



ANNUAL REPORT 2019-2020

"where everyone matters"

where everyone matters



Mission Statement

Bridging the Gap is a local community project serving the Gorbals area.

We were established in 1998 to enable the local churches (Church of Scotland and Roman Catholic) to work together to meet local needs.

We aim to work across divides which are apparent in the community, providing opportunities for people to discover 'common ground'.



Purpose Statement

The Purpose of Bridging the Gap, which is rooted in the Gorbals is:

To build positive relationships across the divides, with particular reference to: integration of Black and Minority Ethnic (BME) community, and the transition from primary to secondary schools.

To value the humanity and nurture the potential of every individual, and where appropriate, provide practical support.

To celebrate the good in our community, by providing the opportunity for people of diverse backgrounds to discover their common ground, overcoming racism, sectarianism, territorialism and isolation.

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Chairperson's Remarks



Ian Galloway

Chairperson
of the Board
of Trustees

Welcome to the Annual Report of Bridging the Gap for the financial year 2019-2020

Back in April 2019, as part of our Developing Young People program strand, 83 teenagers from six secondary schools visited the peace, reconciliation and anti-sectarianism centre in Corrymeela, Northern Ireland. This was the first time that the opportunity was extended nationally, at the request of the Scottish Government Safety Unit. Throughout the year, schools-based projects covered personal development, mentoring, anti-sectarian, anti-racism, child-protection, citizenship, and community-inclusion. P7 pupils from 14 primary schools were supported as they prepared to progress to secondary school, and the Understanding Each Other program was expanded to involve all P6 pupils in the Gorbals.

On the Community Inclusion and Families side, the BIG Thursday drop-in ran weekly (aside from breaks for school holidays) and provided, to an average of over 55 people, a multi-generational, multicultural, inclusive space where everyone was welcome to talk, listen, participate, plan for events (e.g. the Gorbals Fair) and share a community-prepared lunch. The Babies and Toddlers group had a regular attendance of around 20 children, while Come Dine With Us, our monthly three-course community meal, had an average of 75 attendees per session, rising to over 100 for the June event which jointly celebrated Refugee Festival Scotland. High Rise Bakers continued to bake regularly and run outreach sessions with local organisations, including the Adelphi nursery. As some of the regular activities paused over the school holidays, community engagement continued with day trips, a sports day, seasonal parties, and 'burgers and buns' days.

A new commemorative people's stone, honouring victims of poverty, was commissioned by ATD Fourth World, Poverty Truth Community and Bridging the Gap, and is now prominently and permanently displayed in George Square. It was unveiled on the

17th of October, the UN Day for the Eradication of Poverty, at an event attended by over 70 people. As poverty remains an issue in the city, typically over 40 food parcels were given out from each month to asylum seekers, refugees, sanctioned benefits claimants, and those unexpectedly facing extreme hardship and hunger.



As COVID-19 started to spread, the awards ceremony for the Developing Young People program, scheduled to be held at Hampden Park in mid-March and normally attended by hundreds, was cancelled. When the country-wide lockdown was announced on the 23rd of March most of the regular community activities were suspended, and school closures prevented the implementation of pupil-based activities, including two planned trips to Corrymeela. Even before the lockdown came into official effect, our amazingly committed and ingenious staff had started to develop and implement a whole range of ways through which community links and personal connections could still be maintained, ensuring that the core objectives of the organisation would continue to be met even while buildings were closed and the general population effectively housebound.

Regardless of the circumstances, Bridging the Gap continues to be an essential and valued resource to a wide cross section of the community; one that will be more necessary and relevant in the future than ever.

Director's Report



Tricia McConalogue
MBE
Director

Welcome, dear friends, to the 2019-20 Bridging the Gap Annual Report.

Bridging the Gap works with the entire community, building cohesion and giving people opportunities to find common ground. The thread that weaves through the organisation is that we support people so they are more able to support themselves, and, in turn, support others. It is not without its challenges, but our values and principles continue to be the guiding light for everyone involved in the organisation.

Over the past year the demand for our services grew, and our projects continue to bring people together from many different social backgrounds, cultures and beliefs. We have established and maintained strong links with many different groups and partners, particularly through the Gorbals Regeneration Group and the Gorbals Third Sector Forum.

One of the indications of how we build community is by monitoring how people who have met at our groups develop those connections through self-organisation. For example, for several years people have wanted more summer activities than we have had the capacity to arrange and staff. We have subsequently supported families to instead organise themselves by providing some funding towards unstaffed trips. This year, 15 families created a WhatsApp group and together arranged several outings a week. One mother who had felt very isolated told us, "My daughter says it has been the best summer ever and it was really much cheaper and more fun. It's all about having the company".

When circumstances began to change due to Covid-19 it was our strong connections that enabled us to

2019-2020: A Year of Community Growth & Partnership

navigate considerable challenges related to how best to support elderly, vulnerable or shielding people in the community who were now reliant on others for help, while simultaneously coping with the fear and uncertainty of enforced isolation. Zoom was utilised not only for meetings, but for 'coffee chat' meet-ups, weekly sing-a-longs, English language conversation support, and High Rise Bakers remote baking sessions. The Developing Young People team tried to stay in touch with as many participants as possible, providing support, mentoring and training. The destitution cupboard was met with an unprecedented level of demand, and this provided opportunities to work with other local organisations in meeting food and fuel shortage needs. Identifying and addressing gaps in digital connectivity also became a pressing issue, as did support for refugees and asylum seekers as they faced changing and volatile circumstances.



Financing our activities is always a concern, and while various activities were unable to take place during the early stages of lockdown, donors were very sympathetic and understanding in allowing reallocation towards alternative or emerging areas of need. Nevertheless, while grant applications have continued to be completed and submitted, changes in the funding landscape may yet present challenges in the medium to longer term.

I trust you will find this annual report interesting and informative, and I hope you will join me in looking forward to another successful, if more unexpected, year ahead.

Developing Young People

Transition Programme

A unique peer led programme, that allows young people in S4 to be positive role models and mentors to vulnerable P7's making the difficult transition from Primary to Secondary school.

The programme is divided into 4 areas:

MY GLASGOW

working to tackle sectarianism

MY COMMUNITY

exploring issues within, and creating positive members of their communities

MY SCHOOL

exploring and conquering fears about secondary school

MY SELF

team building and self-development workshops



"Bridging the Gap is the best thing I have ever experienced. It's also fun and I hope I can do it all over again."

"Bridging the Gap is helping me because it has made me more confident for high school. It has made me have a lot of fun and confidence."

118
S4s completed
schools
transition
programme

134
P7s completed
schools
transition
programme



At the end of each programme, we normally would hold an annual awards ceremony for all young people that have taken part in the programme. Unfortunately, this year, the choice was taken out of our hands and we were unable to hold this event. Sadly, this meant that many young people missed out on the opportunity to be up on stage in front of many friends and family. However, we made sure that they didn't miss out on their award and goody bag and a number of our amazing volunteers helped deliver these around the houses of the young people involved.

S1 Mentoring

Through our one-to-one sessions in Shawlands Academy we monitor 1st year transitions and their progress throughout the year. In the sessions the young people have an opportunity to discuss any issues or areas they feel they need more support in. We also use our own workbook designed to create conversation around the young person's life and work on their self-esteem and confidence. The sessions are a good place for the S1's to create structure and plan for the future. We use the information gathered in session and work with the school to solve any problems each young person has.



Volunteers

Our transition programme would not be the same without the assistance of our dedicated adult volunteers. They are committed to helping us plan, evaluate and deliver our sessions. Many of the group have been involved in the programme themselves as S4, S5 and S6 pupils. Their passion for the programme has brought them back to pass on their knowledge and experience and to inspire the next generation. 17 of our volunteers also attended a training evening where there were focussed workshops on autism awareness, youth work skills and child protection.

"I think BtG is a community I'll always feel a part of. It's such a rewarding experience watching the young S4s and Primary 7s gain confidence, make new friends and see them ease into the transition to their new school and for that reason I hope to continue volunteering as the years go on."



21 Adult Volunteers



Andrew Brown Volunteering Award

In 2019 we tragically lost our former volunteer, Andrew Brown. Andy epitomised what Bridging the Gap stands for. He was so true to himself, enthusiastic and fun. A truly special, one of a kind guy. It was a privilege to know, learn from and work with him. Andrew played a massive part in helping Bridging the Gap become what it is today, and we are grateful that we can keep his memory going within the Bridging the Gap community, by recognising the work of our volunteers with the "Andrew Brown Volunteer Award". We had planned to launch the award at our annual award ceremony for the transition programme. Unfortunately, the ceremony had

to be cancelled due to COVID-19. However, we met up with the recipients at the first opportunity when lockdown restrictions had been eased.

Lauren & Anthony have been involved in Bridging the Gap since school and are now two of our most valued team members. They represent all the characteristics that we were fortunate enough to see in Andrew and we couldn't be more grateful for everything they continue to do for Bridging the Gap!

'Andrew was one of those guys that was loved by everyone and always left you with a smile on your face. He was always there to offer encouragement or support whenever you needed it. I think this is a top-quality way to honour his name and keep spreading his goodwill. Feeling very honoured to have received this, it means a great deal.' -Anthony

'Both Anthony and I are so thankful and honoured to be given such a special and meaningful award! Andrew was a beacon of light in what can at times be such a dark world. Andrew was such a positive, fun loving guy with a contagious smile. We are so glad Andrew's memory will live on.' - Lauren



Best of You

This year we were lucky enough to be able to collaborate with Mark Brown Programmes again. 12 of our S5/6 pupils took part in his 'Best of You' workshops. The inspirational 5-week programme challenges young people to take control of their lives. It aims to increase self-belief and resilience and raise the aspirations of the participants.



12 Young People

Tackling Sectarianism

Keeping a continual focus on tackling sectarianism throughout the programme allows the young people to explore the root causes and solutions to the issue.

The workshops delivered and discussions facilitated gave young people the space to understand their own culture and identity and realise how this can affect the prejudice they have.

Throughout the transition programme, P7 & S4 pupils participated in issue-based sessions, which allowed the young people to explore the root causes and solutions to sectarianism, and how it affects their lives in Glasgow. These workshops gave the young people involved an opportunity to discuss the issue, as well as a platform to celebrate, not only their own, but also the different cultures of their peers.



In addition to the work of the transition programme, we continued with our expansion of our work to tackle sectarianism with St Roch's Secondary/Whitehill Secondary and Airdrie Academy/St Margaret's Secondary. These schools took part in 3 preparation workshops together as well as attending a cross community team building development day for all 6 schools where 60 young people attended. This event and all preparatory workshops were building up to a 3-day residential to the Corrymeela Community in Northern Ireland, however, unfortunately these trips were cancelled at the last minute due to COVID-19. We believe that this trip would have brought together all the learning and would have been the perfect opportunity for the young people to explore the topic further. We hope to return to Corrymeela one day and continue the good work that is carried out when we are there.



2
Volunteers
participated

11
Young people
participated

Youth Work Games

Our partnership with Muirhouse Youth Development Group and the Youth Work Games gives our young people the opportunity to meet and succeed with young people from across Scotland. The 2-night camping trip on the edge of Loch Tay sees the young people take part in activities such as swamp football, archery, extreme tree climbing, tandem bike riding, open water swimming, canoeing and many more. The young people work in teams where they are encouraged to motivate, inspire and support one another.

Understanding Each Other

Our Understanding Each Other Programme saw 75 young people take part in a 4-week project exploring sectarianism, migration and difference. In our first session, we wanted to show the Primary 6's what it is like to live in a community where people do not understand each other. To do this we used S5 pupils who had travelled to Northern Ireland with us the previous year. They shared stories of their experience in Belfast, a city so similar to their own but in serious conflict. In the other sessions the children took part in exercises looking at their own family history, their class-mate's stories, the countries they all derive from and the different types of migrant.

The young people loved the merged session between Blackfriars and St Francis, but another highlight was meeting 4 migrants. We were visited by 4 people who represented each type of migrant an asylum seeker, a refugee, an internal migrant and an economic migrant. They told the story of their journey to the Gorbals and answered any questions the pupils had.



76%
ALL PUPILS
knew more
about their
classmate's
stories



75
P6 PUPILS
participated

96%
P6 PUPILS
know about
the 4 types of
migrant

90%
ALL PUPILS
knew more
about the
stories of
people who
have come to
the Gorbals



90%
P6 PUPILS
know about
sectarianism
after sessions
with S5 pupils

Other Projects

We also delivered enhanced transition support through a range of classes for S1 pupils in Shawlands Academy who begin their move to secondary school before the summer holidays begin.

S5/S6 Development

Corrymeela Movie Night

One of our trips to Northern Ireland the previous year was professionally filmed and edited into a 30-minute movie by Grant Bellshaw. The film documented the S4's inspiring Corrymeela journey. We held a 'Movie Night' in Gorbals Parish Church which was attended by the young people from the trip and anyone who had previously travelled to Northern Ireland with us that wanted to re-live their own Corrymeela experience.

12
young
people
attended



Mugdock Development Day

Our S5/6 Development Day took place in Mugdock Park this year. For the first part of the day we hired a room in the visitors centre where we explained the new roles the fifth and sixth years were to take on in the next year and the expectations we had for them. They evaluated the previous year's programme and helped us plan for the next.



They also took part in team building games and challenges to build upon their pre-existing skills and relationships. After a sunny BBQ for lunch we went on a beautiful country walk round the park.

The Developing Young people team would like to thank all of our partners we have worked with over the year. Without the support and the flexibility of schools, Bridging the Gap would not be able to deliver our programmes. We look forward to the year ahead and to the continued success of our partnerships.

Community Inclusion

BIG Thursdays Gathering



BIG Thursdays continues to sit at the heart of our Community Inclusion work.

An average of 55 people gathered every week to share food and good company. Activities included workshops with Citizens Theatre, weekly relaxation and massage, egg blowing, gold panning, Gorbals Fashion Week newspaper fashion show and smartphone photography workshops

"I don't need to go abroad like India. India's come to Bridging the Gap. I've been to every country'."

55
people on
average
gathered at
the drop-in



BIG Chats

Our monthly discussion group picked up many of the hot topics of the year; Poverty, Brexit, Universal Credit and UK Voting rights, and we took time for members to reflect on and rethink how we run the Drop-in.

We talked about Female World Leaders with a Ms 'If I ruled the' World session hearing great ideas from our own female leaders at the Drop-in. We explored current Cultural Celebrations and looked at how could citizenship ceremonies be done better.

"It's good to come somewhere where you can meet different people and you learn about them and they learn about us."



Volunteers

Over the year 55 Thursday volunteers cooked lunch, cheered when we passed our food hygiene inspection, rebuilt our storage cupboard, led activities including panning for gold, welcomed new people into our 'family' and received training in Food Hygiene, First Aid and Health and Safety. In February Ghanima, George and Joe represented us at the New Scots Family Gala Day in Castlemilk. We had 7 fantastic local volunteers for Come Dine With Us and 4 for Baby and Toddler Group.

"I've never had such a warm welcome as a new volunteer. Lots of people have talked to me and I've had a delicious meal. I'll be back!"



55
volunteers
supported &
led all
activities



Events and Activities



Some of our larger events had over 200 people in attendance.

We became Selkies for the Mythical Creatures themed Gorbals Fair.

Celebrated 'Getting to Equal' for International Women's Day.

Mrs Claus accompanied Santa when he visited the Christmas Party.

We had a special 'Come Dine With us' Refugee Week event.

We marked Diwali, Halloween, Eid, Burns Day and St Patricks Day at BIG Thursdays.

'Thanks so much for letting us celebrate Diwali. It's the first time I have been able to celebrate Diwali in 7 years'



High Rise Bakers

High Rise Bakers operated 2 days per week, supporting volunteers to bake good nutritious bread and other tasty baking goods, which we sell. This year the bakers learned new recipes and attended sour dough training. It was a lovely treat to offer people who drop in for a plate of soup and some company. We also ran 2 burgers and buns day where local families came together and cooked and ate lunch together and 2 workshops in the Adelphi nursery where children learned how to bake scones and bread. The Bakers went on a trip to see where our flour is milled, were the subject of Zev Robinson's film 'Real Bread Makers', were featured in a prize-winning podcast about growers and bakers across the UK and won 2 prizes at the Scottish Bread championships.

21
people worked
in the kitchen
during the
year



"I love coming to the wee club, I can't believe people like my shortbread."



Summer holiday events

We went on 4 day trips and ran 2 day activities through the school holidays with breakfasts and lunch provided thanks to some additional Glasgow City Council School Holiday funding. Our High Rise bakers ran a Burgers and Buns day, our Sports Day included a visit from Animal Man mini zoo and a kids activity tour round the Southern Necropolis. We joined Bookbug on a trip to Heads of Ayr and visited the Transport Museum, Briarlands Park and the Science Centre trip. A highlight is always the singing on the bus.

"C keeps singing 'Everywhere we go' since the Heads of Ayr trip."



17th October

This year 20 children and 17 adults played a pivotal role in our preparation for the United Nations Day for the Eradication of Poverty in George Square by painting stones and producing a hot air balloon image with their hopes and fears and what makes them happy. This hot air balloon went to Geneva and was then made into a postcard. Around 70 people marked this day in the City Chambers. A new commemorative replica stone was laid in George Square this year for the United Nations Day for the Eradication of Poverty.



Destitution Cupboard

This is made possible by money and in kind donations for which we are extremely grateful. From April 2019 to March 2020, 140 individuals received a total of 182 food parcels. During the lockdown, we have continued to support destitute people with food, fuel and phone top ups.



"Thanks everyone from Bridging the Gap, you have been helpful and understanding."

Come Dine With Us

This is the 4th year of our monthly community meal and we are grateful to the dedicated volunteers their time to cook and share a 3 course meal with their neighbours and friends. Over the last year 757 meals were cooked over the last year. We entertained the children with a range of activities.

One woman said "this is the first time I have been back in 6 months as my little ones always misbehaves, but they were as good as gold tonight, thanks to the activities."



Storytelling

We took 13 people on a residential storytelling weekend at Wiston Lodge in April 2019. It was loads of fun getting to know each other, sharing tears when people shared their perfect day and laughter when we created our own mini-plays.

"Making our story was the scariest thing but when we did it, it got the most laughs, it was the best."

"It's the first time I've been in woods (aged 7). We saw fairy houses, a swing and 2 deers and a pretend owl. We were doing stories and making stories. I was a Christmas Tree."



The Networks

We work to improve collaboration, information flow and prevent duplication of services locally. To do this, we continue to co-ordinate the Gorbals 3rd Sector Forum and represent it at the Gorbals Regeneration Group. We produce the Gorbals Timetable every 6 months which goes out to every household thanks to NGHAs.

In response to issues raised by Forum members, we started a project with Health Improvement about mental health services locally and the impact on 3rd Sector when people don't get the support they need. We set up the Gorbals COVID Response Group soon after the lockdown started in March.

Families Working Together

Baby and Toddler Groups & BIG Messy Play

We have worked with 92 children between our Tuesday Group and Messy Play at the Thursday Drop-in. It is always gives us great pleasure to see the growth and development in the pre-five children who attend our Baby and Toddler group and Big Messy Play through structured activities such as art and crafts, child led play and song time, many led by our fantastic volunteers. It brings so much joy to their parents/carers also.

A Dad told us, "It's really good what you are doing here. I'm from Rwanda, my kids are French-speaking. It's great for them to mix with new friends and learn English here."



One mum said that she had been feeling a bit down and felt like staying in bed but knew she had to get up for her children. She wasn't going to come along today, however, met one of the regular mum's who encouraged her to come to the baby and toddler group and she said

"I am going away feeling better than I have for a long while, thank you."



The People

Board of Directors

Chairperson	Rev Ian Galloway
Treasurer	Robert Gillies
Secretary	Jacqueline Stockdale
Trustees	Dr. Pam Green
	Patrick Barbour
	Katherine Longmuir
	Jatinder Kang
(Appointed 17/7/2019)	Elsie Mackie
(Appointed 14/11/2019)	Victoria Heaney
(Appointed 14/11/2019)	Marie Laidig
(Resigned 28/8/2019)	Michael McLaughlan
In attendance	
Director	Tricia McConalogue

Staff

Director	Tricia McConalogue
Administrator	Clemence Butoyi
Developing Young People's Team	
Project Workers	Collette Daly
	Michael Snee
	Megan Thomson
	Claire Bonner
Community Inclusion & Families Team	
Development Worker	Roz Adams
Project Workers	Catriona Milligan
	Marie McCormack
Bookkeeper	Brett Nicholls Associates

The Network

Bridging the Gap is grateful to the following for their support and partnership working:

Glasgow Asylum and Destitution Action Network
 Citizens Theatre
 Poverty Alliance
 Poverty Truth Community
 South East Integration Network
 New Gorbals Housing Association
 Gorbals Parish Church
 Blessed John Duns Scotus Church
 Holyrood Secondary School
 St. Albert's Primary School
 Holy Cross Primary School
 St Francis Primary School
 St Bride's Primary School
 St Conval's Primary School
 St Fillan's Primary School
 St Brigid's Primary School
 St Mirin's Primary School
 Our Lady of the Annunciation Primary School
 Shawlands Academy
 Cuthbertson Primary School
 Blackfriars Primary School
 Battlefield Primary School
 Shawlands Primary School
 Langside Primary School
 St Margaret's Academy Airdrie
 Airdrie Academy
 St Roch's Secondary School

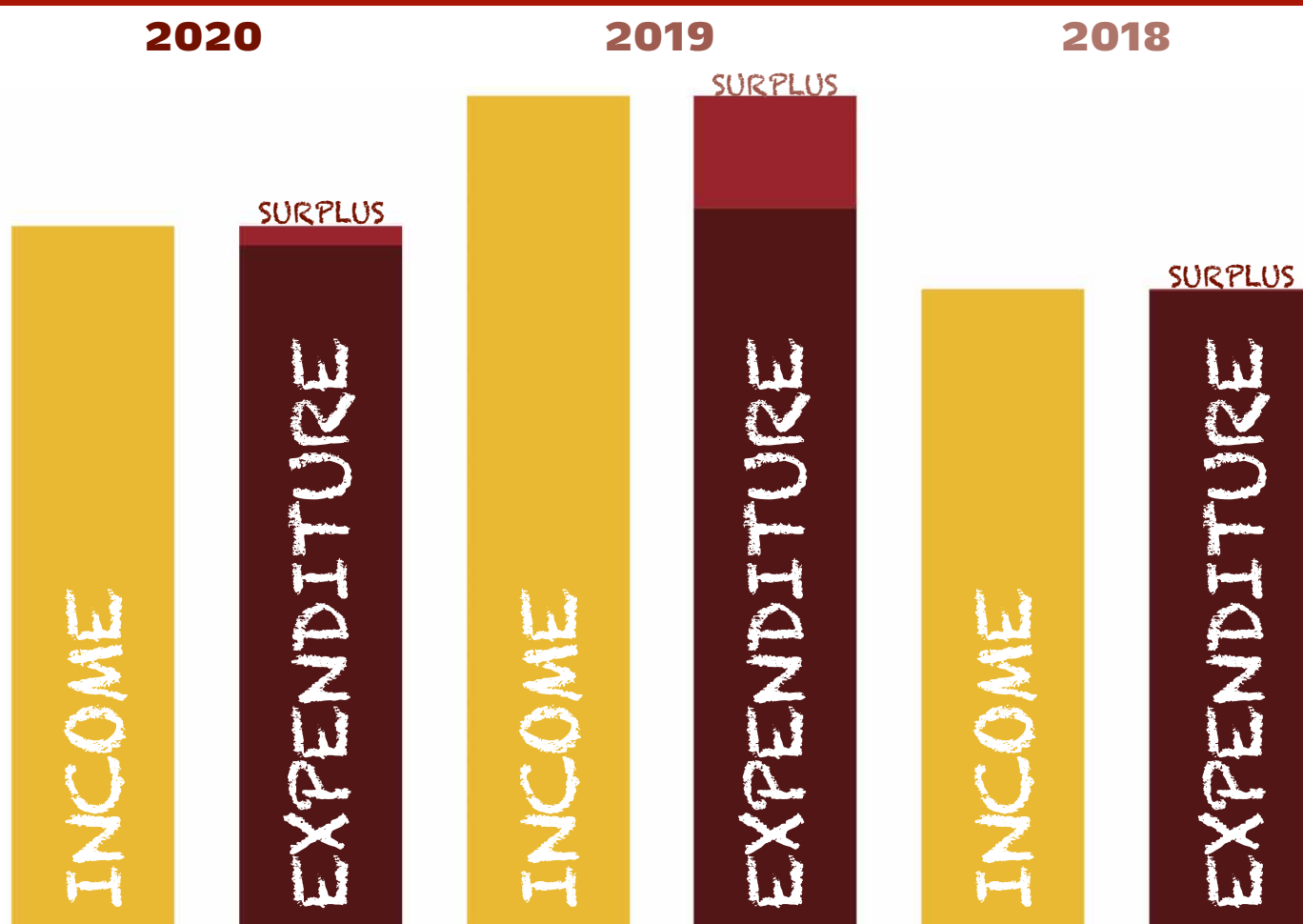
Whitehill Secondary
 Glasgow Life
 Youth Scotland
 Glasgow Council for the Voluntary Sector
 Mark Brown Programmes
 SEAL
 Glasgow Volunteer Centre
 Gorbals Fair Management Committee
 The Corrymeela Community
 Givin' it Laldie
 Gorbals 3rd Sector Forum
 The Barn
 NHS Health Improvement Team
 TASK
 Urban Roots
 Scotland the Bread
 Nourish Scotland
 Giggle N Grow
 ADevlin Visual
 ATD Fourth World
 Volunteer Glasgow
 Link Up Gorbals
 Mission Choir
 Grant Bellshaw Productions
 Friends of Southern Necropolis
 Gorbals Regeneration group
 Saint Francis Pipe Band

Income & Expenditure

For the year ended 31st March 2020

	Total Funds 2020	Total Funds 2019	Total Funds 2018
Income	£	£	£
Revenue Grants	305,793	362,453	278,657
Interest	67	60	-
Total	<u>305,860</u>	<u>362,513</u>	<u>278,657</u>
Expenditure			
Charitable Activities	297,561	313,595	275,411
Governance Costs	-	-	2,295
Total	<u>297,561</u>	<u>313,595</u>	<u>277,706</u>
Surplus/-Deficit	<u><u>8,299</u></u>	<u><u>48,918</u></u>	<u><u>951</u></u>

Surplus/Deficit



Independent Examination carried out by Wylie & Bisset LLP Chartered Accountants.

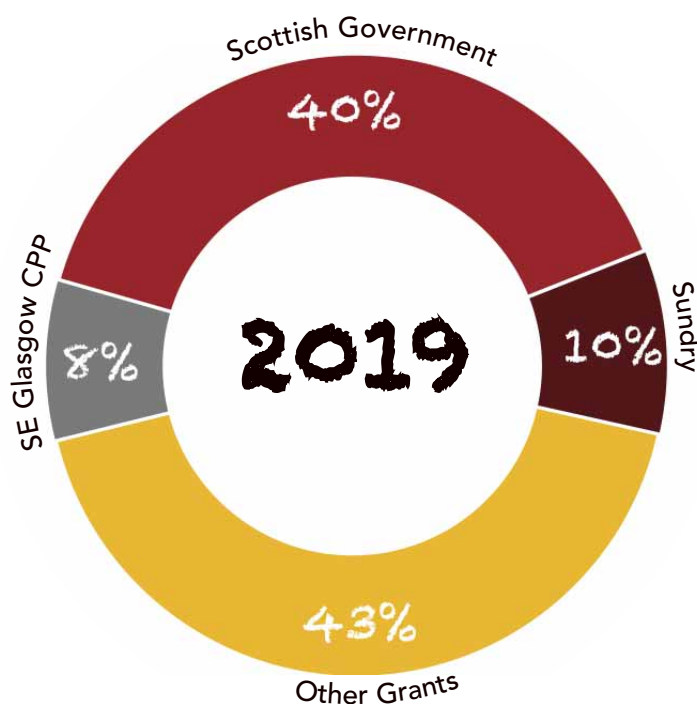
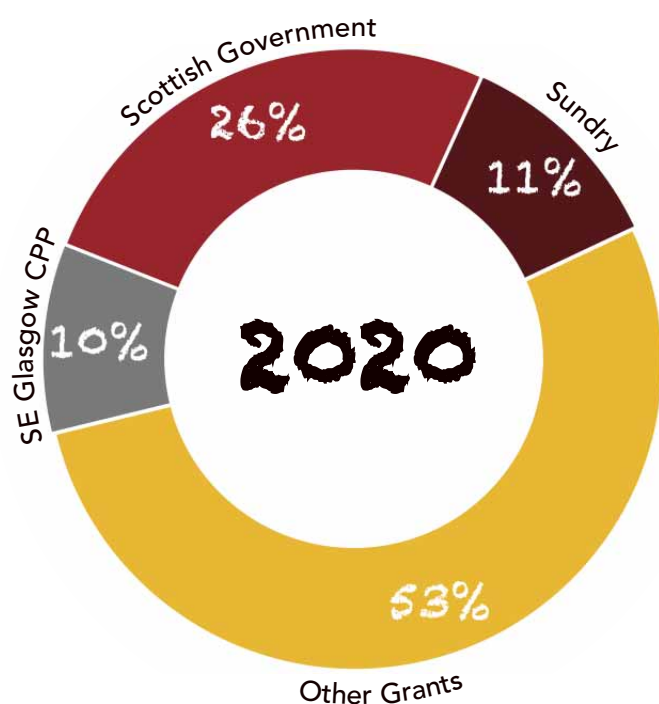
Balance Sheet

31st March 2020

	31 March 2020	31 March 2019	31 March 2018
	£	£	£
Fixed Assets			
Tangible Assets	9,571	13,979	4,103
Current Assets			
Debtors and prepayments	25,211	42,599	9,207
Bank	135,157	160,368	110,123
	<u>160,368</u>	<u>202,967</u>	<u>119,330</u>
Current Liabilities			
Accruals and Deferred Income	<u>13,242</u>	<u>68,548</u>	<u>23,953</u>
Net Current Assets	147,126	134,419	95,377
Net Assets	<u>156,697</u>	<u>148,398</u>	<u>99,480</u>
Funds			
Unrestricted funds	137,773	133,363	96,458
Restricted funds	<u>18,924</u>	<u>15,035</u>	<u>3,022</u>
	<u>156,697</u>	<u>148,398</u>	<u>99,480</u>

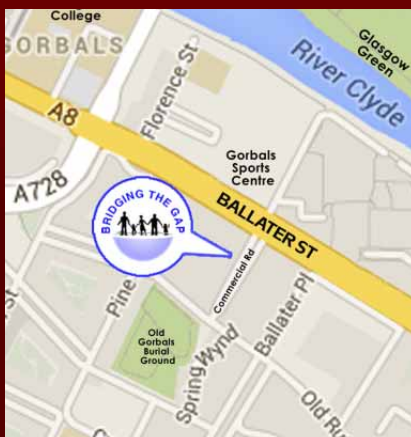
The financial statements were approved by the Board of Trustees on 30th July 2020 and were signed on their behalf 3rd September 2020 by: Robert Gillies Treasurer

Income





Bridging the Gap is grateful to all the trusts, individuals and other bodies for funding support during 2019-2020 of which these are a few:



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www.bridging-the-gap.org

Scottish Charity No: SC028657 Company No: SC284862

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