



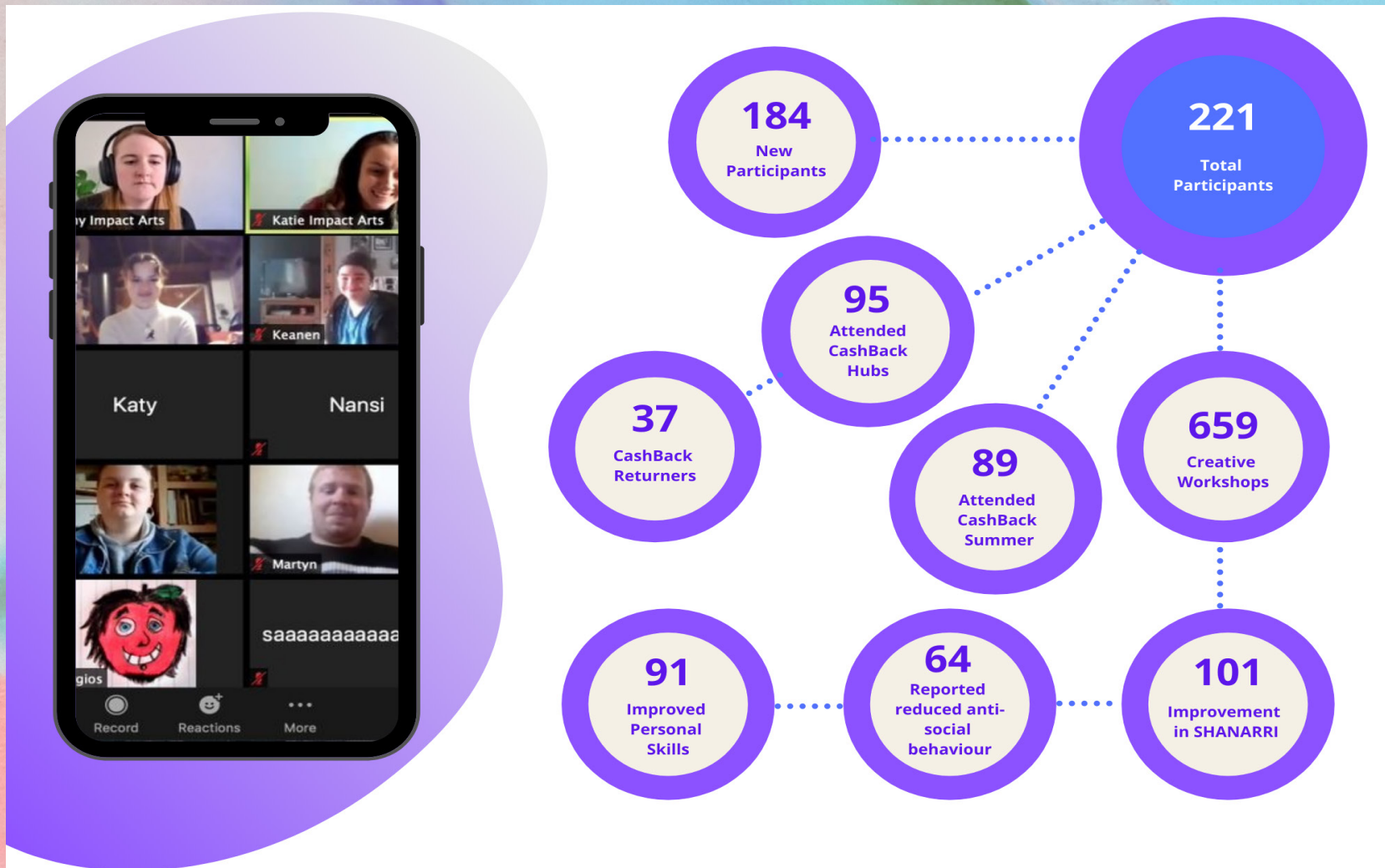
CASHBACK TO THE FUTURE

CashBack to The Future
Annual Report 20/21



Welcome

“For me it’s a programme that helps to shape you into your future. It makes you feel a sense of belonging, like you’re part of a community and it helps to make you a better person and give you new ideas.” - Participant



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What is CashBack to the Future?

Since 2017 Impact Arts has been proud to have been delivering CashBack to the Future through the Scottish Government's CashBack for Communities Fund. We are particularly thrilled to have been awarded funding for be Phase 5 of this scheme, which will see us deliver our creative arts programme, for young people, across West and Central Scotland between 2020 and 2023, supporting improve their life chances and choices.

This report focuses on the activity and outcomes achieved in year 1 of the current programme (Phase 5).

Impact Arts, CashBack to the Future programmes focus on giving 14-19 year olds, from across Scotland a high-quality, fun, rewarding and creative experience. Our aim is that every participant is best able to express themselves using art and creativity and that as a result they increase their confidence, self-esteem and aspirations.

Funded by the Scottish Government, CashBack for Communities initiative, our programme operates across 5 of the Central Belts Local Authorities: Renfrewshire, Glasgow, Edinburgh, West Lothian and North Ayrshire; and supports young people who are either/or:

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

Virtual Delivery

In March of 2020 we made the difficult decision to cease all face to face delivery due to COVID-19 associated lockdown restrictions. After a period of exploration and training we pivoted CashBack to the Future Summer to a virtual suite of activity – ensuring that we could continue to support & engage with some of Scotland's most disadvantaged, many of whom were being adversely and disproportionately affected by COVID-19.

We have experienced many COVID-19 'silver linings' including increased engagement, wider geographical scope and a broader range of young people signing up to our programmes. Using a combination of Zoom, Padlet and Facebook we have continued to deliver CashBack to the Future virtually throughout the year and have received positive feedback from participants and stakeholders alike.

Our virtual delivery has allowed greater participation from young people in rural areas, those who are experiencing barriers around travel, young people who are experiencing poor mental health and/or from those who have access difficulties, possibly due to physical disabilities. The success has been so great, that we have made the decision to continue delivering our CashBack to the Future programme virtually, for the rest of 2021, for approximately 25% of participants, for whom face-to-face access is a barrier to engagement. Our experience and approach also ensures our ability to pivot quickly now we have the resources, skills and infrastructure to support virtual delivery and quickly move our services online.

Through the programme, Impact Arts seeks to unlock the creative talent of young participants, through creative engagement that includes: animation, performance, music and visual arts. Additionally we work alongside the young people to develop their personal & soft skills, e.g. Communication, team working, leadership and decision-making skills.

Our early intervention and prevention approach empowers young people to break the cycle of deprivation, avoids them having interactions with the criminal justice teams and/or engaging in anti-social behaviours. Using an assets based approach, every participant is supported and encouraged to achieve their full potential. The programme offers an inclusive, safe space for vulnerable young people to be inventive and imaginative without fear of judgement.

Young people are referred to the programme by a wide range of partners and support agencies including projects for unaccompanied asylum seekers, local community centres, schools, social care charities, and NHS mental health support teams.

"For me CashBack is a kind of environment where you can just openly share whatever ideas or thought processes you're having with anyone that's participating in the group. And the group have a positive supporting environment where you can use be yourself and be and do whatever you want to do." - Participant

Delivery Models

Summer Programme:

Taking place 4 days a week, for the 4 weeks of July, our free, summer programme provides young people with positive, diversionary, creative activities. Each day builds on the previous and gives young people the opportunity to explore a range of creative styles and to develop skills in an area of their choosing. Individuals are supported to work in small groups, develop skills aligned to their interests & ambitions and work towards the end of project, 'National Showcase'. As a result of engagement and achievements participants are able to achieve a Dynamic Youth Award. With 89 young people attended CashBack Summer this year.

CashBack to the Future Hubs:

A year-round programme, CashBack to the Future Hubs is offered three days per week, and open to new as well as summer participants. Like the summer programme, CashBack to the Future Hubs offers young people the opportunity to develop their creative and soft skills; form positive peer relationships as well as explore routes to a positive future. We had 95 young people join us for CashBack Hubs.

March Extravaganza Weekends:

The end of year 1 provided us with an ideal opportunity to promote the CashBack to the Future programme and attract new participants by offering some fun, creative taster sessions to young people from across Scotland. Delivered over 3 weekends in March these one-off activities provided 25 young people with the opportunity to engage in creative writing & performance; visual art and DJing & music production.

Creative Confidence:

In Edinburgh we identified a need for a programme of activity which would support participants to build their confidence and feel confident to take the next steps towards employability. Within this programme, participants were supported to develop their soft, behavioural and employability skills, as well as achieve the SQA Personal Development.

- 10 young people attended the 8 week programme
- 90% reported increased confidence and resilience
- 100% improved their employability skills.
- 7 participants continued with learning and training
- 1 entered part time employment

This pilot has allowed us to assess whether a short, sharp intervention has merit and how it supported young people towards positive destinations. Should demand dictate, we will deliver this type of training again as part of our CashBack to the Future offer.

"I found Cashback this year easier than face to face... I enjoyed learning about new music apps that I can't stop using now." – Participant



Summer CashBack to The Future Celebration

The theme of the summer programme was Identity, Unity and Solidarity. Young people created work to address the theme, across disciplines including Music, Digital, Performance and Art, working towards a final showcase at the end of the programme.

Participants engaged with the theme in multiple ways including: reflective conversations about what the themes meant to them; creative writing where they expressed connection to the themes and discussions around short films and spoken word poems; music which reflected feelings; art works including collages using a multitude of mediums.

Many young people came to the conclusion that the terms solidarity identity and unity strongly represent the work carried out by Impact Arts and during the CashBack to the Future programme. They also highlighted how much this was shown by the atmosphere that was created within the workshops, especially the creation of friendships and support networks.

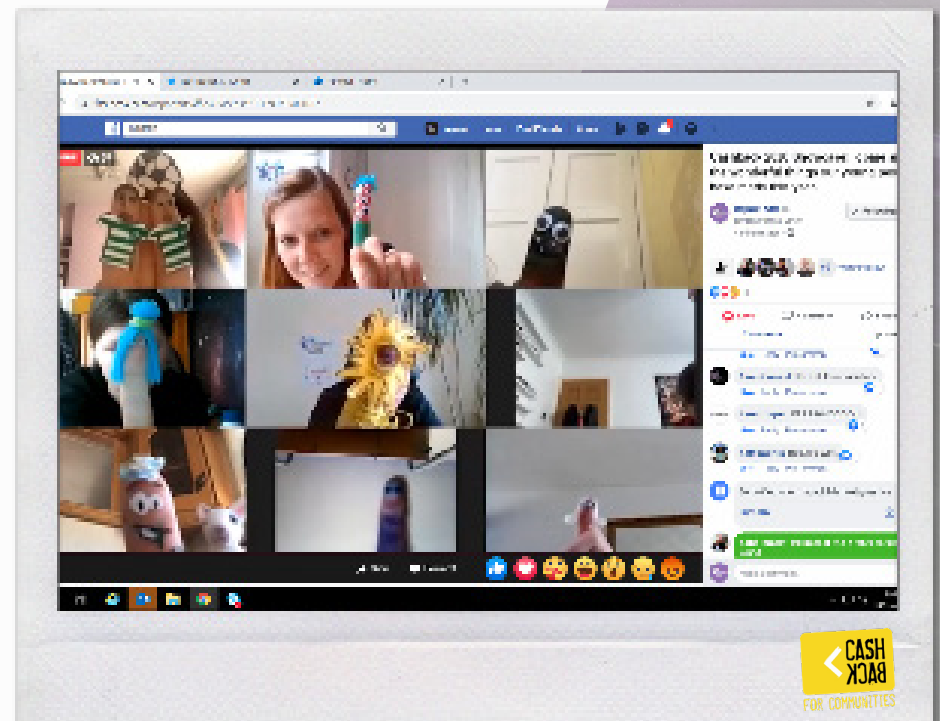
Since 2017, each summer programme has culminated in a live showcase where we celebrate the success of our participants and to demonstrate their individual and collective journeys. Despite lockdown restrictions we were still eager to celebrate the success of our participants. To celebrate all of the young people's work, we held a Facebook Live showcase, which included live Q&A's with the team and young people, as well as curated video content from all of the different groups. The showcase was hosted by Kyle Cleary, a long-standing CashBack to the Future participant. It was apt that Kyle hosted as he has been such an advocate of the programme, and at 19 years old, this was his last year. Kyle is now engaged in our Sketchy Youths youth steering group.

A link to the showcase video reel is included here:

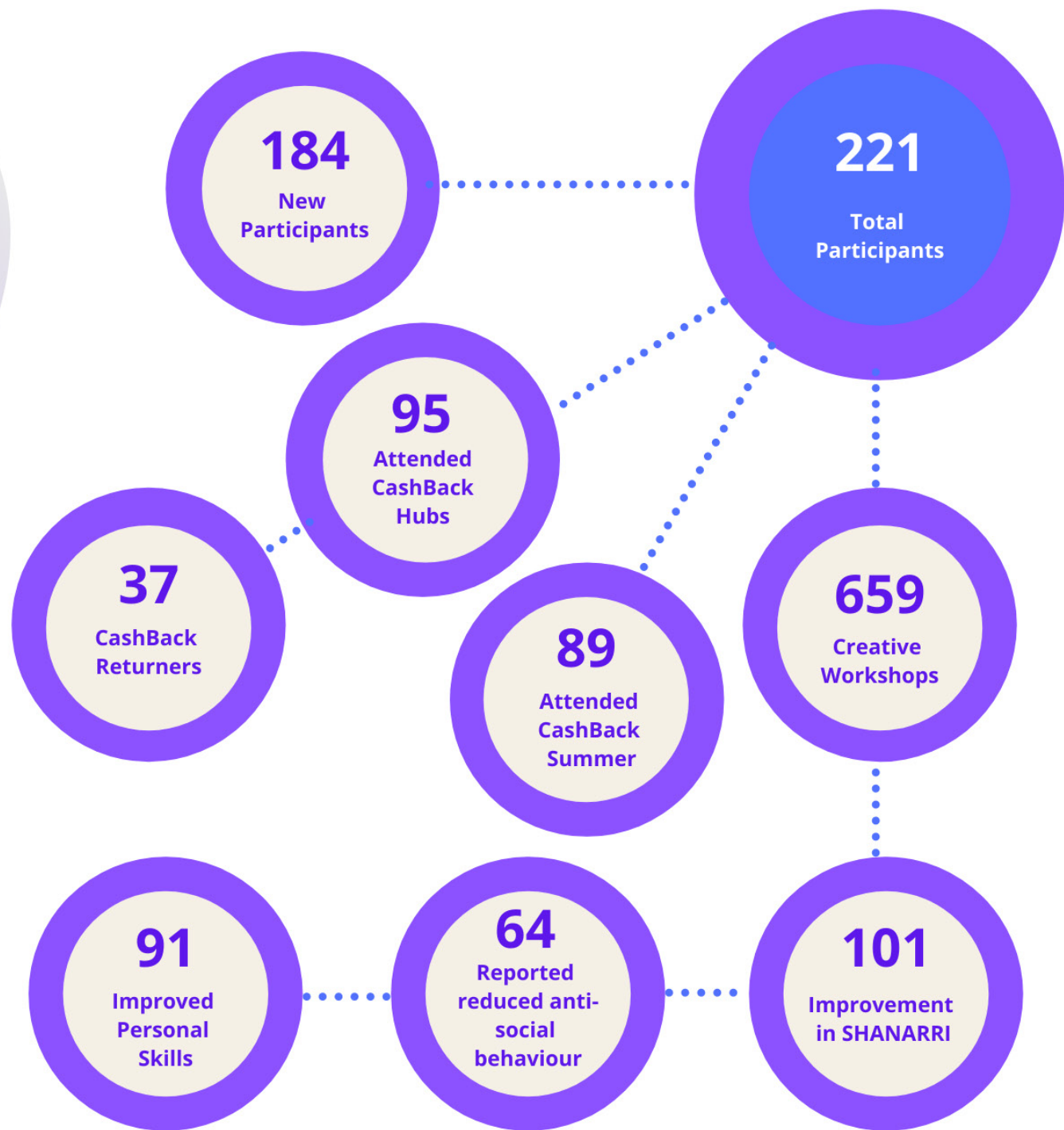
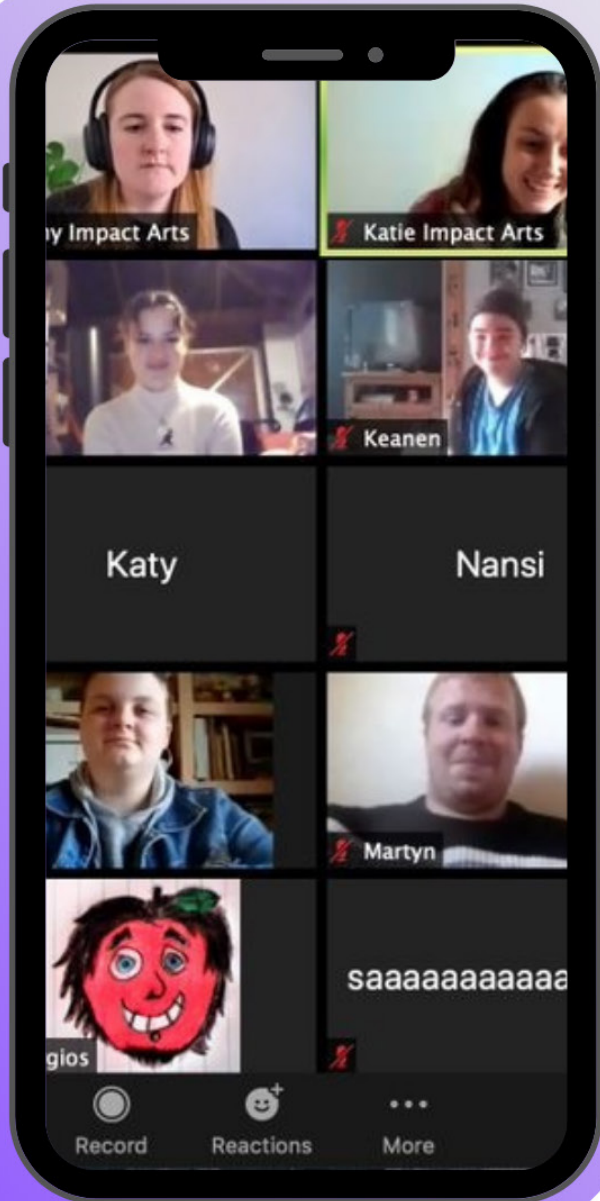
<https://www.youtube.com/watch?v=y-ELv1Vje2g&t=11s>

"N learned that art itself is a form of communicating, how you can share how you feel and also communicate with others who enjoy art as much as you do. N is a quiet person and quite introverted so I felt that this had been good for boosting her confidence and communication. The theme had been really good for N, especially at their age thinking about things like identity is really important as it is a time when they are forming new interests and parts of their personality. The identity collage had made N think about how she wanted to be viewed by others."

- Parent



Year In Numbers



The Benefits and Outcomes for our Young People



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

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

Our monitoring and evaluation takes place regularly; is participant focused and is focused on the following 6 outcomes:

- Outcome 1: Young people build their confidence and resilience, benefit from support networks and reduce risk taking behaviour
- Outcome 2: Young people develop their personal and physical skills

- Outcome 3: Young people's health and wellbeing improves

- Outcome 4: Young people participate in activity which improves their learning, employability and employment options (positive destinations)

- Outcome 5: Young people contribute positively to their communities

- Outcome 6: Young people are diverted from criminal behaviour or involvement with the criminal justice system

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

"You all created this really nice, safe, creative bubble, where I could really be creative and explore. You encouraged us to be proud." - Participant

"The progress of this individual was tremendous. I was extremely proud of the young person and she made one of the biggest journeys within the group." - Tutor

This
Week!

Tuesday
10 am & 1 pm: Zoom

Wednesday
10 am: Facebook Live 30m
1 pm: Zoom 45 mins

Thursday
10 am & 1pm: Zoom 45 m

Friday
10 am & 1 pm: Zoom 45 m

CASHBACK TO THE FUTURE

JULY 2020

Building Young People's Confidence & Resilience & Reducing Risk taking Behaviour

How we did it

Participants of Impact Arts CashBack to the Future programme were part of an engaging and supportive community built by dedicated professional artists and youth workers. Local artists crafted fun activities which provided a positive creative outlet as well as an opportunity to learn new skills, share ambitions and grow their confidence. The experienced youth workers, who replaced our Creative Assistants this year, ensured the participants were well supported to overcome personal barriers and build strong friendships which encouraged peer learning and support.

The benefits arose as a result of:

- Opportunities to engage in new activities and overcome fears of self-doubt or lack of ability.
- Support to engage with virtual delivery; many young people had never engaged with online sessions before, nor knew how to use the platforms being utilised.
- Being supported to create new coping techniques that helped participants deal with issues associated with anxiety, low self-esteem and other mental health challenges.
- Taking part in our live virtual showcase.

What we learnt and how we responded

Support Networks

We replaced Creative Assistant roles with Youth Worker roles this year to support young people with individual needs, provide 1:1 tailored support and support the young people to complete their Dynamic Youth Award. Youth workers also worked with participants who were not engaging or fully engaged to support them onto more suitable programmes / support.

Reduce Risk Taking Behaviour

By delivering the programme online, the staff team naturally talked to the young people about online safety, respect, boundaries and rules of using Zoom in a group setting. Young people had to agree to a code of conduct specific to working online which was discussed and agreed at the start of programmes.

It really helped me get back into a routine where I could start doing much more creative writing because not long ago I just gave up on it and just started to focus on my design instead. So getting back into a routine and getting proud of myself for doing just creative writing was something I was kind of really shocked to achieve on this programme." - Participant

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Young People reported increased confidence



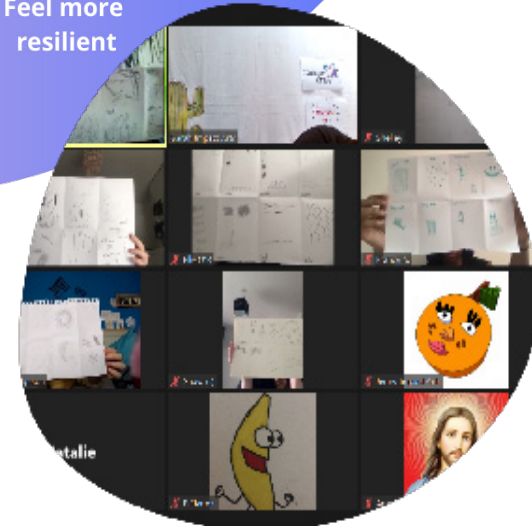
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Reported a positive change in their behaviour

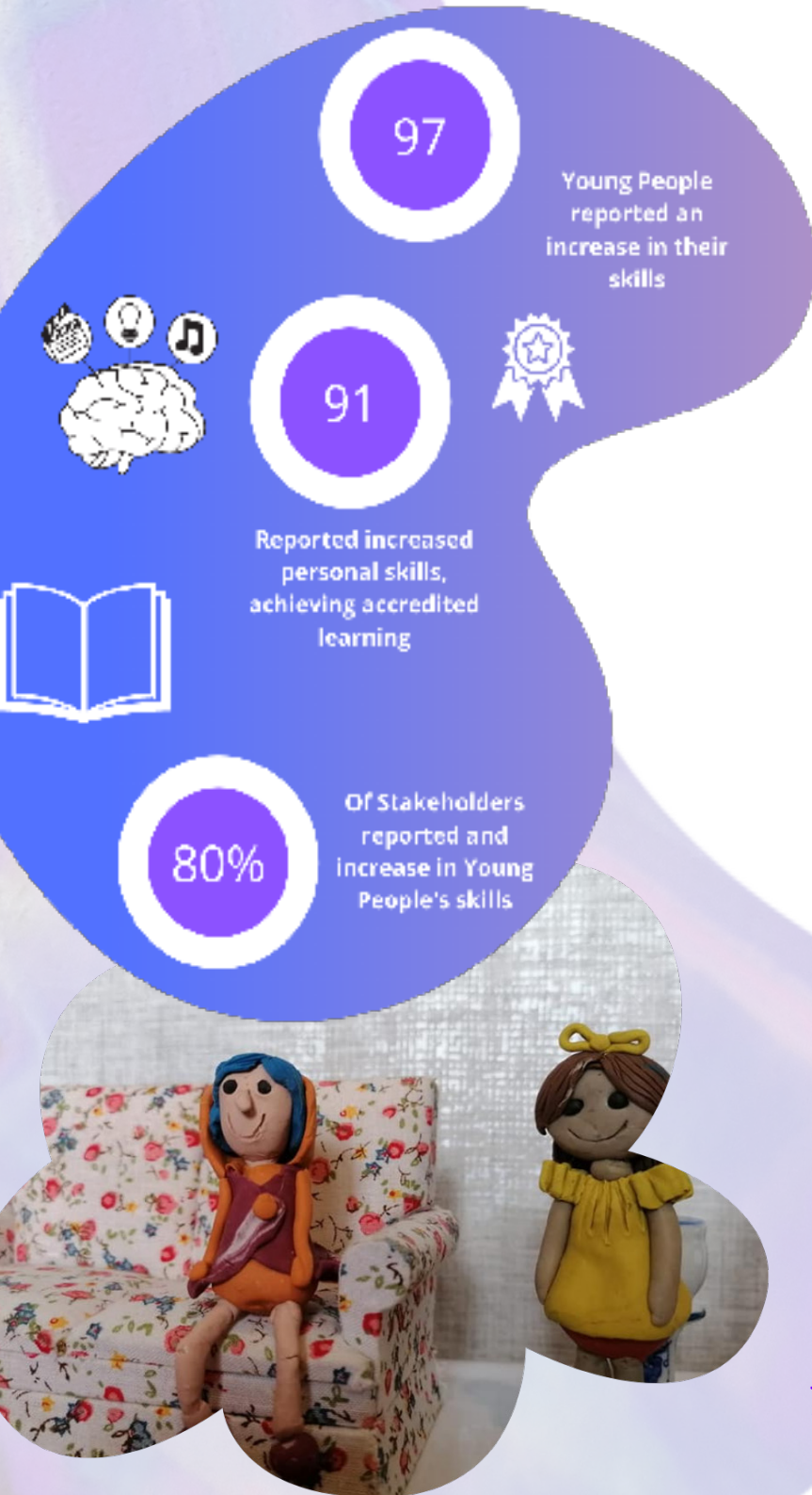


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Feel more resilient



Developing Young People's Personal & Physical Skills



How we did it

During a time of great uncertainty, when young people were struggling with a lack of routine and social life, the CashBack to the Future programme provided a consistent positive, structure to their day. Young people also benefitted from building new friendships online which would outlast the programme.

Having set times each day for group video calls, 1:1 support and 'screen free' time were the young people would work on their own tasks, allowed the young people to maintain a sense of structure during lockdown. Many young people reported feeling physically and mentally better during the programme, including a few young people that reported much better sleep patterns.

We achieved this by

- Developing socially engaged artworks and performances
- Exploring topics including cultural background, what community means in the virtual world and our local environments
- Forming new friendships
- Learning new skills and art form
- Exploring a wide variety of coping skills for anxiety and anger management
- Engaging in mindfulness and meditation sessions
- Being active during the summer holiday period.

What we learnt and how we responded

We have always been aware that each young person comes to the CashBack to the Future programme with their own needs and challenges. As a result, we learn as individuals and as an organisation – adapting and responding to these in a positive way.

The soft outcomes (increase in confidence, communication, team work, etc.) of Impact Arts programmes are delivered through fun, engaging and creative activities that provide opportunities for personal development. However, it is always Impact Arts' aim that the young people will also gain new creative skills in taking part in these activities. This has been very evident in CashBack to the Future Hubs this quarter:

- All of the participants have grown their skills, but some have surpassed all expectations.
- Two young people in particular have outstripped the tutor's expectations and have begun asking for additional activities to try and places to look for inspiration and to showcase their work, i.e. on-line communities, competitions, apps they can purchase to push their creativity further and even college courses they could attend to continue learning.
- The tutors have been keen to offer additional support and information to allow the participants to further develop and as a reward for their commitment.

"The project gave her something to do and keep her mind focussed over the summer break. E also doesn't use social media or anything so this was a great way to be social during these strange times and connect with likeminded people." - Parent

Improving Young Peoples Wellbeing

How we did it

Many of the young people coming on to the CashBack to the Future programme display a variety of challenging behaviours – often as a result of their home life, lack of confidence and/or poor communication skills. Nearly all struggled with routine. Impact Arts created a safe environment where young people were consistently treated with respect, made to feel welcome, encouraged to voice opinions, heard and included in decision making. By attending sessions our young people have been participating in activities that have helped improve their wellbeing – for example via physical warm-up activities and team building.

This was tackled through the programme content and support; which was made possible as a result of the safe environment and trusting relationships that emerged between participant and tutor.

Workshop content allowed young people to explore their own feelings, (and those of others) and participants were encouraged to support each other through positive statements, rather than 'put downs' and were heard when expressing needs. A zero tolerance approach to violence was adopted.

Additionally, the young people were able to explore non-traditional paths to employment; could see new opportunities; and were able to articulate aspirations that they might have otherwise found difficult to express.

This was achieved as a result of:

- Every individual being encouraged to take part and achieve a weekly outcome
- Encouraging sustained attendance in long term, positive activity
- Nurturing environment

- Positive group dynamics resulting in friendships and less isolation
- Young people treating each other with kindness and respect
- Positive changes in harmful behaviours i.e. smoking, diet and exercise
- Tailored support/signposting in order to improve mental health, with a focus on reducing further self-harming
- Providing additional pastoral support for young people struggling with multiple barriers
- Running learning workshops outdoors and incorporating daily exercise
- Including mindfulness and meditation within weekly delivery
- Providing access to healthy food and free sanitary products
- Bringing young people and their families together through the Showcase

What we learnt and how we responded

There were some concerns about one CashBack to the Future participant's wellbeing in particular when they started. This young person was a carer to a parent and offered both physical and emotional support to their family. CashBack to the Future staff were worried about how this young person was coping with such a big responsibility. It became evident through this young person's engagement and 1:1 conversations that taking part in CashBack to the Future was a positive thing for their wellbeing. This structured time 3 days a week provided a safe and fun space where this young person could focus on themselves. They could take part in fun activities, learn new skills, engage with people their own age and simply focus on the activity and the moment, not worry about their family.

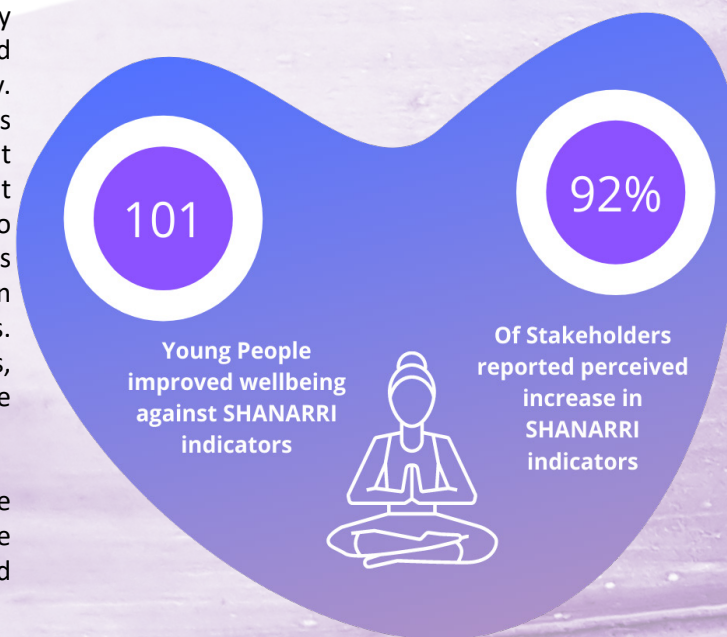
During CashBack to the Future Hubs it has become the norm to set aside 30 minutes in the session where the participants simply listen to a shared music playlist (curated

by the group) and work on the activity of the day. This quiet time has proven to be incredibly valued by the participants, with them explicitly asking for it. It naturally evolves into a sharing/conversation session where the young people are free to speak to peers, develop friendships, seek advice from the creative lead or youth worker and generally feel safe, welcome and supported.

Time, space and activities like this are essential for young people's wellbeing.

"Natalie loved it, it came at the perfect time for her, she really needed structure, a routine and a timetable to keep to...she would not have coped with attending something in person so it was great that it was online and that she could tune in from her own home. The fact that she was able to experience success really boosted her confidence."

Parent



Moving on to Positive Destinations

How we did it

Through the CashBack to the Future programme, young people were able to increase employability skills and progress to positive destinations. Almost nine out of ten young people (88%) revealed that they had gained more soft employability skills through a combination of the following:

- Increasing their learning, knowledge and skills, specifically linked to culture and heritage
- Having 1-2-1 pastoral support to enable them to take that next positive step
- Regular attendance, time keeping and team work
- Taking responsibility both within the workshop and on organised trips

What we learnt and how we responded

Due to the life stage of some of the participants much of the emphasis was on social skills, group work and communication. Impact Arts CashBack to the Future

programme focuses on using a fun, creative and engaging activity to develop the each participant's self-confidence and understanding of their personal strengths. This increase in confidence is itself a boost to the likelihood of the participant achieving a positive destination as they now have more faith in themselves to achieve what before might have been out of reach. They have also had recent experiences of routine, team work, communication, perseverance and other invaluable soft-skills to support them in their next steps.

Youth workers supported participants on a 1:1 basis to offer employability support and to complete the Dynamic Youth Award.

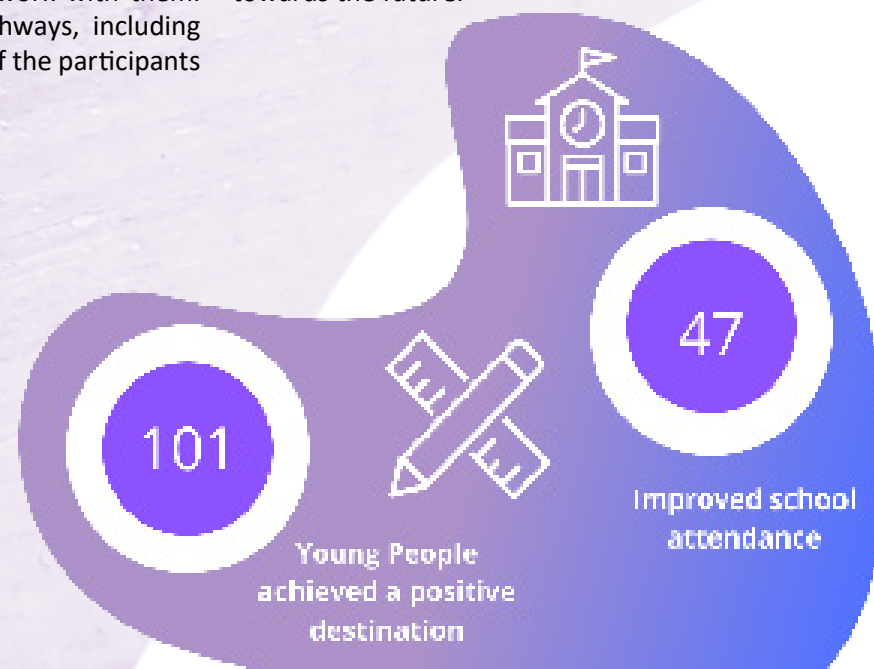
Creative Confidence, an 8 week block of activity as part of CashBack to the Future hubs, had a more definitive aim of supporting young people with employability aspects and onto positive destinations. The group regularly took part in discussions about different careers and how their personal skills, passions and experiences would work with them. This included researching different pathways, including college and apprenticeships. A number of the participants

involved in Creative Confidence had always had a passion for creative work, but had not been aware that it could be anything more than a hobby. Their engagement in the programme and the support from the delivery team allowed them to see that creative industries is a thriving career opportunity and a number have applied for college on creative courses.

The young people were also able to realise that any opportunity can be a positive one, broadening their horizons and expanding their experiences to discuss in interviews. Those who did not apply for college have been supported into other training programmes where they will receive more support to build their confidence and get them to a stage where they are ready to enter the world of work.

In all, and as a result of CashBack to the Future, our young people showed really positive changes in their outlook and were more optimistic, motivated and open-minded towards the future.

"Kat is keen to find out what types of jobs are out there, I told her about the Plan It plus Career Match tool and the Creative Scotland Opportunities site. Along with some information about the GoMA (Gallery of Modern Art, Glasgow) Youth Group. Kat uses social media and we discussed how useful it is to follow organisations whose work you are interested in as opportunities are often advertised on social media." - Youth Worker



Young People contributing to the Community

91

Young Peoples perception of their neighbourhood improved



*

91

Have increased motivation to positively influence what happens in their community

95

Have heightened sense of belonging to a community

How we did it

Delivering the programme online meant that we had no geographical restrictions and it also broke down barriers for some people who struggle with aspects of attending a group in person such as travel, anxiety and having time if they have caring responsibilities. But it did challenge our notions of community.

By focusing on themes of identity, unity and solidarity young people were able to realise that despite coming from different areas and having very different backgrounds they had a lot of interests in common and were able to build communities and friendships groups from these. This was a new concept for many of the young people who normally only identified communities through geography and age groups.

Three participants in the Creative Writing Group attended the same school but didn't communicate with each other prior to being involved in the programme. After taking part in the writing workshops, the 3 young people decided to start a writers club at their school. Participants taking part in the visual art workshops were able to contribute to their community through a mail art activity. Spreading a little love and kindness to people they did and didn't know.

What we learnt and how we responded

For many young people in the Visual Art Group, working together online brought structure to their day, gave them a sense of purpose and made them feel more connected to others. Establishing this community of interest where we could learn, share, play and have time working quietly together created a sense of connectedness which is something many people, but particularly young people, are currently lacking in their daily lives.

Contributing positively to their communities has been difficult to measure and for the young people to achieve this year due to the restrictions as a result of COVID-19-19, but Impact Arts has provided a safe and supported space for young people to discuss big issues in their personal communities and create a community of like-minded peers to support each other.

Young people have also gained support from the youth workers and been able to address issues (including bullying) that are happening in other areas of their life and get the support and confidence they need to be able to make positive changes in their personal communities.



Reduced involvement in Criminal Behaviour

Impact Arts saw the silver-lining in the need to deliver digitally and took advantage of the opportunity to deliver to young people across Scotland. As a result the participants engaged with peers from across the country, places they may not have heard of before. This created a new sense of community and a spirit of, 'We are all in this together'. Driven by a need to listen to each other, sharing similarities and differences and realising none of us are that different. Participants listening skills were improved, as well as their tolerance and resilience. Participants were encouraged to apply these empathetic skills and ways of seeing the world and people around them outside of CashBack to the Future Summer, with the aim of reducing anti-social behaviour.

Numerous referrals have come in recently stating that the young people do not do anything and are in need of positive diversion to support their mental health and prevent them from participating in anti-social behaviour.

This has been verified by Impact Arts workers dropping off Art Packs and tablets to participants' homes and observing that they live in areas of deprivation and with nothing to engage them positively, no green spaces, no youth clubs or

anything to support the young people and divert them from anti-social behaviours, which are often the only form of engagement/entertainment in these areas. CashBack to the Future Hubs has provided a structured and supported escape for young people, a positive diversion which has given them a creative outlet and a trained youth worker to talk to about any issues they may be facing. One of our participants has progressed onto our tenancy sustainment programme and we regularly talk to young people about opportunities in their area and nationally- for example Scottish Youth Film Festival and other positive destinations.

This Programme makes me know that I can be more determined to shape my life to be a better person. - Participant

Reported participation in anti-social behaviour has reduced

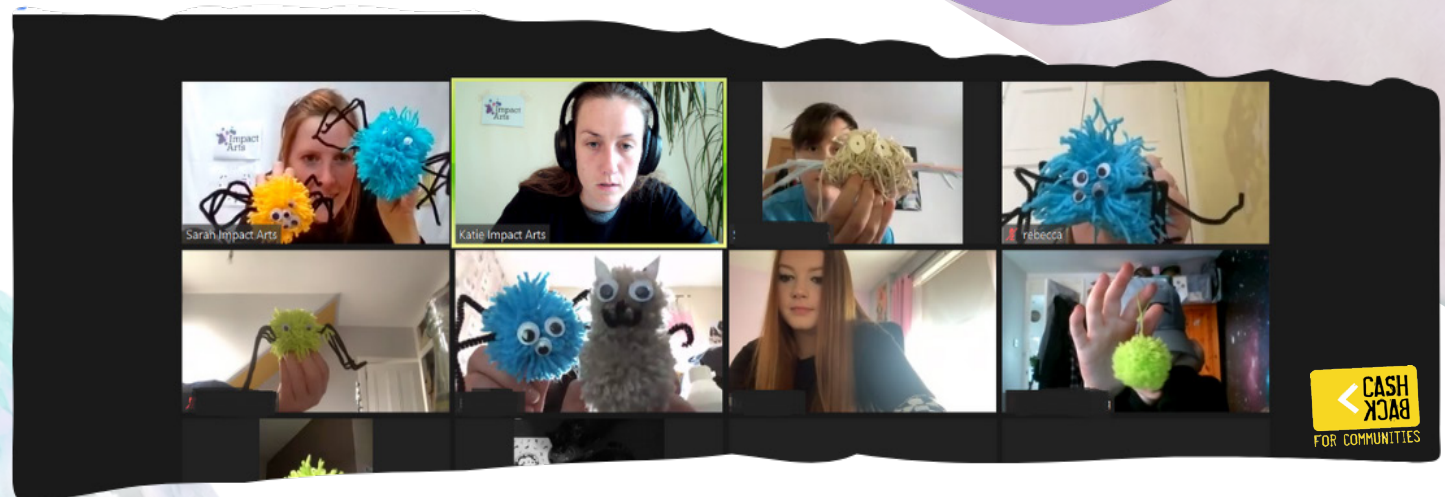


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Felt less inclined to participate in criminal behaviour

64



Evaluation

Impact Arts uses a ranges of tools and processes in the measurement of personal outcomes. This is a person-centred process with individual plans and records created and agreed with each participant.

Our key tools include:

- Individual Progression/Development Plans: an individual record that outlines work, achievement, personal and practical skills, and goals set by individuals
- Personal) Development Webs: a visual tool that captures confidence levels before, during and after the programme
- Workshop reports/Workshop evaluations: feedback from participants, observations from staff and workshop evaluation reports
- Observations/Capture the moment: staff/practitioners capture spontaneous instances where progress towards outcomes is demonstrated and continually observe behaviour and involvement of participants, informing the assessment of individuals' progress
- Visual and audio evidence: the ongoing progress of the team and their project is captured through various forms of art and media, contributing to a visual record and demonstrable evidence
- One-to-one interviews/Case studies: exit interviews with participants provide an insight into progress and the impact of the programme and allow for the creation of case studies
- Stakeholder information: we use information from stakeholders, including, parents/carers, teachers and other engaged agencies to monitor/record the progress of young people

External Evaluation

Following a robust procurement process, Impact Arts commissioned The Lines Between to carry out our external evaluation activities. In line with our grant offer we will provide Inspiring Scotland with a full external evaluation report at the end of year 2, however Impact Arts have requested that The Lines Between provide us with a report of activity at the end of year 1. These findings will be available at the end of June 2021 and we can provide details of this on request. We have included a case study below which The Lines Between produced and demonstrates the impact of CashBack to the Future on a young person's confidence, social networks and resilience.

"Sophie found the zoom set up awkward at first and it made it more difficult to make friends. However, she enjoyed the fact that the other participants were from all across Scotland as it meant there were no pre-existing friendships within the group, everyone starting off on an even footing. She met people with similar interests who she plans to keep in contact with outside of the project." - Tutor

"Our showcase video was a great success, I encouraged all of the young people to send me at least one piece of work to be included but most sent many more. During our viewing party the participants were really active on the chat and were clearly super proud of what they achieved and enjoyed having their work exhibited alongside everyone else's." - Tutor



Marc's Story

Impact Arts' CashBack to the Future project offers young people the chance to participate in a range of creative activities and gain accredited awards in a supportive environment.

In this case study, Marc*, who has participated in a range of activities across several months with Impact Arts, describes what it has meant for him. His story demonstrates the positive impact CashBack to the Future can have on a young person's confidence, social networks and engagement with school:

A safe space to develop relationships

Marc valued the chance to take part in productive activities that helped him make new friends – even though he was uncertain at first. His experience highlights how the pivot to virtual delivery made the building of relationships easier for some participants:

"If it wasn't for this, I would probably be doing something that isn't useful at all. Probably just sitting in my room, doing nothing, just being bored. I mean I thought it would be like quite serious, but it wasn't really like that at all. I was a bit worried and didn't really know them [other participants]. They all knew each other and I was the new person, so I wouldn't really talk to them that much. I found it a lot easier to communicate with people online. I wasn't as nervous as I would be meeting face-to-face. But now I am looking forward to meeting up and being in the same place again because I've gotten to know them more and I see them as friends now."

Trying new things and developing new skills

Marc told us the project has given him the chance to do things for the first time. While parts were daunting, it didn't stop him from trying and he felt better for doing so.

"It was the lead up to Christmas, so I've done quite a lot of writing - winter poems and things like that. It was my first time writing poems. So, I don't know if I done that great. Considering it's my first time, I think I've done ok. It's probably the first story I've written and I told it to everyone [at the session]. I wasn't used to sharing my work. Everybody seemed to enjoy it, I thought they wouldn't because, you know, this was my first time to do that, and I was thinking 'uh will they like it?', but after I said it, I felt a weight lift off of me. I'm doing writing outside of the group now as well."

What a difference confidence can make

An increase in confidence is significant for Marc and has had a positive impact on other parts of his life.

"Improved confidence has been best, because I wasn't that confident at all. I'm more confident about trying new things, doing things I wouldn't have done before. I just feel happier than I did before. I do feel a lot more confident. In school I was very quiet, I didn't really like talking to people. I was quite insecure, but now that I've been going to Impact Arts, I've got more confident with talking to people. I felt so much more calmer than I did before. It has given me confidence to share more of my work."

Foundations for the future

His new confidence has led Marc to put himself forward for a role at school supporting other pupils. It has also given him the appetite to study more for the future.

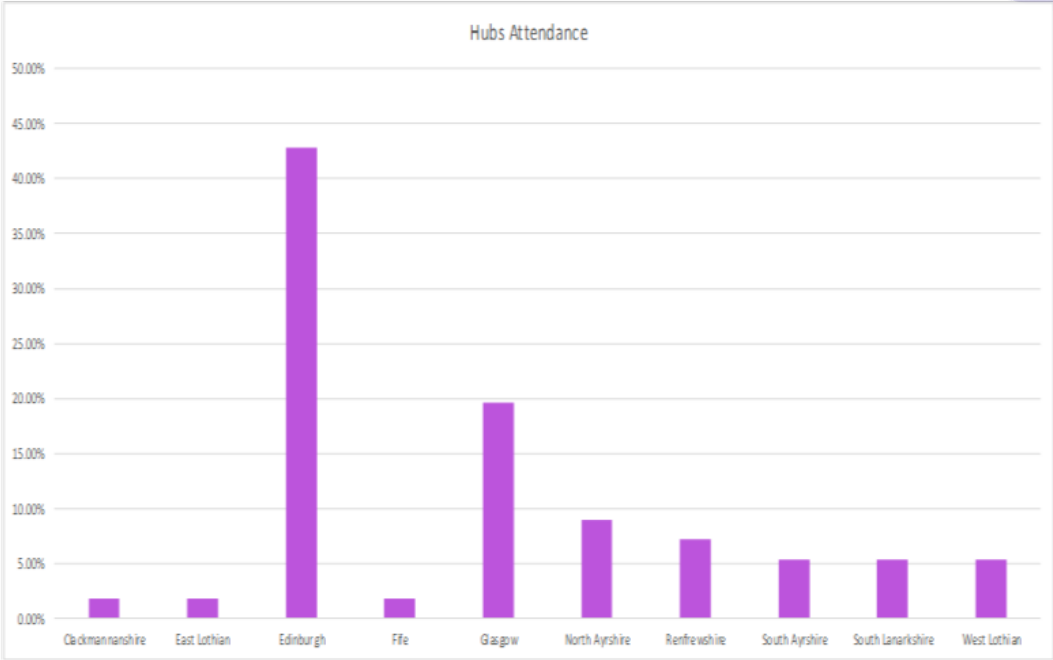
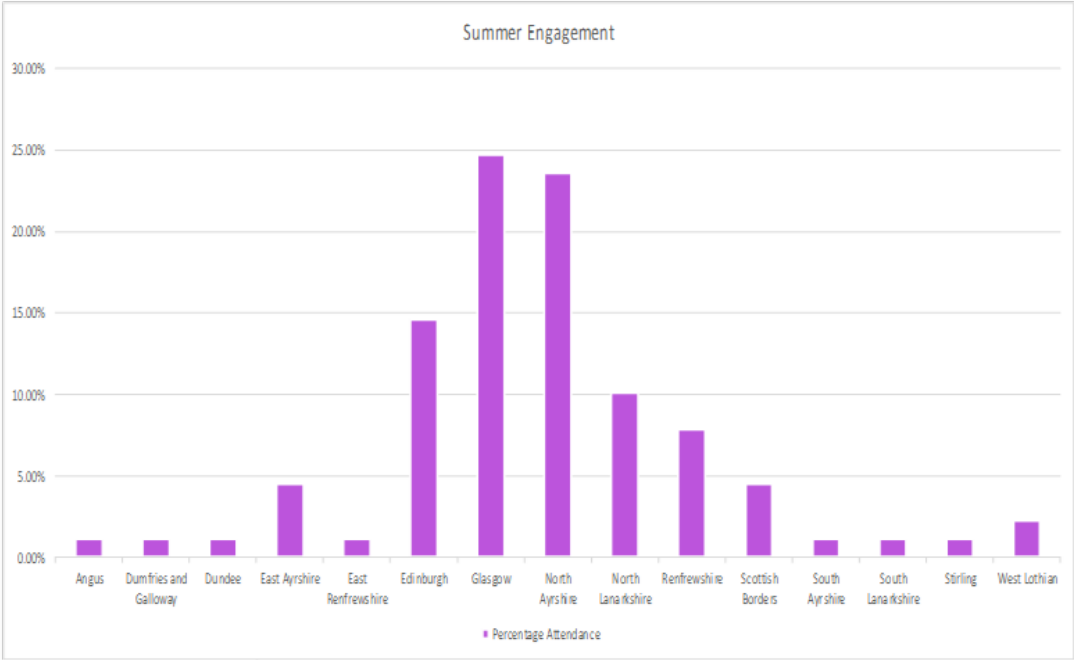
"The pupil support role, I just thought it would be interesting, it would be a good qualification to get for when I grow up because I've started to think about doing youth work." "I'm doing art, and other things like that. I've gotten more confident to present my work that I've done. The work I've done at Impact Arts has made me want to study a lot more in art."

"It's being able to make new friends, getting better at my skills, getting confident." - Marc

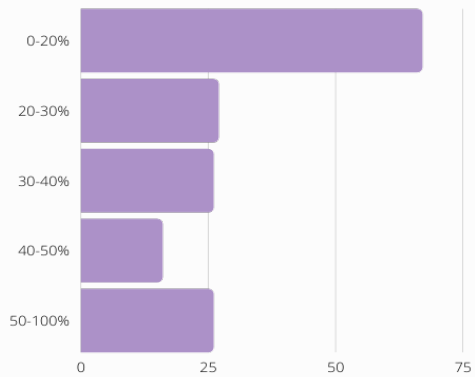
*pseudonyms have been used.



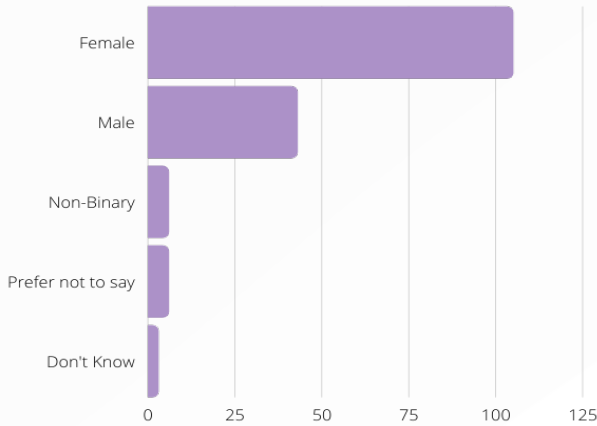
Engagement



SIMD Breakdown

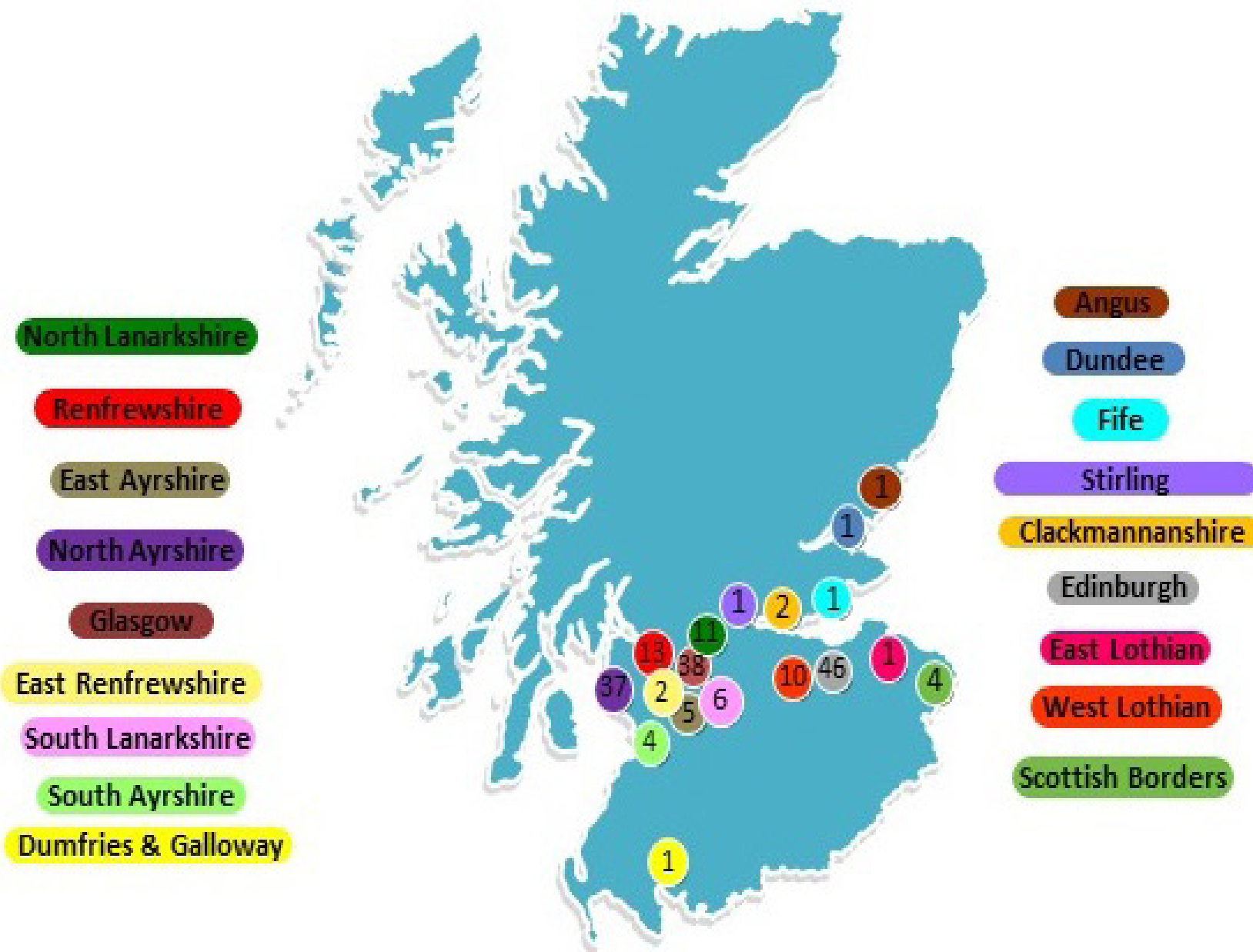


Gender Diversity



Engagement

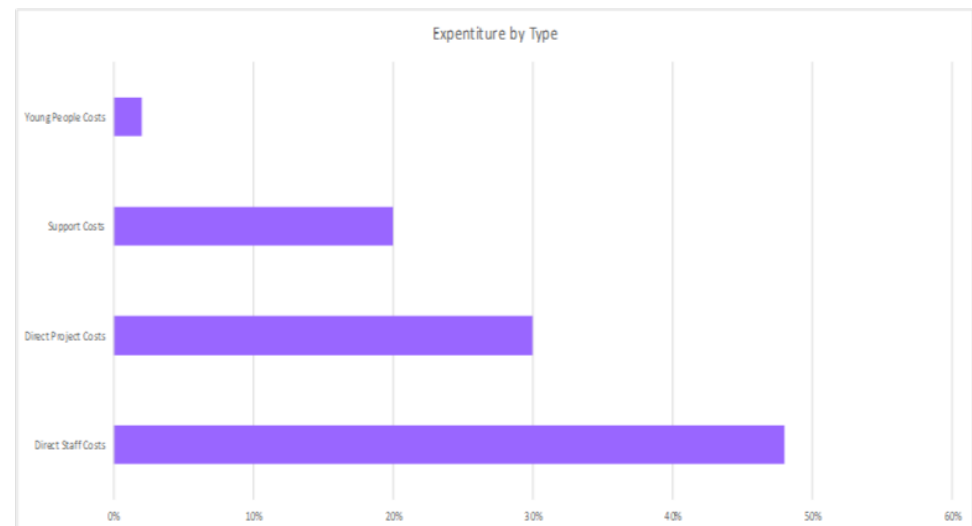
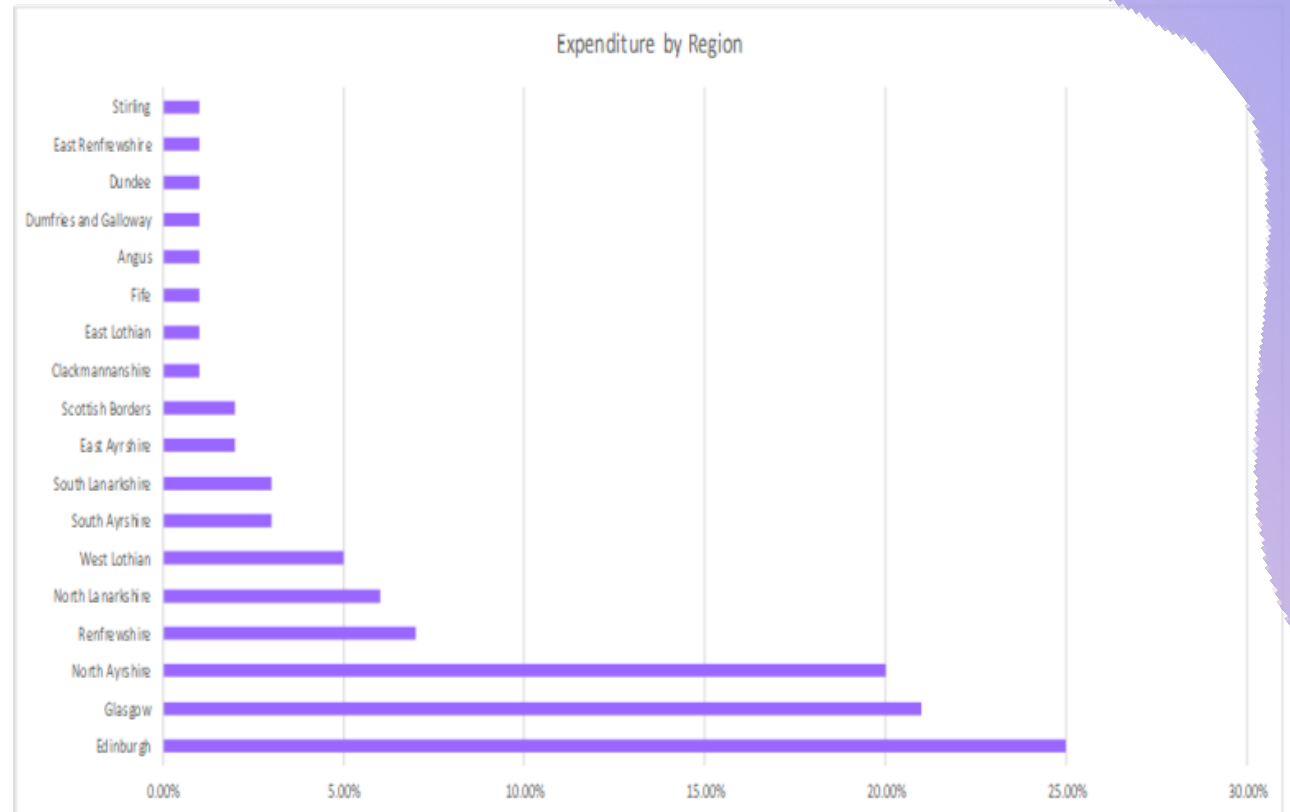
As a result of delivering CashBack to the Future virtually in 20/21, we have been able to engage young people from 18 local authorities.



Finances

Local Authority	Area Spend
Edinburgh	45,155
Glasgow	37,302
North Ayrshire	36,320
Renfrewshire	12,761
North Lanarkshire	10,798
West Lothian	9,816
South Ayrshire	5,890
South Lanarkshire	4,908
East Ayrshire	3,926
Scottish Borders	3,926
Clackmannanshire	1,963
East Lothian	1,963
Fife	982
Angus	982
Dumfries and Galloway	982
Dundee	982
East Renfrewshire	982
Stirling	982
Total	180,618

Spend by Type	Largest to Smallest
Direct Staff Costs	£87,311
Direct Project Costs	£54,576
Support Costs	£35,289
Young People Costs	£3,442
Total	£180,618



Our Artists

The success of Impact Arts CashBack to the Future programme is in no small part due to our delivery team.

All our artists are fully qualified and have a wide range of experiences across educational and community settings. Their enthusiasm for the programme and participants is infectious. This results in hugely positive relationships that are centred on trust and focused on supporting the individual needs of each young person. Some of the team members are introduced below:

Christine Novosel: Having completed her MLitt Fine Art Practice at the Glasgow School of Art, Christine specialises in print media, is a writer and community arts educator. Her focus is on mark-making, subcultures and language.

Taking inspiration from the National Museum of Scotland collections, and working with participants from North Ayrshire, Christine supported participants to create their own interpretation of art from other cultures from across the world and throughout history i.e. tile painting inspired by the ancient Mediterranean cultures, ink drawings inspired by the Far East.

Calum Main: Calum is an animator specialising in stop-motion animation having gained a Masters at Edinburgh College of Art. Supported by Glasgow Film Maker, John MacDougall and Sofia Akrim, (Volunteer Film Assistant), Calum worked with Edinburgh participants and together they focused on the world of film within the creative industries. Over the summer Calum ran stop-motion animation workshops. Participants learned how to use free apps to create and edit footage; the different

roles that are needed to make a successful film as well as the skills, qualifications and traits needed to succeed in these roles. This programme was proven to really excite and engage its participants, and as a result, Calum spent considerable time supporting many to build creative portfolios in support of their College/University applications.

Sarah Wakeford: Sarah is a regular Impact Arts collaborator and has worked with communities across Scotland. A visual artist, focusing on nature, Sarah has worked and exhibited internationally. Sarah worked, over the summer with our Edinburgh CashBack to the Future participants, exploring several different aspects of the Wild and Majestic theme. As a result, participants created string art inspired by the colours of Scotland; tried their hand at weaving pictures; used modelling clay to create scenes and images; experimented with tartan, some using it to create pictures and others featuring it as a key aspect of fashion designs.

Alongside Sarah they the employment opportunities within the creative and cultural sectors and the type of skills (personal and qualifications) that would help someone succeed in a creative career.

"I wasn't expecting how much we did actually get to do in the 4 weeks." - Participant

"I have loved being a part of the Impact Arts team this year. The reach to more young people across Scotland, the quality and power the showcase had on the young people who engaged, it was a huge success. I am simply just proud and thankful I got to be a part of it and meet the young people this year." - Tutor





Youth Work Support

Whilst designing our Phase 5 offer we introduced youth workers to our delivery team in order that we were best able to support participants to: address barriers, progress to positive destinations and overcome mental health & wellbeing challenges. This change to our structure has meant more robust support for our participants and is a response to the barriers which we see our participants face on a daily basis.

Whilst designing Phase 5, we were keen to draw on the feedback and evaluation of previous iterations. We heard the need for pastoral support, and we were keen to ensure that every participant was supported in a way that responded to their needs – whether this was related to health & wellbeing, overcoming barriers or progressing to positive futures.

Since 2020 we introduced 4 pastoral youth workers into the CashBack to the Future delivery model. These posts work alongside our team of artists to provide holistic, joined-up, support for our participants – and feedback to date is most positive.

Emma Robinson

Emma, a trained community artists and mental health & employability worker, joined our CashBack to the Future team in September 2020 supporting young people to be heard, supported and that they had a safe space in which to address their issues and barriers. Emma also supports with the completion of our accredited training.

Rachel Rostock

Rachel also joined the team in September 2020, bringing with her a wealth of experience in youth work and criminal justice. Through her experience of working with youth offenders and young refugees she is well placed to support our young people to realise their potential and to address multiple barriers to engagement.

The Delivery Team

Year 1 of the CashBack to the Future programme brought in some key changes for the delivery team.

At the start of year 1 we had a team of 3 part-time managers and 3 part-time co-ordinators overseeing the day to day running of our CashBack to the Future delivery. From Q2 onwards we installed Rachel McEwen as sole manager of the service, as part of a move to a thematic split (from geographical) of our programme managers. This allowed us to bring more focus to the programme and to have a dedicated manager overseeing all activity. The reins have now been handed to Amanda Munro, who brings a wealth of experience to the role, having worked as a Coordinator on CashBack to the Future and our flagship employability programme, Creative Pathways.

"Sophie was delighted with the Impact Arts box received this year. She felt really comfortable doing the Zoom calls in her own home environment." – Parent



Governance & Leadership

A full governance review in 2019 stated that “Impact Art’s governance appears excellent, by reference to the extent of apparently effective and functioning processes that clearly are in place.” As a result of increasing our Board to 11 Trustees as part of this review, we embarked on recruiting an additional Trustee as well as a pool of Associates in early 2021.

We are delighted to announce the following appointments:

- Nina Vaswani as Trustee
- Sofia Akram as co-optee to the Board
- Maeve Dolan as an Associate to Impact Arts

Nina is Research Fellow at the Centre for Youth and Criminal Justice at Strathclyde University with an interest in all aspects of youth and criminal justice, but with particular interest and expertise in the loss, bereavement, adversity and trauma experiences of children and adults in conflict with the law.

Sofia is a founding member of The Sketchy Youths – Impact Arts’ Youth Steering Group - and has previously taken part in Creative Pathways. Maeve is an Architect with New Practice and has significant experience in regeneration, community engagement and place making.

These appointments demonstrate Impact Arts’ commitment to driving forward the diversity of our Board and our commitment to having a young person co-opted to work alongside our Board to help bring the voice of our young participants to the forefront of our strategic planning.

2020/21 was also an exciting time as Impact Arts embarked on a full digital transformation for the organisation. This is Milk have carried out extensive consultation and research to inform our digital roadmap and Parachute have been appointed to undertake a branding refresh and to create a new website which will allow us to successfully share the stories of our participants and to support our digital engagement strategy.

“I think for me its definitely a sense of community and I think bringing all the young people together it’s really nice and you have your own space where there is no judgement or anything like that and you just get to have a space where you can just bounce ideas off one another and just having that group consistently for the four weeks have been really great and I really like that.” - Participant



Looking Ahead

Year 1 of phase 5 has brought many challenges, but it has also provided us with an opportunity to explore the ways in which we engage with young people. The move to virtual delivery has allowed us to reach young people in a wider geographical area, as well as provide online support to young people who may be experiencing multiple barriers to face to face engagement. It has encouraged us to adapt our delivery and to explore how we provide these vital services in the virtual world. However, we are keen to move cautiously back to some face to face delivery and this will be our focus as we move into year 2. Considerations around COVID-19 restrictions need to be taken into account, as well as the nervousness of participants to return to face to face delivery. We know that we can quickly move our programmes back online and we are dedicated to retaining some online presence in order to keep supporting those who are unable to participate face to face.

We are also planning to expand on our pilot to offer alternative curriculum sessions within schools and have begun a pilot across Scotland. We are currently working with around 20 young people (sessions started in May 2021) and we will continue to measure the effectiveness of these sessions, as well as the logistics of offering this face to face. These will be delivered during school time, offering activities out with the standard curriculum, in blocks of 6-8 weeks. The aim of this is to improve attainment and attendance for school pupils and to support with barrier removal in order for young people to progress beyond school.

Can you sum up your experience on CashBack in three words?

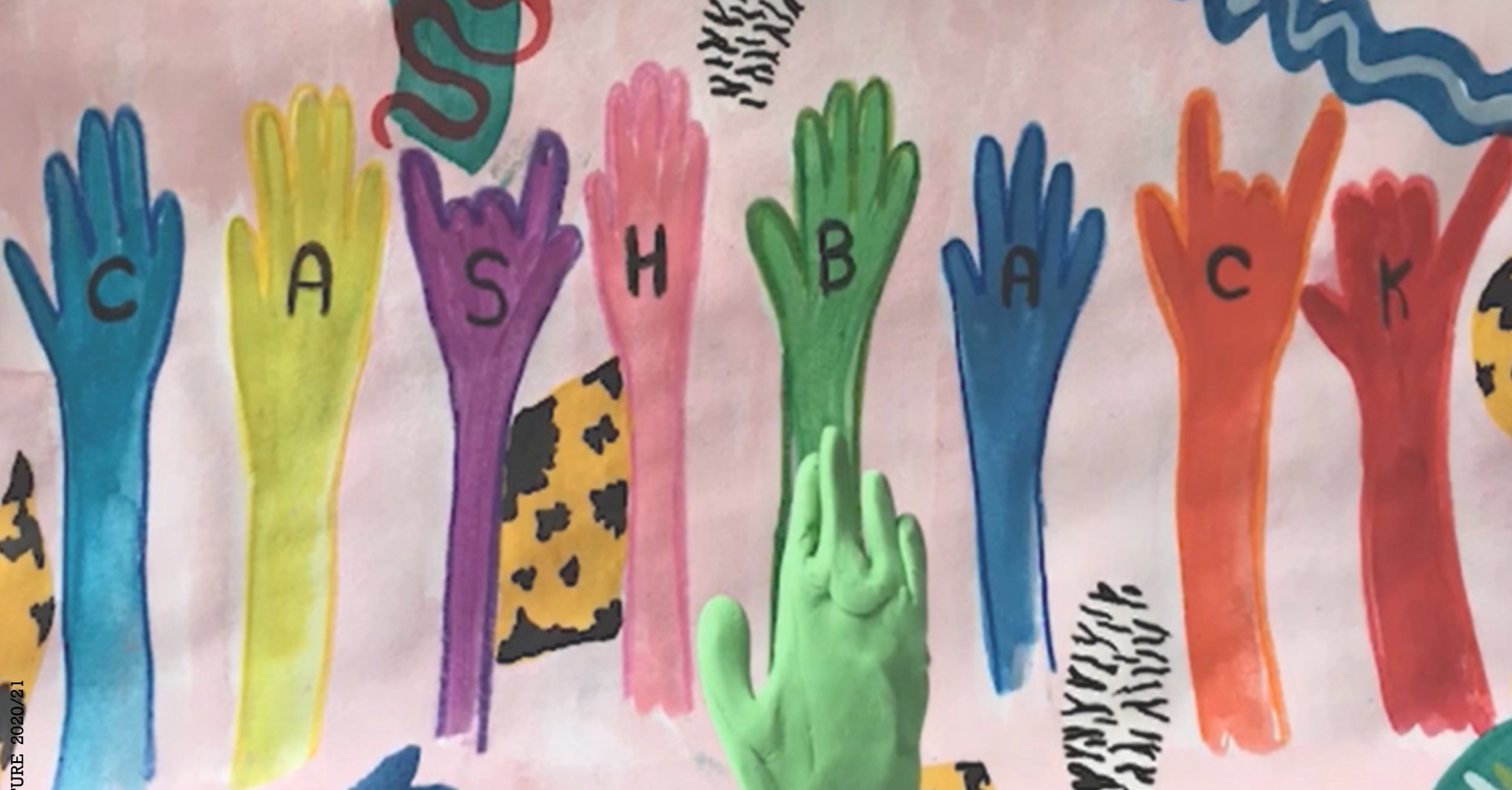
Nicole: "Fun, Enlightening & (my favourite word) supercalifragilisticxpiatidocious."

Nico: "Fun, meaningful & enlightening."

Lawrence: "Impactful fun and therapeutic."

Brooklyn: "Motivational creative and impactful."

Morgan: "Supportive, rewarding and amazing."



“Through CashBack, I’m choosing to socialise and beginning to feel ‘part of something’ and it feels good!” - Participant



Impact Arts

Telephone: 0141 575 3001

Email: mail@impactarts.co.uk

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FOR COMMUNITIES

GLASGOW

The Factory
319 Craigpark Drive
Dennistoun
Glasgow
G31 2TB

AYRSHIRE

60 Bank Street
Irvine
North Ayrshire
KA12 0LP