

Annual Report 2024/25



PHASE 6



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About Generation CashBack



Generation CashBack is part of the CashBack for Communities Programme in Scotland.

The CashBack for Communities Programme takes monies recovered through the Proceeds of Crime Act 2002 and invests them into community programmes, facilities and activities largely for young people. The programme is designed to support the Scottish Government's aim to tackle inequalities by having a greater focus on young people from areas of deprivation and other disadvantaged young people. Phase 6 of CashBack for Communities runs from 1 April 2023 to 31 March 2026 and funds a range of trauma-informed and person-centred services and activities for young people between the ages of 10-25 that:

- Support young people most at risk of being involved in antisocial behaviour, offending or reoffending towards or into positive destinations.
- Provide person-centred support for young people, parents and families impacted by Adverse Childhood Experiences and trauma.
- Support young people to improve their health, mental health and wellbeing.
- Support people, families and communities most affected by crime.

Generation CashBack is delivered by a partnership consortium of four of the largest volunteer-led youth work organisations in Scotland, comprising of: Scouts Scotland, Girlguiding Scotland, The Boys' Brigade, and Youth Scotland. It centres around two main strands of project delivery ('Grow' and 'Lead'). Grow exists to build the capacity of member groups to support their young people, while Lead offers direct delivery of youth opportunities and awards. Each organisation within the consortium employs one or more Development Officers (DOs) to provide local level support to groups across both strands. While

each organisation approaches delivery according to their own successfully established practices, all DOs work closely with staff and volunteers at local youth groups.

Grow

Development Officers enable groups to increase their focus on tackling anti-social behaviour, delivering diversionary activity and other issue-based work such as ACEs awareness, mental health and wellbeing and climate action. DOs support groups to: recruit volunteers, upskill youth workers, deliver new activities and also provide small scale capacity-building funding (up to £2K). Using a needs-analysis approach, we develop existing groups in disadvantaged communities. Where there are no youth groups found, we support local communities to establish new groups.

Lead

We deliver leadership and peer-mentoring opportunities to young people from Generation CashBack eligible groups. These cover a variety of themes including physical activity, climate action, youth participation and positive mental health. Young people are supported to put skills into practice in their communities and gain a range of youth awards that are designed to meet their needs and improve education and employability options. Young people will co-produce three national 'Reach' events, themed around mental health and wellbeing, climate action and youth voice.

The Generation CashBack consortium



The Generation CashBack consortium is comprised of four leading national youth work organisations:

Girlguiding Scotland

Girlguiding Scotland is the leading charity for girls and young women in Scotland, supporting nearly 40,000 young members. We help girls discover how much they're capable of, through experiences they might not otherwise have. They will have fun whizzing their way through challenging activities, making friends for life, growing in confidence and making a positive difference to others.

Scouts Scotland

As Scouts, we believe in preparing young people with skills for life. We encourage our young people to do more, learn more and be more. Each week, we give almost 35,000 young people in Scotland the opportunity to enjoy fun and adventure while developing the skills they need to succeed. We're talking about teamwork, leadership and resilience—skills that have helped Scouts become everything from teachers and social workers to astronauts and Olympians.

The Boys' Brigade Scotland

The Boys' Brigade engages with over 20,000 children and young people providing opportunities to meet in their communities and engage in a range of fun and developmental activities. We believe that empowering children and young people is important and do this by involving them in decision making at all levels of the BB and giving responsibility appropriate to their age and aptitude.

Youth Scotland

Youth Scotland is the national charity for supporting and delivering youth work in the community. We believe in changing lives through youth work. We are the largest national youth work organisation in Scotland, supporting 113,100 young people, 2,400 youth groups and over 11,700 youth workers. Youth Scotland has been around since the early 20th century and has a diverse membership network – from small rural youth groups to large urban projects. The common goal that we all share is better outcomes for young people.



Story of year 2: April 2024–March 2025



Celebrating our second year of CashBack for Communities Phase 6, our consortium took the opportunity to reflect on the continued progress of the Generation CashBack programme and our strengthened partnership.

This year, we came together more regularly to share learning and best practice, develop a better understanding of the differences in our delivery and discuss a joint approach in action towards the issues facing our members, groups and young people.

We build strong relationships through regular one-to-one discussions with individual groups, acknowledging their needs and identifying the appropriate support to build their capacity and enhance sustainability. Whilst the impact on our members varies across the consortium, the causes of these challenges mainly stem from the same issues: the cost-of-living crisis and the fall-out of the COVID-19 Pandemic.

One of the biggest challenges shared across the consortium, is access to safe spaces. This includes the cost of venue hire, the availability of appropriate venues and the limitations of amenities such as gender-neutral bathrooms and quiet spaces. Due to the nature of Generation CashBack, our groups mainly engage with young people from the most deprived areas in Scotland, who are particularly vulnerable due to several factors. Therefore, it is essential that youth groups can afford to provide a warm space where young people can connect with their community, access services and feel comfortable to be their full-authentic selves.

This year, we increased our reach across Scotland, identifying groups who desperately required small scale funding to stay open. Through our Grow support, we then supported groups to access networking opportunities where they could establish long term relationships with various funders in order to become more sustainable.

As seen in Year 1 of Phase 6, the COVID-19 Pandemic continues to affect young people's mental health, confidence and engagement within their communities. Many of our young people also have experience of trauma and/or adverse childhood experiences, and on top of this are faced with current issues such as global political discourse, the rise of misinformation and disinformation and the climate crisis. Therefore, the Lead strand of Generation CashBack has focused on developing the resilience and confidence of young people, supporting them to recognise their value and creating opportunities to build connections with their peers. This has involved direct delivery to youth groups, increased opportunities for worker and volunteer training and support for young people to achieve accreditation through youth awards.

This year we spent £588,569 across the partnership to fund both the Grow and Lead strands of the programme.

Reach 2025: Climate, Connect and Change



Coined by the Reach Young Advisors themselves, 'Reach 2025: Climate Connect and Change' took place on 15 March 2025 at Fordell Firs, the Scouts Scotland HQ.

The cross-consortium event was once again co-designed and co-delivered by our Reach Young Advisors, a team of young people aged 14-25 from each of the Generation CashBack partner organisations. This year, they chose to theme activities around sustainability and planned workshops designed to provide young people with valuable knowledge and practical skills needed to effect positive environmental change. Their passion and thoughtful consideration of the theme was evident throughout the event – from encouraging delegates to camp instead of booking accommodation to reduce carbon footprint, to using biodegradable cutlery.

On the day, delegates arrived at the outdoor adventure centre to uncharacteristically beautiful weather for March in Scotland, where they were welcomed by the Young Advisors. Their day was then packed with activities ranging from 'Pollinators' – which involved creating seed balls to help pollinating

insects – led by the Guides to 'Outdoors' – including den-building and safe fire-making – delivered by Youth Scotland. For our volunteers and workers, we provided various workshops including 'Creative Evaluation and Effective Consultation' and 'Youth Participation'. The young people then came together to complete their Hi5 Awards (SCQF Level 2) before moving onto an evening of exciting entertainment.

The purpose of Reach is to bring together young people and workers from both the uniformed organisations and other youth groups, creating opportunities to build lasting connections and enjoy meaningful experiences. Our consortium partners agree that this year's event was hugely successful in achieving these goals and our members and young people have already expressed their interest in taking part next year.

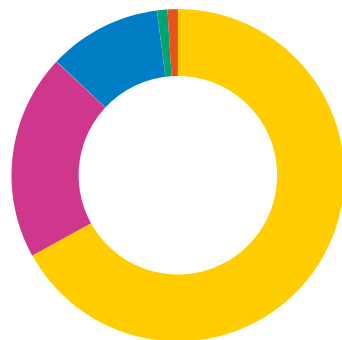
The people we worked with: year 2



Participation target **2,666** – Participation actual **2,743**

Age Profile

- 10-15 years – 1,840 – 67%
- 16-18 years – 559 – 20.4%
- 19-24 years – 305 – 11.1%
- Over 24 years – 8 – 0.3%
- Prefer not to say – 31 – 1.1%



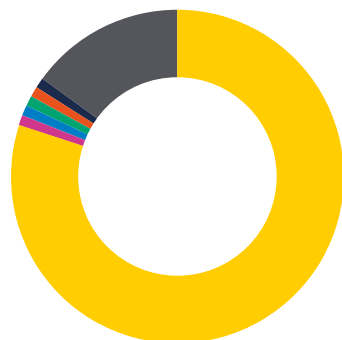
Sex Identity Profile

- Male – 1,308 – 47.7%
- Female – 1,385 – 50.5%
- Non-binary – 24 – 0.9%
- Prefer not to say – 26 – 0.9%



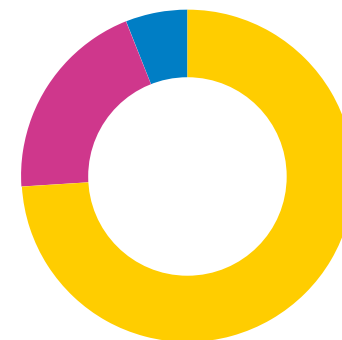
Ethnicity Profile

- White – 2,204 – 80.3%
- Asian, Asian Scottish/British – 28 – 1%
- Black, Black Scottish/British, Caribbean, African – 36 – 1.2%
- Arab, Arab Scottish/British – 18 – 0.7%
- Mixed/multiple ethnicity – 25 – 0.9%
- Other ethnic group – 22 – 0.8%
- Prefer not to say – 410 – 14.9%



Disability Profile

- None – 2,040 – 74.4%
- Identifying with a disability – 658 – 20%
(Participants as participants can have more than one disability.)
- Prefer not to say – 150 – 5.5%





Generation CashBack engages young people in Scotland's most deprived areas. 91.6% of the young people engaged in Year 2 were from SIMD 1-5. The majority of delivery has reached young people facing the most extensive deprivation as shown by the data presented below.

Generation CashBack calculates the top 20% most deprived Data zones within any given Local Authority area, as opposed to the national measure, which ensures we reach urban, rural and island communities throughout Scotland. For some Local Authority areas (e.g. Moray, Aberdeenshire, Shetland), the top 20% of postcodes include those in SIMD 3 and 4. SIMD eligibility is checked using a database tool Youth Scotland created specifically for this project.

We also use our relationships with local stakeholders to identify groups that specifically work with young people involved in, or at risk of being involved in, anti-social behaviour or crime, or who have experienced high levels of trauma, rural isolation, or who have care experience. SIMD is a useful starting point for identifying groups in areas of multiple deprivation who would most benefit from support, but this needs to be used alongside information about the issues in the area for a fuller picture.

SIMD Profile of Participants



0%-20% – 1,868 – 68.1%

20%-30% – 307 – 11.2%

30%-40% – 249 – 9.1%

40%-50% – 88 – 3.2%

50%-100% – 231 – 8.4%

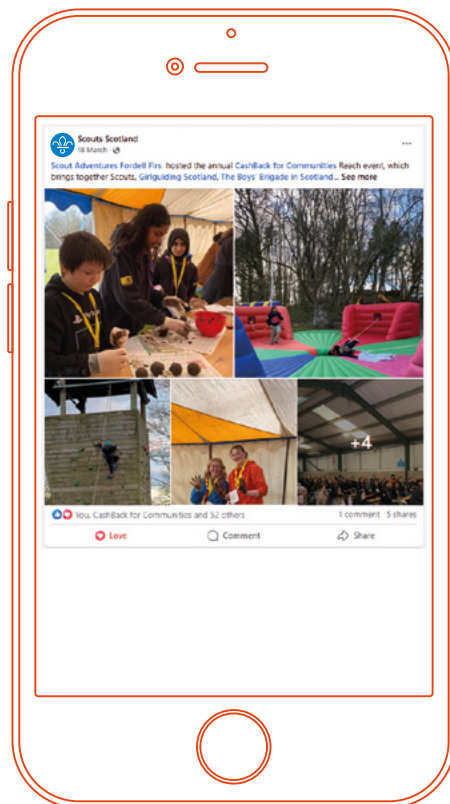
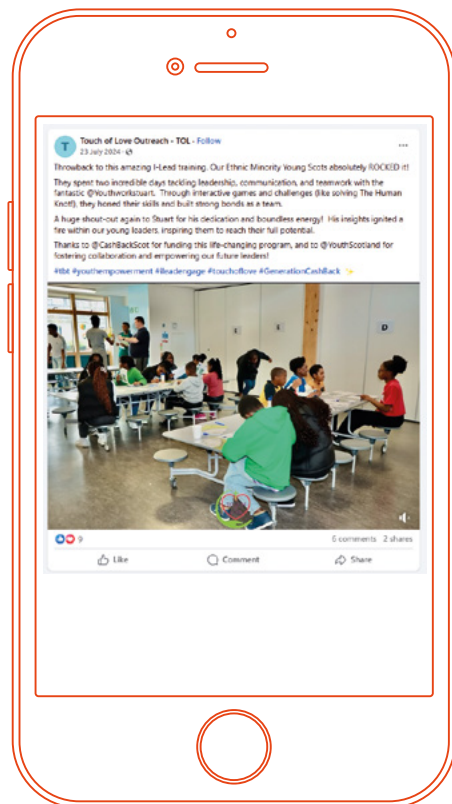


Accredited learning gained during Generation CashBack delivery includes Youth Scotland Awards such as Hi5 Awards (level 2), Dynamic Youth Awards (level 3) and Youth Achievement Awards (levels 4-7), as well as a number of non-SCQF qualifications or training courses such as Duke of Edinburgh Bronze-Gold, Explorer Young Leader, Queens Guide, Saltire.

Recognised SCQF qualifications/accreditations achieved over Year 2

Level 2	269
Level 3	40
Level 4	65
Level 5	51
Level 6	25
Level 7	2
Non-SCQF qualifications/accreditations	1076

Social stories



Generation CashBack positive outcomes and destinations

This year, we received a more accurate return of evaluation data which more closely reflects the views of the young people we have worked with. This data allows us to examine our impact and analyse the strengths and areas for improvement within the Generation CashBack Project.

2,734 young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

2,661 young people report their mental health has improved and they have a more positive outlook on life

2,664 young people reported improved wellbeing (against SHANARRI indicators)

2,743 the number of young people who participated in a GCB activity

31,233 hours of volunteering contributed by participants

2,716 young people report their confidence has increased

2,741 young people report positive, supportive networks – including improved relationships with family, friends and peer mentors

2,727 young people report a heightened sense of belonging to a community

2,739 young people feel more resilient

2,734 young people report positive changes in their behaviour

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

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Throughout the year, performance against Outcome 1 remained consistently high, exceeding the target set for each indicator. This was reflected in the qualitative feedback in quarter 4.

“Being part of my group has helped me become more responsible and gives me time to have fun with my friends.”

“Helped me with the police and I volunteered for a clean-up instead of getting charged. Like seeing the workers and having things to do.”

“That they can help me out when I get involved with the police. Not hanging about in the streets as much – somewhere to go.”

“By taking part with this Youth Group, I’ve learned to become responsible and to help others when in need.”

OUTCOME 1:

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

	Actual	Target	Variance	%
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- Young people report that their own participation in antisocial and/or criminal behaviour has reduced

YEAR 2 – 2024/25	2734	2240	494	122%
PHASE 6 TO DATE	6034	5600	434	108%

- Young people report that they feel less inclined to participate in antisocial and/or criminal behaviour

YEAR 2 – 2024/25	2734	2240	494	122%
PHASE 6 TO DATE	6117	5600	517	109%

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

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One of the shared aims across the consortium is to improve access to opportunities for young people to develop their skills, take part in training and gain accreditation.

Accredited learning includes Hi5 Awards (SCQF level 2), Dynamic Youth Awards (SCQF level 3) and Youth Achievement Awards (SCQF levels 4-7), and the Boys' Brigade KGV1 Awards (SCQF level 7) as well as a number of non-SCQF qualifications or training courses such as Duke of Edinburgh Bronze-Gold, Explorer Young Leader, Queens Guide, Saltire and further awards offered by Girlguiding Scotland, Scouts Scotland and the Boys' Brigade.

“I like taking part in the bored meetings because it showed me new ways to include the whole group and make decisions together.”

“I enjoyed learning about first aid. Now I think I can be confident with any medical emergency.”

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

	Actual	Target	Variance	%
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• Young people gain accreditation for a new skill

YEAR 2 – 2024/25	1233	960	273	128%
PHASE 6 TO DATE	3613	2400	1213	151%

• Young people report an improved relationship with their school

YEAR 2 – 2024/25	2560	2240	320	114%
PHASE 6 TO DATE	5593	5600	-7	100%

• Progression outcomes after completion of the programme; the number of participants gaining/taking up: Volunteering

YEAR 2 – 2024/25	975	1120	-145	87%
PHASE 6 TO DATE	2222	2800	-578	79%

OUTCOME 3:

Young people's health, mental health and wellbeing improves

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Partners have delivered well against Outcome 3, with young people reporting that being involved in Generation CashBack activity has had a positive impact on their wellbeing. Young people report their feelings against the SHANARRI indicators.

The 'getting it right for every child' (GIRFEC) approach supports children and young people so that they can grow up feeling loved, safe and respected and can realise their full potential. At home, in school or the wider community, every child and young person should be:

- Safe • Healthy • Achieving • Nurtured • Active • Respected
- Responsible • Included

Since our previous annual report, we have come to expect a high percentage of young people reporting on taking part in physical and sporting activities and we are glad that this has been maintained across the consortium.

“ I don't like sport much, but BB lets me try without worry of people saying I'm rubbish.”

“ I have found that being a part of something like Scouts has boosted my overall well-being. Learning how to survive and create in nature.”

OUTCOME 3:

Young people's health, mental health and wellbeing improves

	Actual	Target	Variance	%
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- Young people report an increase in feelings against SHANARRI indicators: Safety, Health, Achievement, Nurture, Activity, Respect, Responsibility, Inclusion

YEAR 2 - 2024/25	2664	2240	424	119%
PHASE 6 TO DATE	5852	5600	252	105%

- Young people report their mental health has improved and they have a more positive outlook on life

YEAR 2 - 2024/25	2661	2240	421	119%
PHASE 6 TO DATE	5952	5600	352	106%

- Young people report their confidence has increased

YEAR 2 - 2024/25	2716	2240	476	121%
PHASE 6 TO DATE	6066	5600	466	108%

- Young people report evidence of participation in physical and sporting activities

YEAR 2 - 2024/25	2667	960	1707	278%
PHASE 6 TO DATE	5921	2400	3521	247%

OUTCOME 4: Young people contribute positively to their communities

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Almost all young people across the consortium reported feeling that their contribution, links with communities and social interaction are improving. This is the result of various opportunities organised by consortium partners and individual groups including volunteering, workshops with community services and more.

By volunteering as Young Leaders within their local group, young people have developed their confidence as well as their skills and experience. They are able to build strong relationships with their peers and feel a sense of ownership in the activities they participate in or support when delivering to younger members.

“ I like volunteering and learning new things. I enjoy being part of the staff team and working with the wee ones I feel more confident and know I have good qualities.”

“ I have very much enjoyed watching the growing confidence in our boys who started off not believing in themselves, watching them being so proud of themselves when they realise they are capable of everything.”

OUTCOME 4: Young people contribute positively to their communities

	Actual	Target	Variance	%
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- Young people report their perception of their neighbourhood improves

YEAR 2 - 2024/25	2638	2240	398	118%
PHASE 6 TO DATE	5758	5600	158	103%

- Young people report a heightened sense of belonging to a community

YEAR 2 - 2024/25	2727	2240	487	122%
PHASE 6 TO DATE	6094	5600	494	109%

- Young people report feeling their contribution, links with communities and social interaction are improving

YEAR 2 - 2024/25	2737	2240	497	122%
PHASE 6 TO DATE	6123	5600	523	109%

- Young people report increased motivation to positively influence what happens in their community

YEAR 2 - 2024/25	2696	2240	456	120%
PHASE 6 TO DATE	6020	5600	420	108%

- Young people go on to volunteer, coach, mentor, support or take a leadership role in community organisations

YEAR 2 - 2024/25	975	2240	-1265	44%
PHASE 6 TO DATE	2222	5600	-3378	40%

- Hours of volunteering contributed by participants

YEAR 2 - 2024/25	31233	38000	-6767	82%
PHASE 6 TO DATE	74001	95000	-20999	78%

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

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The consortium and our groups understand that creating opportunities for young people to connect and take part in meaningful activities has a direct impact on reducing anti-social behaviour. This is why we support groups to design and deliver engaging activities that help young people to; build their resilience, become more adaptable and understand their rights, responsibilities and the impact of their choices.

“I've enjoyed getting to meet new people and contribute to providing a safe and positive environment for local girls to learn, have fun & grow as people.”

OUTCOME 5:

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

	Actual	Target	Variance	%
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- Young people report feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations)

YEAR 2 - 2024/25	2739	2240	499	122%
PHASE 6 TO DATE	6126	5600	526	109%

- Young people report positive, supportive networks – including improved relationships with family, friends and peer mentors

YEAR 2 - 2024/25	2741	2240	501	122%
PHASE 6 TO DATE	6124	5600	524	109%

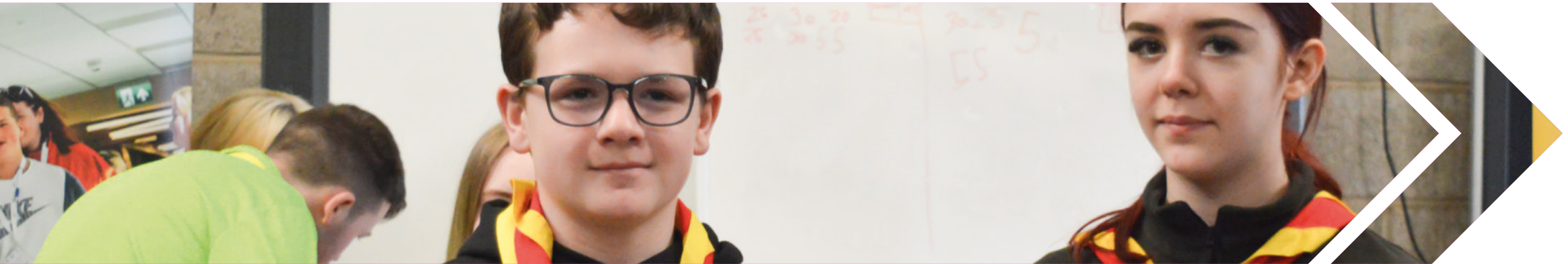
- Young people report increased access to appropriate services

YEAR 2 - 2024/25	2675	2240	435	119%
PHASE 6 TO DATE	5771	5600	171	103%

- Young people report positive changes in their behaviour (e.g. reduced risk taking/ increased understanding of risk/ better ability to make positive choices/ improved understanding of rights and responsibilities)

YEAR 2 - 2024/25	2734	2240	494	122%
PHASE 6 TO DATE	6117	5600	517	109%

Evaluation overview



Our main processes of evaluation have remained the same throughout Phase 6 however we continue to reflect and improve on these where possible.

To evaluate Generation CashBack, we use the following methods:

- Interviews with young people.
- Interviews with stakeholders.
- Workshops with Development Officers from the Generation CashBack Consortium.
- Analysis of data from young person evaluation forms.
- Analysis of data from participant registration forms.
- Qualitative feedback collected at Reach, other events and through evaluation forms.

After a significant review and redesign of our evaluation forms took place, we now feel confident that this process is as simple for young people and youth workers to complete as possible, whilst maintaining an accurate reflection of young people's views. We continue to offer direct support to groups to

complete their evaluations including in-person workshops for young people and information sessions for youth workers. This allows us to explain the purpose of collecting this data and answer any questions. As we move into the final year of Phase 6, Youth Scotland are trialling more regular online meetings with groups to continue to support workers and volunteers with these processes.

The data collected over Year 2 of Phase 6 demonstrates the continued effectiveness of the consortium and impact of the Generation CashBack Programme.

As a consortium, we are uniquely positioned to engage with young people in Scotland's most disadvantaged areas, ensuring their voices are heard and their needs addressed. This is especially vital for those experiencing rural isolation, whose challenges differ significantly from those in urban settings.

“I've enjoyed making new friends and having new opportunities to do stuff I usually wouldn't be able to do.”

Evaluation overview cont.

This year, Generation CashBack-supported groups have played a pivotal role in shaping young people's experiences, as highlighted by both practitioners and the young people themselves. The evaluation has uncovered key themes that showcase the programme's broad and meaningful impact across various aspects of their lives. These include:

- **Feeling safe and included:**

- *"Everything is enjoyable and it's great to have the night at guides to be round about people of the same age where we are encouraged supported and safe to be ourselves".*
- *"Just been made an APL on camp. So happy. Enjoy camps. Having autism, it is so great to be treated normal."*
- *"I've enjoyed building my confidence and I've learned to never be afraid of speaking to someone about something that is worrying me."*

- **Making new friends and feeling more connected:**

- *"I have enjoyed the opportunity to meet and make friends with more queer people while also learning about important topics and having fun."*
- *"I really enjoyed meeting new people and finding new friends. This gave me an opportunity to try new things I usually wouldn't get to do! One of my favourites was dungeons and dragons which wasn't what I expected!"*

- **Participating in meaningful activities:**

- *"I like going to the club and get to make slime/do arts and crafts/cook and I can now make my own lunches. I have met new friends that will be going to the same high school. It gives me something to do instead of being on my phone in the house. I got a certificate at school for doing litter picking with the youth club."*
- *"I like getting out the house and feel like I'm doing something to help my community."*
- *"It helps me to be more socialised."*

- **Understanding their own value and recognising their achievements:**

- *"I've gained more confidence and admiration for myself."*
- *"I have learned how much I can help others plus I really enjoy myself while doing it."*
- *"Increased leadership skills, motivation to make a difference, forming a successful team & working together to improve boy's lives."*



- *"Watching the boy's growing in confidence, realising their capabilities & being proud in themselves."*
- **Having the space to grow instead of taking part in risk-taking behaviour:**
- *"That they can help me out when I get involved with the police. Not hanging about in the streets as much-somewhere to go."*
- *"It helped me go back to school part time. I like coming to the youth clubs. I know how to make toasties, cakes and pizzas. The workers got me unbarred from ASDA"*
- *"I liked the music as it's always been my escape but also getting involved in workshops help me work on myself."*
- *"I learned hard work gives you rewards, i.e. Queen's Badge & Camp."*
- *"I take pride in not seeing the members of our group causing anti-social behaviour with other members of their age groups."*
- **Feeling part of and contributing to their community:**
- *"I have enjoyed taking part in fundraisers as it makes me feel like I am giving back to the community."*
- *"I enjoy feeling like part of a community and knowing who to go to when I struggle with things."*
- *"I enjoy the Young Leader program because it gives me a chance to play a bigger role in my Scout troop and teach different skills and activities to the younger groups in hopes that one day they will follow in my footsteps as a Young Leader and keep the Scouting community active for decades to come."*
- *"I have loved doing our community project! Turns out I can paint!"*

Progress against priorities for Phase 6

At the end of Phase 5 we laid out our priorities for Phase 6. Below is a summary of what has been achieved so far against each priority.

Continuing to leverage the wider membership offer of each consortium partner

As in Year 1, groups are supported across the consortium to access training, Lead opportunities, Reach and the benefits of each consortium partner's wider offer. This ensures a fair and consistent approach to support for members whilst providing opportunities for networking and partnership working.

Identifying areas most in need

By continuing the cross-consortium approach to needs analysis and even geographical spread of support, we have improved our reach from Year 1 of Phase 6, supporting 31 out of 32 Local Authorities. This has involved a conscious effort to reach local authorities we were unable to support last year including Orkney, Shetland and Dumfries and Galloway. Youth Scotland now has two Area Co-ordinators based in Dumfries and Galloway who help us identify groups eligible for support. Furthermore, the Rural Youth Action Network and Young Islands Network have allowed us to reach young people in the most rural and isolated areas. Across the consortium, we continue to use our relationships with local stakeholders to identify areas where young people are at risk of involvement with the criminal justice system and offer support. We also expanded our participant registration forms for groups to identify other challenges young people were facing, such as experience of trauma, or having a family member in prison. Though this was not a required field, it provided some extra data on what challenges young people from Generation CashBack are facing. Some of the most common challenges listed were: experiencing poverty; experience of trauma/ACEs; involvement with anti-social behaviour; and rural isolation. There were also a smaller number of young people who were care experienced, had refugee status, are young carers, or have a history of alcohol or substance misuse.

Trauma informed practice training, and other mental health and wellbeing training

Throughout Phase 6, we have provided training in trauma informed practice, and further training in mental health and wellbeing for youth workers of Generation CashBack groups. In Year 1, Youth Scotland developed an ACEs



Aware pathway and ran 6 'Understanding the Impact of Psychological Trauma' sessions specifically tailored to a youth work audience and that were well attended by Generation CashBack groups. Girlguiding Scotland also worked with external partners to provide training in how to support young people who have relatives in prison, and those affected by bereavement.

This year, Youth Scotland delivered 'Feel Good' Lead sessions to several CashBack groups, which create opportunities for young people to explore their emotional wellbeing, sensory needs and gratitude.

Scouts Scotland have continued to deliver their Generation CashBack Leader Training Weekends that incorporate training on how to identify and support young people with poor mental health and wellbeing.

Offering more youth participation focussed Lead opportunities

Each of the consortium partner organisations offer youth participation opportunities individually including Young Leaders Schemes at the uniformed organisations. This year, Youth Scotland have continued to offer Young Grantmaker opportunities including 2 projects with Corra. Our Reach Young Advisors Panel is made up of young people from across all four organisations.

Introducing themes for Reach events

Last year we held our first Reach event which was themed around youth voice. This year's 'Reach 2025: Climate, Connect and Change' was themed around climate action and for our final year of Phase 6, the young people have chosen mental health and wellbeing.

Spotlight on Scottish Government priorities

Across the Generation CashBack consortium, we offer a range of Lead opportunities for young people, and opportunities for youth workers and groups, that further the priorities of the Scottish government. Below are some examples.

1. Eradicating Child Poverty

- Youth Scotland offers a range of funding opportunities for youth groups and young people including **The Safe Spaces Youth Work Fund** (www.youthscotland.org.uk/programme/safe-spaces-youth-work-fund) which supports early intervention and youth work opportunities for young people at risk and **The Rural Action Fund** (<https://www.youthscotland.org.uk/programme/rural-action-fund>). In 2022, Youth Scotland published a report, **Acting on Poverty** (www.youthscotland.org.uk/story/acting-on-poverty) highlighting how youth work supports communities most affected by poverty and makes a tangible difference to the lives of young people and their families. The report covers the cost-of-living crisis, the poverty-related attainment gap, low-income communities and touches on how Generation CashBack helps support affected communities.
- Girlguiding Scotland offer the **UK units in need grant for groups** (www.girlguiding.org.uk/information-for-volunteers/running-your-unit/finance-insurance-and-property/grants-and-funding/uk-units-in-need-grant) who are struggling financially or are based in an area of deprivation. They also have a suite of online resources for volunteers on how to support members living in poverty.
- The Boys' Brigade have created resources to support volunteers to raise funds for their groups including their **Fundraising Challenge – The Boys' Brigade** (boys-brigade.org.uk/fundraising-challenge)
- Scouts UK have also developed a **range of resources and online articles** (www.scouts.org.uk/volunteers/running-things-locally/grants-and-funds-for-your-local-group) to help make scouting more affordable for young people and volunteers.



2. Growing the Economy

- This year Youth Scotland delivered **Hatch** (www.youthscotland.org.uk/programme/hatch) in partnership with UK Youth and KFC. Hatch was an employability programme for young people aged 16 – 25 who are not in education, employment or training (NEET) or at risk of being NEET.
- Furthermore, Youth Scotland's **Youth Awards** (www.youthscotland.org.uk/awards) recognise young people's achievements with SCQF qualifications, which can be used as evidence in for college, university or employment opportunities.
- Scouts Scotland offer a variety of awards including **King's Scout Award** (www.scouts.org.uk/top-awards/kings-scout-award) which encourage young people to develop leadership skills and gain valuable experiences.
- Girlguiding Scotland have also created a suite of **employability resources** (www.girlguidingscotland.org.uk/for-volunteers/growing-our-membership/recruitment-and-awareness-raising/girlguiding-and-employability) for their young people including advice on how to evidence transferrable skills gained as a Guide in an employment context.
- The Boy's Brigade **King's Badge** (boys-brigade.org.uk/kings-badge) is also designed to expand the horizons of young people who participate, building their confidence and skills for the future.

Spotlight on Scottish Government priorities cont.



3. Tackling the Climate Emergency

- Girlguiding Scotland offers **Keep Scotland Beautiful training** (shop.girlguidingscotland.org.uk/keep-scotland-beautiful-resource.ir) and resources to support units to celebrate Scotland's natural beauty and take action to preserve it.
- Youth Scotland offers **Climate Action Hi5 and Dynamic Youth Awards** (youthscotland.org.uk/awards/order-resources/free-awards-resources/awards-sample-challenge-sheets) that support young people to set themselves a challenge that will benefit the environment while gaining an SCQF Level 2 or 3 qualification.
- Scouts Scotland offer their **Green Young Leaders programme** (www.scouts.org.uk/volunteers/running-your-section/take-part-in-generation-green/green-young-leaders-scheme) which teaches young people to run their Green Champion programme for other young people. They also offer the **Earth Tribe Award** (www.scouts.org.uk/about-us/our-campaigns/earth-tribe) which helps young people to; understand the world around them, and the dangers our planet faces, become environmentally conscious, active global citizens and be a planet champion and take action now and in the future to protect our planet and create a better world.
- For Year 3 of Phase 6, the Boys' Brigade have partnered with Christian Aid on their **Climate Justice Programme** (boys-brigade.org.uk/bb-partners-with-christian-aid-on-climate-justice-programme-resources), providing units with resources and activities to inform young people on how they can use their voice to make a difference.

4. Ensuring High Quality and Sustainable Public Services

- Youth Scotland offer an **accredited training pathway** (www.youthscotland.org.uk/training/accredited-pathway) for youth workers and volunteers to ensure that they can: create a safe space for young people; plan, deliver and evaluate fun youth work sessions for young people; engage young people meaningfully and celebrate and recognise their achievements. Other training on offer includes 'Better lives, principles and practice of violence prevention with young people' and 'Child Protection Awareness'.
- Girlguiding Scotland's Youth Forum **Speak Out** (www.girlguidingscotland.org.uk/girls-taking-action/girls-speak-out/#speak-out) gives young people the opportunity to have a direct role in their campaigning and advocacy work. The forums achievements include speaking out about period poverty in the Scottish Parliament and Given evidence to MSPs in the Economy, Energy and Fair Work Committee on the impact of COVID-19 on young people's employment opportunities.

Spotlight on Scottish Government priorities cont.



UNCRC

- This year, Youth Scotland worked with young people from our member groups to co-design our new **Children's Rights and Wellbeing Impact Assessment – Young Person Version** (https://www.youthscotland.org.uk/wp-content/uploads/2023/07/GCB-CRWIA-YP-Friendly-Updated_compressed.pdf). This document is designed to inform young people on how the Generation CashBack Programme impacts young people's rights in a relatable and accessible format. We also updated our standard CRWIA for stakeholders.
- Scouts Scotland have introduced a **Rights Challenge Badge** (scouts.scot/for-volunteers/badges-awards/rights-challenge-badge) in partnership with the Children and Young People's Commissioner Scotland and has supported Generation CashBack groups to access this. The badge features a range of activities and resources to empower Scouts (and their leaders) to learn about and understand their rights.

Collaborating across the CashBack portfolio

- This year, Youth Scotland have enjoyed representing the consortium at CashBack Portfolio events and online learning sessions including an introduction to supporting asylum seeking and refugee young people.
- We also had the opportunity to meet other CashBack partners at the CashBack Sharing and Learning Day in Edinburgh which included a packed agenda of informative presentations, networking and learning opportunities and more.

“I've enjoyed building my confidence and I've learned to never be afraid of speaking to someone about something that is worrying me.”

What next?



Looking ahead to Year 3 of Phase 6, consortium partners have already identified Grow groups for support. We will continue to work cross-local authority, identifying areas most in need of support using SIMD measures and local reports of ASB and other challenges that young people are facing that could lead to involvement with the criminal justice system.

Priorities for Year 3

- We will review data on the needs that are emerging with supported groups across the consortium and use this to inform our Grow and Lead offers.
- We will continue to share learning on increasing youth workers' awareness of evaluation processes for Generation CashBack and incentivising data return. This includes Youth Scotland's new Regular Network meetings for CashBack youth workers and volunteers.
- We will aim to improve reporting on volunteering hours completed by young people, connecting with youth workers to build a more accurate picture across the consortium.

“ It helped me go back to school part time. I like coming to the youth clubs. I know how to make toasties, cakes and pizzas. The workers got me unbarred from ASDA.”

45th Glasgow Boys' Brigade

Generation CashBack supported the Boys' Brigade 45th Glasgow company to set up weekly chanter sessions for members, providing an additional diversion and allowing them to connect with their heritage. Callum (14), Oliver (12) and Jack (11) have been taking part for over a year and were interviewed alongside their Leader. Outside of BBs the boys attend school:

“It's mostly good, but it's like, sometimes a period can be boring and it lasts for like, it feels like it's like five hours.”

CASE STUDY

“It’s different opportunities. It’s something to do, instead of sitting in the house... it gets you out and you meet new people... And, I don’t know, after a couple of years, I kind of feel, I don’t know if that’s the right word, but loyal to them, so I wouldn’t want to, like, leave anytime soon...”

All three boys love the BBs and have been attending since primary school: *“It’s different opportunities. It’s something to do, instead of sitting in the house... it gets you out and you meet new people... And, I don’t know, after a couple of years, I kind of feel, I don’t know if that’s the right word, but loyal to them, so I wouldn’t want to, like, leave anytime soon.”*

The idea to offer chanter lessons came from their Leader: *“Piping and pipe bands, it’s quite synonymous with the Boys’ Brigade. We speak to people in bands even now, adults, quite often they’ll tell you that it was the BB that was the spark for them. That’s kind of waned a wee bit, and certainly in Glasgow. We are the only BB group in Glasgow offering piping in any shape or form. So I wanted to see if we could bring it back as an opportunity.”* He also hoped that the class would help increase the boys’ confidence.

Starting the chanter was intimidating for the boys, especially those who couldn’t read music and were learning to do so along the way. Callum had already had some lessons and can play the pipes, so he supported the other young people in their learning, alongside the teacher who was secured through Generation CashBack support. Oliver was excited to gain a badge through taking part: *“It’s fun, and I like my badges. We got a music badge for this.”*

Their Leader was really impressed with the progress: *“Now these guys can play a couple of tunes, and I think it’s amazing to have come from nothing... I think they’ve worked incredibly hard... and shown an incredible amount of talent and resilience and determination to do what they’ve done.”*

As well as the chanter sessions, Callum was supported to attend Cumbrae Camp through Generation CashBack Lead: *“It’s good, definitely! You meet loads of new people and do good activities.”* Between camp and the lessons, he felt he has improved his leadership skills and is spending more time supporting

“See if you don’t enjoy school, isn’t it great to come to a different environment where you make different friends, and take a break from that, and get experiences, make memories.”

others: *“I would say that we’ve also learned a lot about the community. I go out and help in the church whenever they put stuff on, and you get to meet new people and you get to tell them what you’ve been doing at the Boys Brigade...”*

They other boys highlighted teamwork and confidence as skills they have improved since starting the chanter, as well as feeling more connected to their Scottish roots.

Through the support of the BBs and Generation CashBack, Callum recently played pipes at the opening of a Pollok football game, to an audience of 700 people: *“Yeah, that was really cool, it was a pretty big thing.”* The group are hoping to play at more events publicly, raising the profile of the BBs and supporting their local community, attracting new members, and using it as an opportunity to fundraise.

When asked what they gained from the chanter sessions and their involvement with the BBs the boys said: *“Education – but stuff that school wouldn’t teach you”; “something good to put on your CV”; “you learn a lot about, if I’m just using this as an example, but we were taught about the history of our area, where our Boys Brigade has been in Pollokshaws”.*

They also mentioned lasting friendships and having a safe space to come outside of school. Their Leader said: *“See if you don’t enjoy school, isn’t it great to come to a different environment where you make different friends, and take a break from that, and get experiences, make memories.”*

The group learning the chanter is going to grow in Autumn 2024, and the existing members will be supporting the new members on their journey and hoping to inspire them with the progress they have already made. Without BBs, Callum says: *“You would have a different sense of the community... I would have never done this ever if I wasn’t involved with the BBs.”*

Youth Scotland: Destiny Project

Alasdair (20) is part of the Destiny Project (TDP), a youth group based in Prestonpans. TDP was supported through GCB Grow to expand their young leaders programme. They referred Alasdair, who was out of education and employment, to a Youth Scotland Lead opportunity, followed by a range of youth worker training. For this case study we spoke to Alasdair and Andrew, who runs TDP. Andrew founded TDP in 2021, having seen local young people struggling with their mental health in the wake of the pandemic.



CASE STUDY

“Biggest personal change for me definitely, and I can 100% say with absolute certainty is confidence... Being able to stand up proud and be like, I’ve done this and I’m continuing to do this as a career in my life. It’s tremendous.”

Before joining TDP Alasdair was one of them: *“I was at a low point in my life. I was overthinking every day... And then I was doing just really unnecessary things that was harming my mind. And I just didn’t know how to... be myself because I became so many different people at so many different moments.”*

Andrew invited Alasdair to TDP: *“So I’ve known Alasdair since he was a little boy. Alasdair was the kind of kid that lacked confidence, lacked motivation... it was a case of – this could be a good opportunity to learn about yourself. And then obviously I saw potential in him in regards to youth work.”*

Alasdair observed that he wasn’t the only young person in his area having a hard time: *“...It’s mainly damaging properties, antisocial behaviour. And that, for me, is like, okay, so why is there no enough help for these guys? Has anyone really ever thought why they’re damaging properties? When all they want to do is be heard?”*

Alasdair was nervous before his first Lead opportunity with Youth Scotland: *“You seen me in that morning, headphones on, my blue jumper, you could see I was constantly going back and forth, inside, outside. But... I had to just say to myself, I was like, you need to do this.”* Andrew encouraged him: *“He phoned me and was like, ‘I can’t do this... Well beyond my limit of ability’. [I said] You’re going to thank me one day... You’ve got potential. You know, he did go in and he did have a laugh. And... he’s never shut up about that course!”*

As part of that first programme, Alasdair had to deliver a youth work activity for other young people, impressing Youth Scotland staff with his approach. Alasdair says: *“I was like, you’re only here once. So just give it everything you’ve got. I wanted to teach the other guys that I had in my group... because I knew I could see that they were scared as well.”*

“He’s got massive potential in making a huge difference in young lives and there’s no better way in doing that than a young person that lives in arguably one of the poorest places in East Lothian and understands what it’s like to be that young person that struggles.”

The experience of the Lead opportunity, including an overnight stay at Stirling University, was an important milestone for Alasdair. Since then, Alasdair has volunteered as a trainee youth worker at TDP and has been supported to complete further training with Youth Scotland including Ready for Youth Work (SCQF Level 3), Facilitation Training and Getting Young People Involved in Decision Making.

Youth Scotland also supported Andrew through training: he completed Leading in Youth Work (SCQF Level 9) earlier this year.

These experiences have had an important effect on Alasdair: *“Biggest personal change for me definitely, and I can 100% say with absolute certainty is confidence. Being able to stand up proud and be like, I’ve done this and I’m continuing to do this as a career in my life. It’s tremendous.”*

Alasdair can’t wait to keep building his skills as a youth worker. He is planning to do the Personal Development Award (SCQF Level 6) with Youth Scotland next: *“That’s now what I want to be, is to actually be a full-time youth worker and help the best I possibly can with my abilities to then see our people achieve...”*

Andrew is also excited to see what Alasdair can do: *“He’s got massive potential in making a huge difference in young lives and there’s no better way in doing that than a young person that lives in arguably one of the poorest places in East Lothian and understands what it’s like to be that young person that struggles.”*

Alasdair is convinced of the power of youth work: *“I can help people believe in themselves. I just need a bit of help believing in myself to do it. It’s just about helping pave the way for a new generation that can be bigger and stronger in the world.”* He hopes his journey can inspire others: *“I never thought it was even possible for a guy like me to actually have these moments in life.”*

Names of case study participants have been changed.

Scouts Scotland: 5th Dundee Scouts

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We caught up with John (5th Dundee Scouts Group Leader), Fraser (13) and Gracie (13) to find out how Generation CashBack has supported their group to access more opportunities.

“Generation CashBack has been instrumental to our Scout Group and we’re incredibly grateful for the funding and support which helps us to reach more young people.” John, Scout Leader

CASE STUDY





Fraser joined Scouts after coming up through Cubs and would recommend it to everyone. He notes that in their local area, there isn't much for young people to do, *"it's so boring here. But usually, like me and my friends would just, like walk around, like, not really doing anything. There's nothing I feel like for our age to necessarily do"*.

Gracie is the only girl in her Scouts group and has been involved from a young age as her parents are both leaders. She enjoys musical theatre and takes part in the Dundee Scout Gang Show which is an annual variety show. *"There's a lot of dancing, and music and singing!"*

Through the support of Generation CashBack, the 5th Dundee Scouts were able to take their group on a camping trip to Fordell Firs in November. Leader John noted that although there is a mixture within their group of young people from both affluent and deprived areas, there are several who would struggle to afford the trip. *"I think that the money has really helped to sort of give these young people an experience that they may not normally have had."*

Fraser loves camping and had a great time despite having to leave early due to the weather. *"We came in and we were really surprised with the amusement-camp-look first of all, it was amazing it was the first time for a camp I'd ever seen anything like that. In the evening we like went around, it was very fun actually."*

"In the morning, it got very wet very fast. The weather changed horribly and started snowing really heavily and we just decided to go after that."

Gracie has achieved her Bronze Zodiac Award for completing 6 nights away over four different seasons. *"I was fairly shy before Scouting and I lacked confidence in myself but now I've got a lot of confidence in myself."*

“Taking everyone’s ideas into consideration, having more plans rather than just one plan. That’s the good thing about the team, everyone has their own specialties and weaknesses.”

Leader John also attended training provided by Scouts in Lochgoilhead. *"It was really helpful and beneficial."*

How the CashBack activity impacted the young person and what positive destinations they have attained or are going on to.

Both Fraser and Gracie recognized that their camping trips with Scouts have taught them vital skills. *"I completely learned how to camp, use stoves, important knots. As well as like leadership roles, being confident which I think is really nice. We always work in groups, do team challenges."*

When asked what they believe makes a good team, Gracie said, *"being able to trust each other and communicate."* Fraser answered, *"Taking everyone's ideas into consideration, having more plans rather than just one plan. That's the good thing about the team, everyone has their own specialties and weaknesses."*

Fraser has recently become a Patrol Leader and has more responsibility within his group. He also volunteers with the Police. *"We hand out leaflets and talk to people about what they can do to help them not get robbed and we discuss as young people what our problems are for our age."*

Gracie is eager to contribute to her local community and believes that more opportunities like the Generation CashBack programme could make a big difference. *"To be honest, it would be great to have like a football area opened up for like boys who want to get out the house and spend time with their mates at a proper football pitch or have like dance clubs around about this area for people who like to dance and things like that."*

Names of case study participants have been changed.

Girlguiding Scotland

For our final case study this year, we interviewed Girl Guides Cara and Lyndsey after Betty Smith, their Unit Leader, reached out to share their story.

“ Cara (16) and Lyndsey (14) are at the age when many girls drift away from being Guides. They are in different years in school and have different friend groups. They both live in areas of multiple deprivation with graffiti, vandalism, drugs and gangs of boys on street corners around the area. Cara has three younger siblings. The family have recently been rehomed, but she still shares a bedroom. Lyndsey splits her time between her dad's new family and her Mum's flat with her brother.” Betty

CASE STUDY

“Generation CashBack support made it possible for Lynsey and Cara and other Guides to stay at an adventure weekend. Most of the girls had never stayed away from home overnight but Cara and Lynsey’s rapport with all the girls helped them to conquer their fears...”

We were delighted to meet the girls who told us more about themselves and how they’ve grown into young leaders with the support of Girlguiding.

“Before Guides, I feel like I was – not too shy but I wasn’t as confident as I am now. I was very insecure, but Guides has helped me find out who I am and make friends along the way.” – Lyndsey

“Yeah, I agree, before I started Guides I wasn’t like insecure in myself I just wasn’t sure where I stood within the unit I was in ... Then I started helping with the brownies, I worked up and I built a lot of confidence, and my leadership skills have gotten a lot better. So being a young leader and being in the guides has helped me build my social skills.” – Cara

“Generation CashBack support made it possible for Lynsey and Cara and other Guides to stay at an adventure weekend. Most of the girls had never stayed away from home overnight but Cara and Lynsey’s rapport with all the girls helped them to conquer their fears. They encouraged each girl to join in and push themselves to try adventurous activities in a girl-only group, supporting each other with no fear of being ridiculed or judged. None of them had done anything like that before. Cara and Lynsey’s newly discovered confidence made that happen. They are kind, have a voice and are heard.” – Betty

“Yeah, it’s like the thing we all look forward to because it’s the last thing we do before the Summer and it’s just like having a big sleepover with all of your friends, its great fun!” – Cara

“It’s not an experience that every single person would have so just us getting to have that experience is such a great opportunity.” – Lyndsey

“Before Guides, I feel like I was – not too shy but I wasn’t as confident as I am now. I was very insecure, but Guides has helped me find out who I am and make friends along the way.”

“I remember my first time going I was so nervous (doing the zipline) and I got told by one of my leaders ‘See when you get up there, just count the trees’ because it like brings your nerves down so now that’s what I tell my guys because it helped me stay calm and them stay calm.” – Cara

“It can be a big deal for some people and so staying away lets you see what’s out there and what you can do.” – Lyndsey

Cara explained how impactful Girlguiding has been to her confidence, so much so that she is now taking part in a new opportunity - Speak Out, which is Girlguiding Scotland’s youth voice forum. They are currently designing a ‘manifesto for girls’ and campaign on this in the run up to the next Scottish election. – Girlguidingscotland.co.uk.

“We’re focusing on the representation of women in the media. We’ve just started and we’re still exploring and looking about to see what we can focus our ideas on this time. So yeah, we’re trying to represent Girlguiding in the Scottish Government.” – Cara

Both girls also attended a Girlguiding event called Own Your Path, designed to support young women into employment. *“It was a great day altogether, I really enjoyed it.” – Lyndsey*

Cara is currently studying for her higher exams and intends on studying to become a Primary Teacher. She also wants to become a Unit Leader. *“I aspire to be Betty. I’m also coaching in my gymnastics and I’m doing my Unit 1 Coaching in May – same time as my exams but we’ll push through!” – Cara*

Lyndsey hopes to study acting and pursue this as her career in the future – whilst becoming a Girlguiding Unit Leader of course. *“I can’t get rid of it, it’s a huge part of my life. Too much of me is Guides.” – Lyndsey*

Names of case study participants have been changed.

Participation by LA area

Generation CashBack funded activity across Scotland in 2024-25

Aberdeen City

Ferryhill, Mastrick, Torry

Aberdeenshire

Banff, Ellon, Fraserburgh, Laurencekirk, Mintlaw, Turriff

Angus

Brechin, Forfar

Argyll & Bute

Dunoon, Isle of Islay, Tarbert

City of Edinburgh

Almond, Inverleith, Leith Walk

Clackmannanshire

Alloa, Tillicoultry

Dundee City

East End, Lochee, Nethergate, Maryfield, Strathmartine

East Ayrshire

Kilmarnock

East Lothian

Musselburgh, Prestonpans, Tranent

East Renfrewshire

Barrhead, Clarkston, Newton Mearns

Eilean Siar

Stornaway

Falkirk

Bo'Ness, Bonnybridge, Falkirk North, Falkirk South

Fife

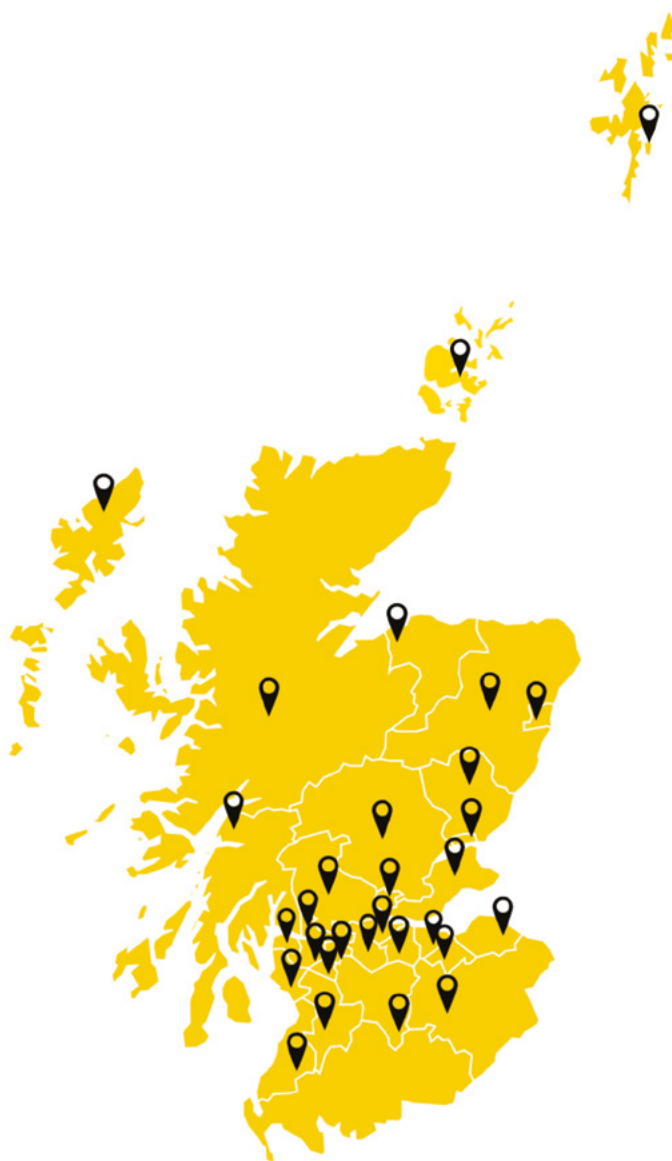
Dunfermline, Glenrothes, Kirkcaldy, Rosyth

Glasgow City

Anderston, Barrhead, Calton, Canal, Cardonald, Drumchapel, East Centre, Garscadden, Govan, Greater Pollok, Linn, North East, Pollokshields, Shettleston, Southside Central, Springburn, Victoria Park

Highland

Inverness, Invergordon, Wick



Inverclyde

Gourock, Greenock

Midlothian

Dalkeith

Moray

Fochabers Lhanbryde, Forres, Lossiemouth, Speyside Glenlivet

North Ayrshire

Ardrossan, Castlepark, Dalry, Kilwinning, Largs, Millport, Stevenston, West Kilbride

North Lanarkshire

Airdrie, Bellshill, Cumbernauld, Motherwell, Wishaw

Orkney

Kirkwall

Perth & Kinross

Blairstown, Perth City Centre

Renfrewshire

Johnstone, Paisley, Renfrew North

Scottish Borders

Berwick-Upon-Tweed, Galashiels, Hawick, Jedburgh

Shetland

Lerwick, Sandwick

South Ayrshire

Ayr, Girvan

South Lanarkshire

Blantyre, Cambuslan, East Kilbride, Hamilton Lanark, Larkhall, Rutherglen, Stonehouse

Stirling

Stirling North

West Dunbartonshire

Clydebank, Jamestown, Leven

West Lothian

Dedridge, Linlithgow, Livingston North, Livingston South

Local Authority data

Areas	Participants	%	LA Spend
Aberdeen City	72	3%	£15,449
Aberdeenshire	262	10%	£56,218
Angus	60	2%	£12,874
Argyll & Bute	45	2%	£9,656
City of Edinburgh	56	2%	£12,016
Clackmannanshire	29	1%	£6,223
Dumfries & Galloway	26	1%	£5,579
Dundee City	121	4%	£25,963
East Ayrshire	82	3%	£17,595
East Dunbartonshire	0	0%	£0
East Lothian	27	1%	£5,793
East Renfrewshire	5	0%	£1,073
Eilean Siar	15	1%	£3,219
Falkirk	103	4%	£22,101
Fife	53	2%	£11,372
Glasgow City	420	15%	£90,120
Highland	138	5%	£29,611
Inverclyde	237	9%	£50,853
Midlothian	20	1%	£4,291
Moray	53	2%	£11,372
North Ayrshire	80	3%	£17,166
North Lanarkshire	148	5%	£31,757
Orkney	29	1%	£6,223
Perth & Kinross	51	2%	£10,943
Renfrewshire	100	4%	£21,457
Scottish Borders	66	2%	£14,162
Shetland	35	1%	£7,510
South Ayrshire	20	1%	£4,291
South Lanarkshire	144	5%	£30,898
Stirling	12	0%	£2,575
West Dunbartonshire	85	3%	£18,239
West Lothian	149	5%	£31,971
Total	2743	100%	£588,569

Financial report

Finances 2024-25	Actual	Target	Variance
Staffing Delivery Costs			
Staffing Costs: Local Development Officers	£ 225,513	225,407	-106
Staffing Costs: Senior Development Worker	£ 32,845	32,214	-631
Staffing Total	£ 258,358	257,621	-737
Non-Staffing Delivery Costs			
Delivery – Grow	£ 218,143	218,162	+19
Delivery – Lead	£ 41,628	41,715	+87
Delivery – Cross-consortium Regional/National Events	£ 11,805	12,436	+631
Capital Expenditure	£ 271,576	272,313	+737
Management and Marketing Costs			
Management and Marketing	£ 58,635	58,635	0
Total Expenditure	£ 588,569	588,569	0

Finances Phase 6 to Date	Actual	Target	Variance
Staffing Delivery Costs			
Staffing Costs: Local Development Officers	£ 442,072	441,966	-106
Staffing Costs: Senior Development Worker	£ 63,547	62,916	-631
Staffing Total	£ 505,619	504,882	-737
Non-Staffing Delivery Costs			
Delivery – Grow	£ 436,305	436,324	+19
Delivery – Lead	£ 82,741	82,630	-111
Delivery – Cross-consortium Regional/National Events	£ 24,042	24,872	+830
Capital Expenditure	£ 543,088	543,826	+738
Management and Marketing Costs			
Management and Marketing	£ 116,225	116,225	0
Total Expenditure	£ 1,164,932	1,164,933	+1

