing what we've said. We also enjoyed going into all of the workshops, giving us the freedom to float about instead of being in one workshop in the morning and one in the afternoon. We also had fun cleaning up after the event because we got to take down the bubble tent."

Catherine Tabner from Glasgow Centre for Population and Health said:

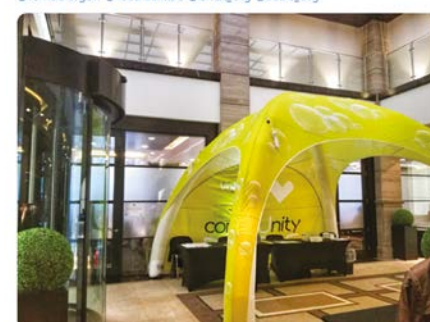
"Mia, Heather, please do remember to add this to your CVs because briefing Scottish Government on how to work with young people is a big achievement! I hope you saw from the questions they asked you that you have a lot of expertise that the Scottish Government can learn from. The two researchers from the University of Edinburgh were very impressed with your work – did you notice that they used you as examples during their own presentation? That shows how much they respect your knowledge and skills."

www.gcp.co.uk/assets/0000/7366/Helfy22_event_report_FINAL.pdf

Jessica Watson @thatloverthere · 11 Sep 2018
Good reminders from #Helfy22 workshops!



200 SVS @200SVS · 11 Sep 2018
We are excited to be hosting @theGCPH's #Helfy22 event! Today is all about sharing ideas to see what a healthier future for the youth of #Glasgow looks like. @YoMoGlasgow @YouthbankSG @CHEX_Org @SCDC_Org



Catherine Tabbner @Cat_Tabbner · Mar 12
...and we have arrived at Victoria Quay to share #Helfy22 co-design learning. It's Mia and Heather's first time in this building so a day of firsts!



Catherine Tabbner @Cat_Tabbner · Mar 12
Heather & Mia on their #Helfy22 roaming reporter roles: "we liked putting [tweets] into our own words rather than adults rephrasing what we said". #YOYP2018



You, Dr Donagh Robinson, GCPH and Smithycroft

Aaron Fernandez @aaronsonden · Apr 10
Yipeee! Check out the event report for our co-designed event #Helfy22. Definitely a step forward in promoting Public Health WITH young people. Thanks to @theGCPH #YOYP2018 🙌



Finance 2018-19

During the last financial year SSF have continued to develop and grow our relationship with new and existing funders. We have again exceeded our match funding target for the year which has increased by 10% on last year's total.

Our social enterprise growth supports the potential for generating additional earned income. Delivering ETC modules (outside of the CashBack funded criteria) this year has **generated 37% more income** than in the previous year and demand for the training remains high with regular requests for multiple courses. Further Social Enterprise opportunities are being progressed by our committee of experienced board members, staff and young people.

In the last 12 months we have renewed funding from **sportscotland**, Clydegateway, The Robertson Trust, Gannochy Trust, Spirit of 2012 and the Joan Braithwait Sailing Trust among others. We have also secured new investment from Heritage Lottery, GEM (Glasgow Eastern Merchants' and Tradesmen' Society), Glasgow Area Partnership, Childrens Lottery – Chance to Succeed, Aldi and Co-op Local Area Fund. Our annual awards night also secured support from **new sponsors** Royal Airforce, Thompsons Solicitors, Love Sport, ARD Consultancy, Firstport, Scottish Association for Local Sporting Councils. Returning sponsors included **sportscotland**, Melvin Creative, Active Scotland and RJM Sports Ltd. We were delighted to welcome so many new partners to the event and are encouraged that the impact of our work is valued.

Corporate partnerships with JP Morgan "Force For Good" initiative, Barclays, Shell and Morgan Stanley provide investment of time and resources into developing our infrastructure, profiling our work and generating unrestricted income. JP Morgan are supporting the design and implementation of a bespoke CRM system while Morgan Stanley are supporting the redevelopment of our web site both will enhance our income generating/fundraising potential and support our new 3 year strategy to be launched in the summer of 2019. A recently established newsletter will also profile our impacts, partnerships and ambitions while better showcasing opportunities for "getting involved".

An SSF Public Contracts Scotland Tender was successful in including our ETC training on the Pupil Equity Fund framework for North Lanarkshire and a further tender has been successful in Edinburgh for a wider package of attainment support, we currently await the outcome of a third submission to East Ayrshire. These frameworks allow SSF to be considered for Pupil Equity Funded work commissioned directly from schools.

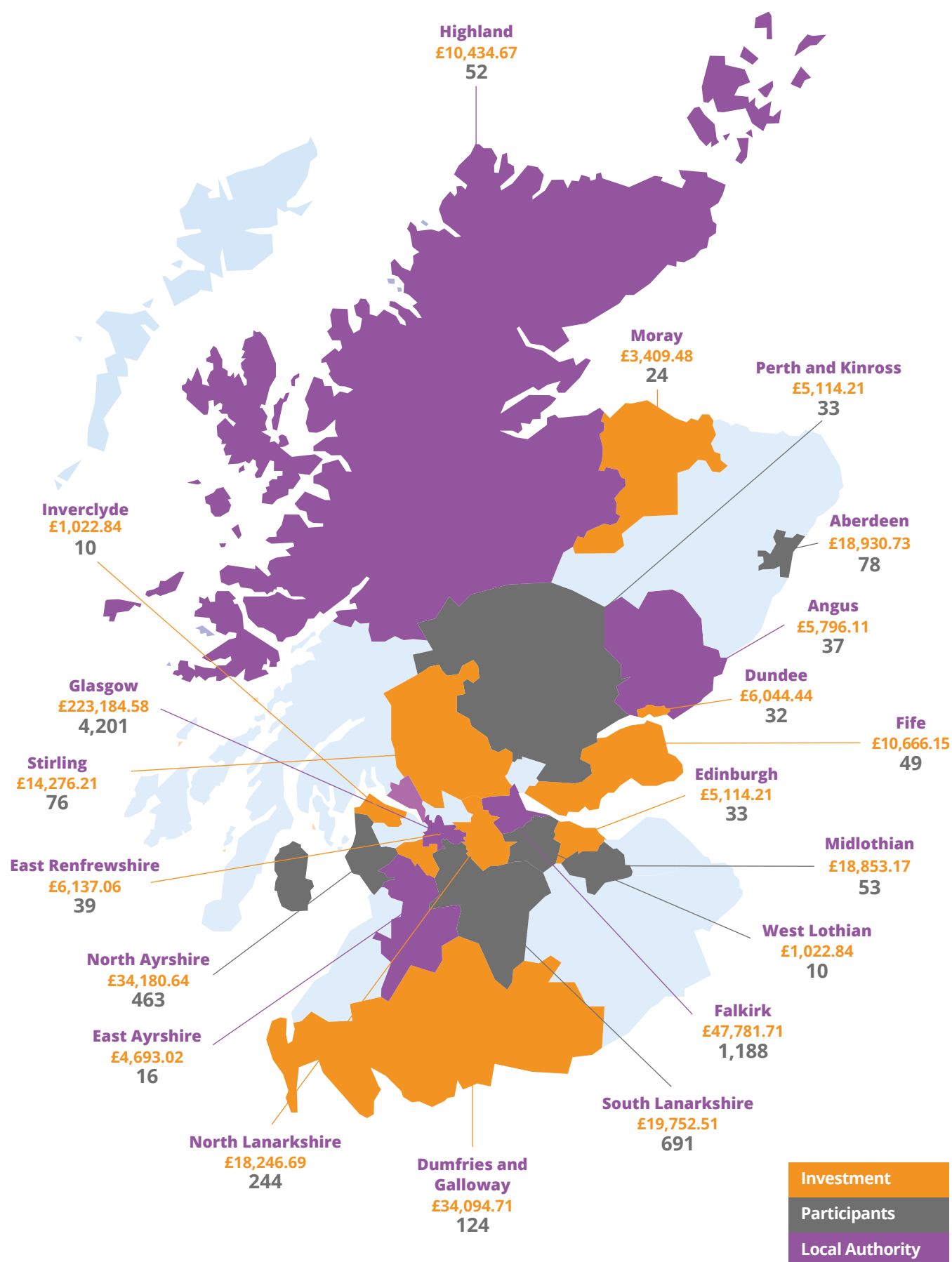
SSF were the charity partner at Decembers Sunday Mail **sportscotland** Scottish Sports Awards 2018, with video profile and fundraising at the event, in addition SSF were the Charity of the Year for the Institute of Directors and received donations and further event exposure. A new fundraising sub-committee with board, staff and young person representation has been established to continue to promote the fundraising opportunities and reach targets set for unrestricted income.

	Actual (£)	2018/19 Target (£)	Variance (£)
Delivery Staff Costs	250,011	242,876	7,135
Sessional Costs	34,314	39,752	-5,438
Training and Development	45,440	37,438	8,002
Delivery Costs	37,667	26,337	11,330
Event Delivery	72,988	66,264	6,724
TOTAL PROJECT DELIVERY	440,420	412,667	27,753
Management and Marketing	43,336	43,336	0
External Evaluation	5,000	4,000	1,000
OTHER PROJECT COSTS	48,336	47,336	1,000
TOTAL COSTS*	488,756	460,000	28,755

*This includes a year 1 carry forward amount.



Local Authority Spend 2018-19



External Evaluation

SSF CashBack funded activity is subject to external evaluation. This has been undertaken by Research Scotland. Year 2 of Phase 4 concentrated on fieldwork with analysis and reporting focusing on outcomes and understanding how these changes have been achieved.

In addition to consultation with staff, reviewing SSF data and reviewing SSF case studies, Research Scotland completed:

- Four focus groups with young participants;
- Four telephone interviews with young people involved in volunteering for SSF
- Two short volunteering case studies based on the interviews

The year 2 approach intended to explore if and **how SSF is different** to other support and programmes, and the value of the **Sport for Change** model. A full report will be published in June 2019, however initial feedback in December from a small group of young people recorded:

- SSF's role was **very influential** and young people **changed their direction as a result**;
- Programmes had a really **significant influence** on their lives;
- Led to **increased aspirations, confidence and skills**;
- **Outcomes were very strong.**

Before becoming involved with SSF young people described:

- Being **disengaged**;
- Feeling like there were **no opportunities** for them;
- Having very **little confidence** in themselves;

They described staff skills and attitudes as critical, they noted staff:

- Going far **beyond their expected role**;
- **Adapting** to what each individual needed;
- Supporting them to **overcome really significant barriers** and problems;
- Being non-judgemental, supportive, and encouraging;

They praised the use of **sport to engage** – **as a tool** – but not a competitively driven approach. For example, some Twilight participants commented they expected sessions to be competitive, and male dominated, but it wasn't like that in their experience.

Young people liked the way activities had:

- **Brought them together** with other young people (for example, different ages) which they would not otherwise have had relationships with;
- Given them, as young women, **confidence to work in a group** environment with young men, and deal with the challenges associated with this. Having skilled coaches **stand up against prejudice** was important in achieving this;
- Offered them **real opportunities to 'step up'** and take responsibility they would never otherwise have had – this was a very important to them;

Areas to consider:

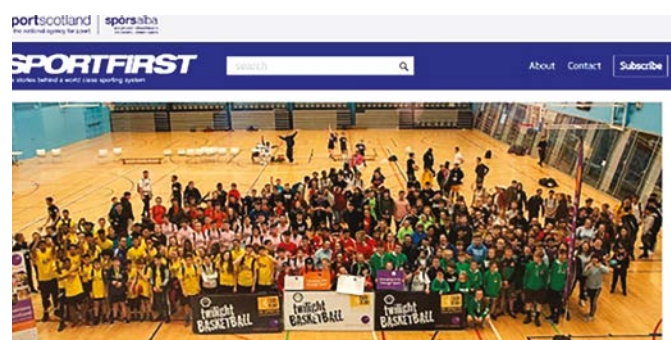
- A significant number of opportunities have been made available to young people, and although a huge positive, this could become overwhelming if not managed.



Communications

Scottish Sports Futures Communications Strategy has covered our significant and diverse activities over the last 12 months, profiling achievements, investment, partnerships, learning and opportunities to get involved.

We are committed to widening the impact of our work through sharing best practise and giving young people a voice. Ensuring we have the right platforms and exposure to do this has required help and support from our friends. We take this opportunity to thank **sportscotland** comms team, Loop PR and Actify for their expertise in the field and their belief in our work and impact.



Our coverage has taken us from:

Tighnabruach Sailing Residential to Berlin Youth Exchange then Glasgow Green for the European Championships with 15,000 visitors visiting the event with SSF young volunteers delivering free sports activities for the full 10 days.

Young people supported through SSF have contributed over 21,000 hours of volunteering to enhance provision and life chances within their local community. Our Annual awards night highlighted just some of the incredible achievements in the last 12 months.



Highlights:

Regular press exposure – peaking with 17 articles covering the sportscotland SSF Annual Awards

#10YearsofCashBack CashBack Movie – we are so proud to be featured in the CashBack celebration feature film and red carpet event

Sunday Mail & SportScotland Scottish Sports Awards – film showcase

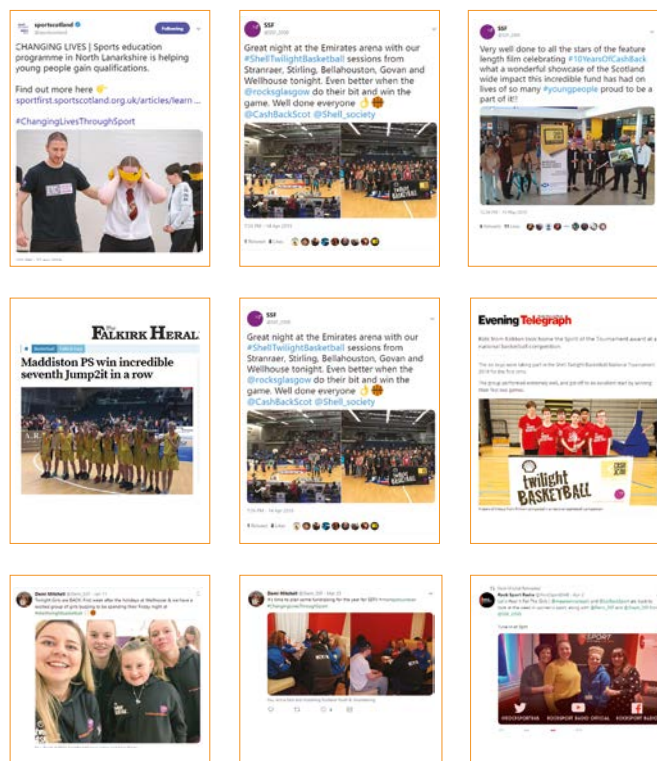
CEO speaking at SALSC National Conference alongside SSF Young Person

Visit from US Ambassador, Alison Thewlis MP and Sports Minister, Joe Fitzpatrick

Rock Sport Radio profiling our work with females

Centre court in front of the awesome @rocksglasgow home crowd

Our social media presence:



Social media stats:

Twitter Impressions - 668,400
25% increase in twitter followers
53% of Twitter followers are female
47% are male

Facebook Impressions - 76,125
21% increase in Facebook followers.
60% Facebook followers are female
39% Male
1% Unknown/prefer not to say

Launch of Instagram

Total social media followers Facebook, Twitter and Instagram - 3096



Organisational Development

This has been a significant year for SSF with staff changes at a senior level including the appointment of our new CEO. We are delighted to have Kirsty McNab with her vast experience both of SSF and the wider sport and youth work agendas at the helm and leading the ambitious organisation as we continue to explore and maximise our potential.

At an operational level we have further enabled **internal collaborations with cross programme working** to best utilise skills, experience and shared learning. Staff sitting across multiple programmes has enabled wider delivery and supported deeper impacts for participants.

With recent recruitment to the SSF board we have also strengthened Governance with new representation on sub committees including **Audit and Risk, Finance and Remuneration**, and Fundraising as well as subgroups for **Marketing and social enterprise** all capitalising on the experience and skills of our dedicated trustees. We are also currently advertising roles for our **SSF Youth Advisory Panel** and for a **Young Trustee** to sit on the board.

We are very proud of our staff team who have managed this process of change so effectively and with the passion and commitment that we have come to expect. Operationally it has very much been business as usual and outcomes have in fact grown.

SSF is currently being supported by CEIS, via Scottish Government's Just Enterprise programme, to develop a 3-year organisational strategy that builds on our current position. This support includes strategy development sessions with a working group of Board members and SSF's SMT to:

- Develop strategic goals for the next 3 years that contribute to SSF's vision and purpose;
- Develop strategies and objectives for achieving these goals;
- Agree on an approach for implementing this strategy by programme teams

An "All staff" strategy residential enabled full consultation with our team and young people. Partnerships remain a priority and we welcomed speakers with experience of the Violence Reduction Unit, Care experienced young people, the Criminal Justice system and ACES, and mental health.

With a full launch planned for the Summer of 2019 we are excited to share our SSF Vision:

'A world where young people have the opportunity to achieve their potential'



Plans and Priorities for Year 3

Despite the strengthening of our relationships and the positive impact of our programmes, we continue to witness the significant challenges and barriers facing young people living in deprivation.

National statistics around **health and wellbeing inequalities** in Scotland still support the need for creative and effective approaches to transforming young lives. Worryingly the number of young people in danger of leaving formal education with no qualifications, employment or positive destination is increasing.

Young people are also more vulnerable to **mental health problems** than ever before – 20% of adolescents may experience a mental health problem in any given year and **50% of mental health problems are established by age 14** and 75% by age 24. SSF successfully engage vulnerable communities across Scotland offering alternatives to traditional learning and personal development that consider the reality of living in poverty.

Physical activity is proven to have a positive impact on our mental wellbeing and with 20 new ambassadors developing their own content and committed to tackling the issue and removing the stigma around mental health we are excited about what the future holds.



Priorities for the next 12 months:

- Continue to support our Wellbeing Ambassadors to develop and deliver mental health workshops to their peers
- Use our strong partnership working to transition our Twilight Basketball Programmes to become sustainable community assets providing young people with the opportunity to take the lead
- Ensure that we maintain our success with accrediting the work of young people and provide meaningful qualifications that support their future aspirations
- Continue our focus on young people furthest from positive destinations by growing our knowledge and collaborations around Adverse Childhood Experiences (ACES), the Justice System and Mental Health.
- Working with care experienced, accommodated and looked after young people in partnership and through positive collaboration
- Share our learning and support others to build their skills in sport4change @Actify and @sportsotland



SSF Outcomes 2018-19

Phase 4

		Year 2			Phase 4 (to date)		
Outcome		Actual Achieved	Target	Exceeded Target	Actual Achieved	Target	Exceeded Target
Outcome 1: YP build their capacity and confidence							
YP increased their confidence/capacity	No.	6,011	3,600	2,411	12,705	7,200	5,505
YP report they are able to do new things	No.	5,900	4,380	1,520	12,128	8,760	3,368
Other stakeholders report increasing confidence in YP	%	88%	60%	28%	88% avg	60%	28%
YP go on to do new things after initial CashBack involvement	No.	4,840	4,200	640	10,886	8,400	2,486
Outcome 2: YP develop their physical and personal skills							
YP increased personal skills, achieving accredited learning	No.	1,025	764	261	1561	1,300	261
YP report an increase in their skills	No.	6,908	4,200	2,708	14,225	8,400	5,825
Other stakeholders report skills increasing in YP	%	98%	70%	28%	96% avg	70%	26%
Outcome 3: YP behaviours and aspirations change positively							
YP report increased aspirations	No.	5,674	4,380	1,294	11,872	8,760	3,112
Other stakeholders report increased aspirations in YP	%	91%	70%	21%	88% avg	70%	18%
YP positively change behaviours	No.	5,972	4,200	1,772	12,877	8,400	4,477
Other stakeholders' report positive changes in YP behaviour	%	87%	70%	17%	88% avg	70%	18%
Outcome 4: YP wellbeing improves							
YP improve wellbeing	No.	6,886	4,200	2,686	13,959	8,400	5,559
Other stakeholders make positive comments about wellbeing against one of the relevant SHANARRI indicators	%	97%	70%	27%	92% avg	70%	22%
Outcome 6: YP participate in activity which improves their learning, employability and employment options (positive destinations)							
YP achieve positive destinations	No.	213	150	63	402	300	102
YP will access learning (including staying on at school)	No.	1,178	890	288	2,180	1,780	400
YP will progress to training	No.	1,189	1,048	141	2,001	1,860	141
YP volunteer following completion of programme	No.	371	290	81	802	380	422
YP will gain employment	No.	79	76	3	123	120	3
Outcome 7: Young people participate in positive activity							
YP will participate in positive activity	No.	7,452	6,000	1,452	15,820	12,000	3,820
YP are new to the activity	No.	5,537	4,460	1,077	10,724	8,920	1,804
Outcome 9: YP contribute positively to their communities							
YP going on to volunteer/leadership role in community organisation	No.	325	160	165	773	560	213
No. of hours volunteering contributed by YP	No.	21,561	6,500	15,061	33,745	32,000	1,745
No. of community focused awards gained by YP	No.	270	100	170	319	290	29
YP feel contribution and links with communities improved	No.	213	70	143	424	140	284
Other stakeholders perceive that YP contribution and links with community improved	%	62%	60%	2%	65% avg	60%	5%
YP undertaking coaching, mentoring or supporting roles	No.	280	230	50	529	460	69

Actual Achieved
Target
Exceeded target





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