



CASHBACK TO THE FUTURE

CashBack to the Future
Annual Report 19/20



Welcome

A young woman with dark, curly hair is singing passionately into a black microphone. She is wearing a dark top and a red scarf. The background is a vibrant, colorful geometric pattern of concentric squares and diamonds in shades of green, yellow, and red. The lighting is bright, highlighting her face and the microphone.

“CashBack has made me who I am today. I used to have no confidence, but I have grown so much. I barely recognise myself in videos I starred in years ago.” East Ayrshire Participant.

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What is CashBack to the Future?

Introduction

In 2017, Impact Arts was awarded funding for a three year programme through the Scottish Government's Phase 4 CashBack for Communities Fund. This is the first time that Impact Arts has benefitted from CashBack for Communities funding and we are the only community arts organisation involved in the programme.

During the period from 2017–2020, Impact Arts delivered CashBack to the Future, a creative arts programme for young people across West and Central Scotland, to help improve their life chances and choices.

This report focuses on the activity and outcomes achieved in year 3 of the programme.

Impact Arts, CashBack to the Future programmes focuses on giving 14-19 year olds, from across Scotland's Central Belt 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 Governments, 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

The aim of the programme is to unlock the creative talent of young people living in areas of deprivation, through creative media including animation, performance, music and visual arts. The programme also strives to support young people to develop their personal skills such as communication, team working, leadership and decision-making skills.

The early intervention and prevention approach empowers young people to break the cycle of deprivation and enable them 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.

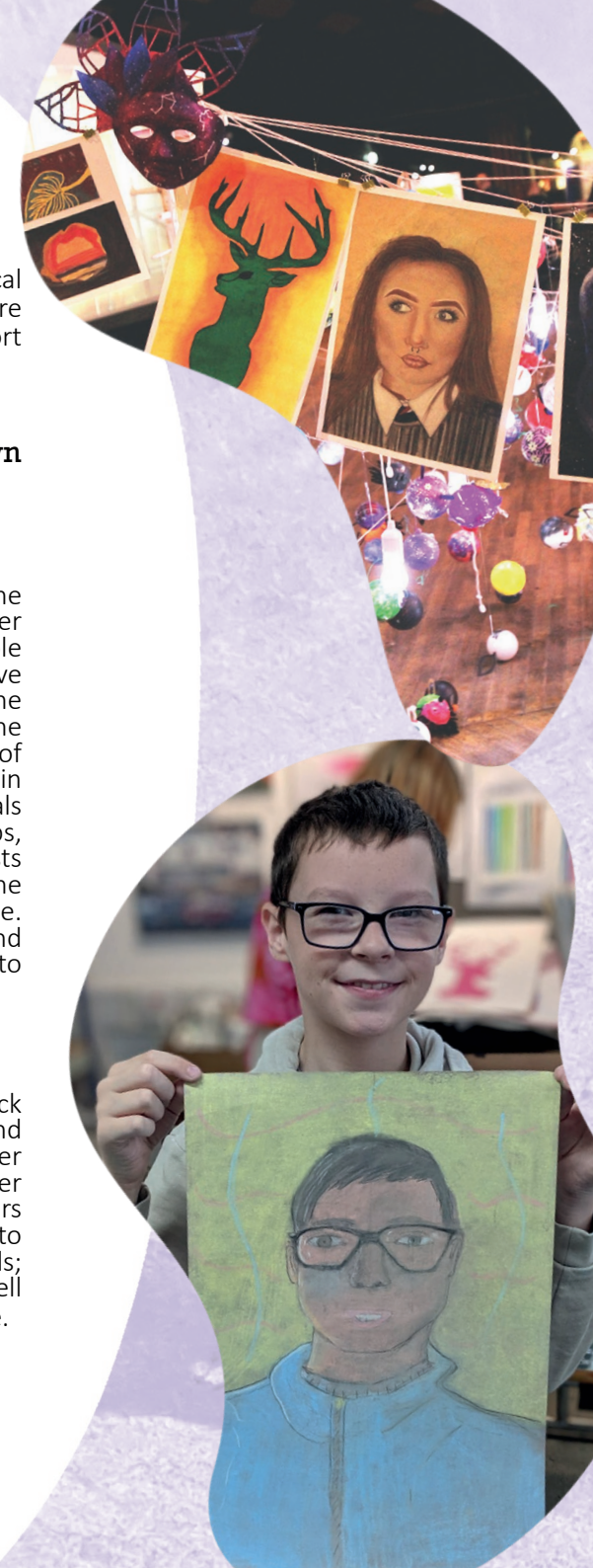
Our programme is broken down into two main delivery models:

Summer Programmes:

- 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

CashBack Nights:

- A year-round programme, CashBack nights is offered twice weekly, and open to new as well as summer participants. Like the Summer programme CashBack nights 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.



The Year In Numbers

231
New
Participants

370
Total
Participants

180
Attended
CashBack
Nights

190
Attended
CashBack
Summer

225
Creative
Workshops

184
Improvement
in
SHANNARRI

186
Improved
Personal
Skills

255
Improved
Creative
Skills

43
Creative
Tutors

The Creative Team

The success of Impact Arts CashBack programme is in no small part due to our Creative 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 M Litt 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. On the Impact Arts CashBack programme Christine worked with participants from North Ayrshire. Taking inspiration from the National Museum of Scotland collections Christine had the participants 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.

Sofia Nakou: Sofia is currently working on her PhD and regularly directs for companies in the Edinburgh theatre scene. Sofia has worked with refugee communities, for the Lyceum Youth Theatre, Napier University as well as a number of Impact Arts projects. On the Impact Arts CashBack programme Sofia was the Creative Assistant in the performance group at CashBack. This group were very inspired by tartan and its creation. They performed a choreographed dance with giant wool. Many of the elements of the dance referenced the way the shuttle and thread moves through a loom to create cloth. The young people also created their own spoken word pieces about their personal identity, confidence and feelings.

Katie Rowland: Katie is a Visual Artist whose work explores pattern, stories and the natural world. Katie has worked on a wide variety of projects including large-scale painted murals, printmaking, bookmaking, drawing and painting. She has delivered workshops in a variety of educational environments and community settings. On the Impact Arts CashBack programme Katie worked with participants from East Ayrshire and supported them to learn a variety of skills from printmaking to giant willow constructions. Young people made lino prints to create symbols that reflected the young person's heritage and interests. These symbols were printed onto fabric to create giant collaborative banners and also printed onto leather shields which were inspired by the trip to the National Museum of Scotland.

Working alongside filmmaker Gill Howatson, Katie supported young people to create giant props of mythical creatures out of willow and tissue paper. These were manipulated by young people to float out of bushes and scare presenters during the filming of the spoof 'Supernatural Scotland' TV show.

Calum Main: Calum is an animator specialising in stop-motion animation through his Masters at Edinburgh College of Art. Supported by Glasgow Film Maker, John MacDougall and Sofia Akrim, (Volunteer Film Assistant), Calum worked in Edinburgh on the CashBack programme and focused on teaching the young people about the world of film within the creative industries. Over the summer he ran workshops on how to do stop-motion animation, how to use free apps to create and edit footage as well as exploring the different roles that are needed to make a successful film and what skills, qualifications and traits you would need to succeed in these roles. Calum spent considerable time helping individuals build a portfolio and work towards applying for university or college.

Sarah Wakeford: Sarah is a regular Impact Arts collaborator and has worked with communities across Scotland. A visual artist, focusing on nature, Sarah worked and exhibited internationally. On the Impact Arts CashBack programme Sarah worked with participants from Edinburgh and explored several different aspects of the Wild and Majestic theme with her group of young people over the summer. They created string art inspired by the colours of Scotland and also tried their hand at weaving pictures. Sarah explored some of the different roles available in the creative industries and the type of skills (personal and qualifications) that would help someone succeed in a creative career. The young people used modelling clay to create scenes and images that reflected Wild and Majestic to them personally. The young people experimented with tartan, some using it to create pictures and others featuring it as a key aspect of fashion designs.



The Delivery Team

Year 3 of the CashBack programme brought in some key changes for the delivery team.

We were delighted to see Susan Cain join the team as Programme Manager for the West of Scotland. This included responsibility for CashBack to the Future delivery in Renfrewshire.

Additional Co-ordinator support was also recruited, and we welcomed Amanda Munro onto the team in July 2020.

Both Amanda and Susan have a wealth of experience in supporting young people and have a background in the arts.

Our Head of Delivery, Natalie McFadyen White, left the organisation in February and after a robust recruitment process, Caroline McGhee was appointed Head of Operations from March 2020.

Looking ahead we have listened to feedback and evaluation and have heard the needs of young people – particularly in relation to pastoral support. As a result, we made the decision to create 4 new dedicated Youth Worker posts to support our CashBack to the Future (stage 5) delivery. These posts will work alongside our team of artists to provide holistic, joined-up, support for our participants.



The Benefits and Outcomes for our Young People

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

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

Our monitoring and evaluation takes place regularly; is participant focused and is focused on the following 7 outcomes:

- Outcome 1: Young people build their capacity and confidence.
- Outcome 2: Young people develop their physical and personal skills.

- Outcome 3: Young people's behaviours and aspirations change positively.
- Outcome 4: Young people's wellbeing improves.
- Outcome 5: School attendance and attainment increases.
- Outcome 6: Young people participate in activity which improves their learning, employability and employment options (positive destinations).
- Outcome 7: Young people participate in positive activity.

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

*"The programme has had a positive impact on young people in terms of broadening their creative skill sets and heritage knowledge, but it also created a ripple effect of peer to peer aspiration. Three young people who have just been accepted to college have sparked interest other young people who are looking ahead". **Programme Manager Ayrshire.***

*"...Because of CashBack, my daughter is now walking to and from the sessions independently...something that she would never have done before."
Parent of a first-time participant.*

Building Young People's Capacity and Confidence

How we did it

Each individual participant came with their own challenges – for some it was about using public transport unaided for the first time; for others it was overcoming fears and anxieties. Workshops and accompanying support was tailored to ensure that each young person's needs were identified and overcome; ensuring that they could participate and build their confidence and capacity as a result. 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 travelling independently and accessing new spaces/ places. Some participants had never used a bus independently; others from rural areas travelled independently for 1.5 hours in order to access our programme.
- Being supported to create new coping techniques that helped participants deal with issues associated with anxiety, low self-esteem and other mental health challenges.
- Performing at the National Showcase at the Glasgow Barrowland Ballroom to an audience of 200 people.

What we learnt and how we responded

Issues of low confidence, anxiety and shyness meant that a surprisingly high number of participants found it hugely challenging to work in groups and/or contribute ideas and opinions.

As a result of support, and new approaches to delivery, trust between participants and staff evolved and confidence improved. Soon our young people were using their newfound creative skills to positively express themselves. With this came the confidence that they would be heard, were safe and supported. This resulted in them then working as Co-designers and coming up with ideas for workshops and suggesting different types of activities that they wanted to try.

"On the first day John was incapable of crossing the threshold of the workshop and instead watched from the doorway. At the end of the programme John was keen to be on stage performing in front of a large audience."
Edinburgh Lead Tutor.



285

YOUNG PEOPLE
REPORTED AN
INCREASE IN
CONFIDENCE

AGAINST A
TARGET OF

216

269

YOUNG PEOPLE
ARE ABLE TO
EXPRESS AND
SHARE IDEAS

AGAINST A
TARGET OF

192



177

YOUNG
PEOPLE DO
NEW THINGS
AFTER
CASHBACK

AGAINST A
TARGET OF

192

Developing Young People's Personal and/or Physical Skills



How we did it

As a result of the CashBack programme each participant was engaged in a wide variety of art forms – many of which they had not experienced before. For some the programme allowed them to build upon existing interests or skills, but for many, working creatively was a new experience in which they found joy and expression.

The Creative workshops allowed a number of key topics to be explored within in a safe and secure environment. This allowed young people to understand other people's point of view and to appreciate the world beyond their doorstep.

How we achieved this is explored below:

- Developing socially engaged artworks and performances including celebrating the LGBTQ+ community
- Exploring topics including cultural background, gender and sexual preferences
- 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

We also delivered 119 accredited awards (Dynamic Youth Award).

What we learnt and how we responded

We have always been aware that each young person comes to the CashBack 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. This year one young man was keen to be involved but was anxious as to how this might happen as a result of his partial sightedness. In response the team ensured he was included, and tailored activities in order that his engagement was maximised.

All of our young people continue to learn new creative skills which in turn has increased their confidence to try new things out with their comfort zone.

Through creative sessions, young people expanded their understanding of materials, design and production. 100% of attendees this quarter reported an increase in these skills.

"I've been in some difficult group activities in the past and I'm proud of how I worked to overcome problems." **Edinburgh Participant.**

"I learned new skills for the future. I am more confident in showing my work off to people." **North Ayrshire Participant.**

186
YOUNG PEOPLE REPORT INCREASE PERSONAL SKILLS, ACHIEVING ACCREDITED LEARNING

AGAINST A TARGET OF

180



220

YOUNG PEOPLE REPORT AN INCREASE IN SKILLS

AGAINST A TARGET OF

192



119

ADDITIONAL ACCREDITED AWARDS (DYNAMIC YOUTH AWARD) DELIVERED



255

YOUNG PEOPLE REPORT AN INCREASE IN CREATIVE AND ARTISTIC SKILLS

AGAINST A TARGET OF

189



Positively Changing Young People's Behaviours and Aspirations

How we did it

Many of the young people coming on the CashBack nights programme displayed a variety of challenging behaviours – often as a result of their homelife, lack of confidence and/or poor communication skills. Nearly all struggled with routine.

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.

All the young people who engaged in CashBack Nights programme demonstrated positive changes in behaviour and aspirations in areas such as:

- Timekeeping
- Gaining new skills in leadership and teamwork

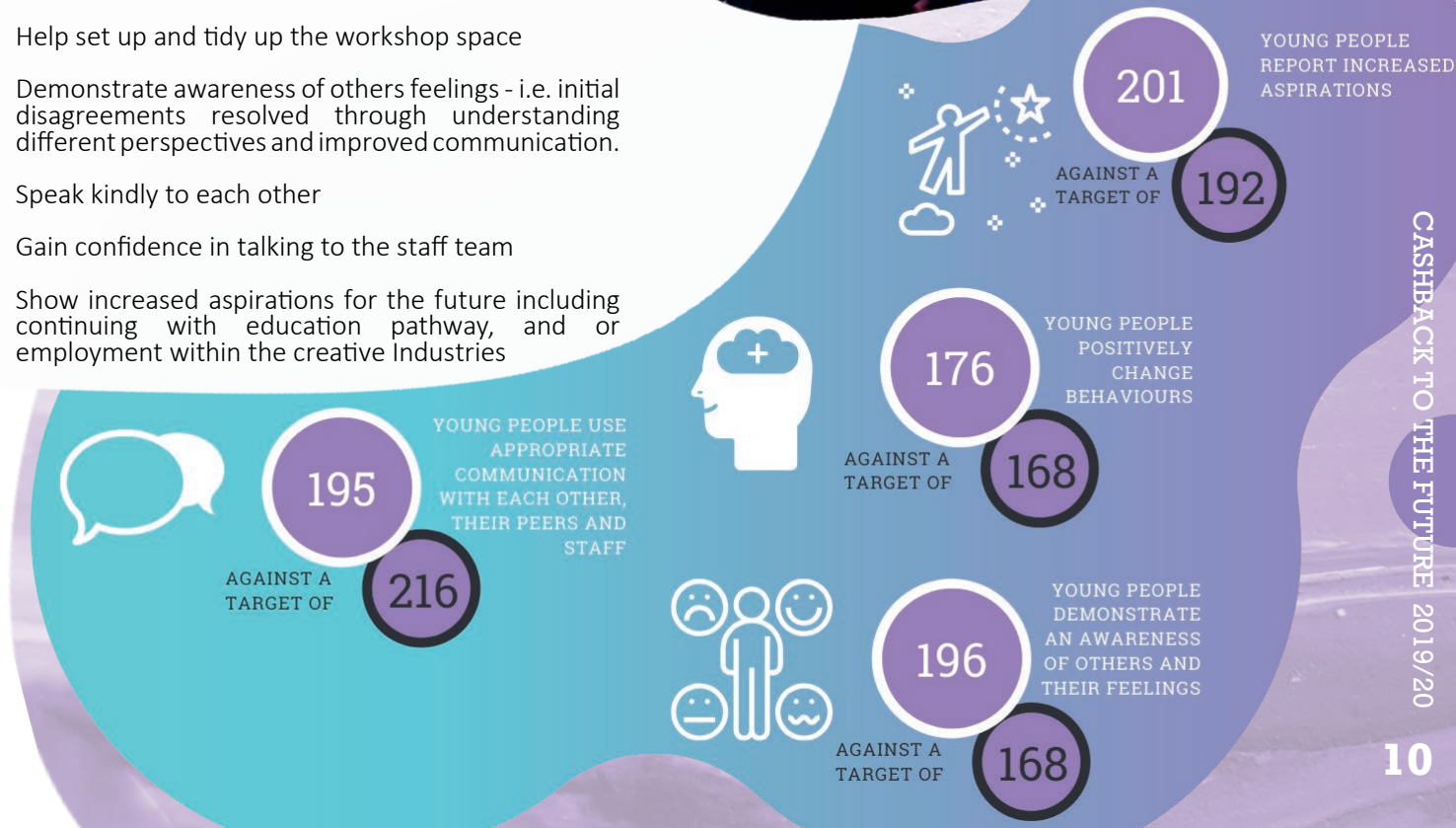
“Several of the young people have stated that they would like to continue working in the creative industries when they leave school, and that the project had opened their eyes to what is possible. One of the young people has joined our Youth Steering Group and is hoping to become our Disability Champion too.” **East Ayrshire Programme Manager.**

- Continuing with creative activities beyond CashBack to the Future.
- Developing positive routines i.e. eating well, getting up on time and engaging in activities
- Working within their communities

What we learnt and how we responded

We soon came to learn that continuing CashBack programme was part of many young people's plans and aspirations. We also wanted to recognise and reinforce positive changes in behaviours. As a result we decided that in order to continue with the Summer programme and progress into CashBack Nights each young person had to:

- Help set up and tidy up the workshop space
- Demonstrate awareness of others feelings - i.e. initial disagreements resolved through understanding different perspectives and improved communication.
- Speak kindly to each other
- Gain confidence in talking to the staff team
- Show increased aspirations for the future including continuing with education pathway, and or employment within the creative Industries



Improving Young People's Wellbeing

How we did it

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. They also have been working on a physical theatre piece, which has involved drama, physical movement, singing, playing musical instruments. All of which have a positive impact on the young people's emotional and mental health, interpersonal skills, self-esteem and confidence.

During our evaluation young people stated that they felt like they were a part of something (91%) and felt valued (73%). The Scottish Government has incorporated the SHANARRI indicators, (a set of eight factors; Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included) used to measure wellbeing for children and young people, in its Getting It Right For Every child (GIRFEC) approach. The vast majority of young people (90%) on CashBack, reported an increase in wellbeing against one or more of the SHANARRI indicators. Parent/carers also noticed improvements in the mental health of young people.

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

Mental Health issues are still our main concern with our young people. The majority have personal challenges going on at home and/or at school. One of our young people disclosed that they were self-harming during this period and we took action to give them appropriate support.

In East Ayrshire, two regular attendees struggled with mental health issues, particularly anxiety. The small group set-up worked in their favour as it enabled them to form natural relationships with each other and the staff team. They enjoyed having a space where their ideas were taken seriously; in which they could create and discuss the process involved. This allowed them to build on their skills and produce an outstanding piece of work. Both young people fed back to the team that this approach had significantly helped them address the stresses experienced outside of the CashBack sessions, and that Saturday at Impact Arts gave them something to look forward to.

We also had an increase in the number of Child Protection issues reported. As a result, we prioritised Child Protection, Mental Health First Aid Awareness, Mindfulness training/ support.

Young people who made disclosures told us that they felt 'safe' and 'happy' within the environment provided by Impact Arts.

"After lunch the tutors would lead a short mindfulness exercise which the group responded well to. They reported that it was 'really relaxing'." **Edinburgh Programme Manager.**

"CashBack has brought my family together." **Renfrewshire Participant.**





108

*
YOUNG
PEOPLE'S
ATTENDANCE
AT SCHOOL
IMPROVES

AGAINST A
TARGET OF

120

67

*
YOUNG PEOPLE
ARE ABLE TO
EXPRESS AND
SHARE IDEAS

AGAINST A
TARGET OF

84



Increasing School Attendance and Attainment

How we did it

Participants reported that after CashBack they are regularly attending school and working towards qualifications, including Nat 4's, 5's, Highers. Some are also creating portfolios for further and higher education submission.

Through our CashBack programme, participants were supported and encouraged to improve their attendance and attainment at school, not only by tutors but also through the peer support networks which provided a positive role.

What we learnt and how we responded

One of the young people participating in the CashBack Programme was known to us, having been supported through our Art Psychotherapy programme. As part of this support he was encouraged to try out CashBack. He was quickly an enthusiastic participant, and we all saw huge increases in confidence – a surprise as he was a school refuser. By the end of the programme he had been discharged from the Art Therapy support and has reengaged with education.

Another young person admitted to having an issue with the number of energy drinks she was consuming each day, as well as exam anxiety. Feeling supported enough to highlight these issues to the tutor – the two identified a path forwards. At the end of the programme the young person soon reported feeling happier about going into her exams and is glad not to be taking energy drinks – acknowledging its negative impact on her. She also appeared more confident and comfortable in the group, expressing herself appropriately and showing more maturity.

"I feel more confident in going back to school. I feel like I'm going to be able to communicate more and have more confidence for exams." **North Ayrshire Participant.**

"I've got better results at college since joining project CashBack." **Glasgow Participant.**

*We acknowledge that these figures appear below target, when compared against our Year 1-3 results (which strongly exceed targets). However, we believe that this is due to the difficulty obtaining this information. In year three we used the participants own self-evaluation feedback – of which answering was optional.

Moving on to Positive Destinations

How we did it

Through the CashBack 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. In Ayrshire, the young people took on the roles of helping with setting/clearing up, doing the dishes, and managing their time in order that tasks were completed. Additionally they worked on their presentation skills – showing their art work to the group and exploring how to constructively provide feedback. This has been great practice for public speaking and developing language around critiques.

In Renfrewshire, it was important that participants understood that whilst the focus was on fun, they also needed to be committed and focused – particularly if they were to achieve a successful showcase within the given timescales. The tutors supported the group to discuss and address the factors that were required for success, and the issues that were being felt and experienced. This worked well and resulted in the young people creating a number of ground rules. This approach worked really well as the young people started to feel “ownership” and pride in their positive behaviours and participation & they would also remind each other of the rule boundaries.

The young people were involved in drama/performance and did public speaking in front of partners, friends and family. All of this helped them to gain more confidence in their skills and abilities and taught them about working as a group/contributing to discussion.

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

*“Her thought process has changed entirely... Her whole outlook has improved. It’s energised her whole life.” **Parent of Glasgow Participant.***

*“Because of CashBack I am now looking for a job and trying to improve my music skills.” **Glasgow Music Participant.***



211

YOUNG PEOPLE
ACHIEVE
POSITIVE
DESTINATIONS

AGAINST A
TARGET OF

192

241

YOUNG PEOPLE
DEVELOP SOFT
EMPLOYABILITY
SKILLS

AGAINST A
TARGET OF

192



Young People Participating in a Positive Activity

How we did it

As described all participants had the opportunity to engage in a wide variety of creative skills – many of which they had not had the opportunity to explore previously. Each programme had a strong focus on group work, social skills, communication skills and personal confidence through creative activities, as well as providing ongoing positive activities and engagement.

The programme structure allowed them to have new experiences and visit new places beyond their doorsteps, and to see new opportunities, and ways to relieve boredom. This included visits to the National Museum of Scotland – where the Wild & Majestic and Tyrannosaurus Rex exhibit provided huge inspiration for a range of work including the production of a digital film by Edinburgh participants.

Others participated in a number of performance and visual arts sessions; learning about mime, storytelling, and theatre techniques, as well as designing and creating costumes. The participants also put on a performance for family and friends at the end of the February mid-term week. In Renfrewshire, young people worked on their performance skills, following direction, working as part of a team, and taking on the roles of director and/or actor. They also worked together as an ensemble to create two arrangements of one piece of music. The choice of music and desire to work with a musician was participant led and allowed the young people to express their choices and engage in activities which were meaningful and positive for them.

Across the programme, three-quarters of young people said that they were less likely to be involved in anti-social behaviour as a result of the programme. Overall, young people's responses almost doubled the target (79% against a target of 40%).

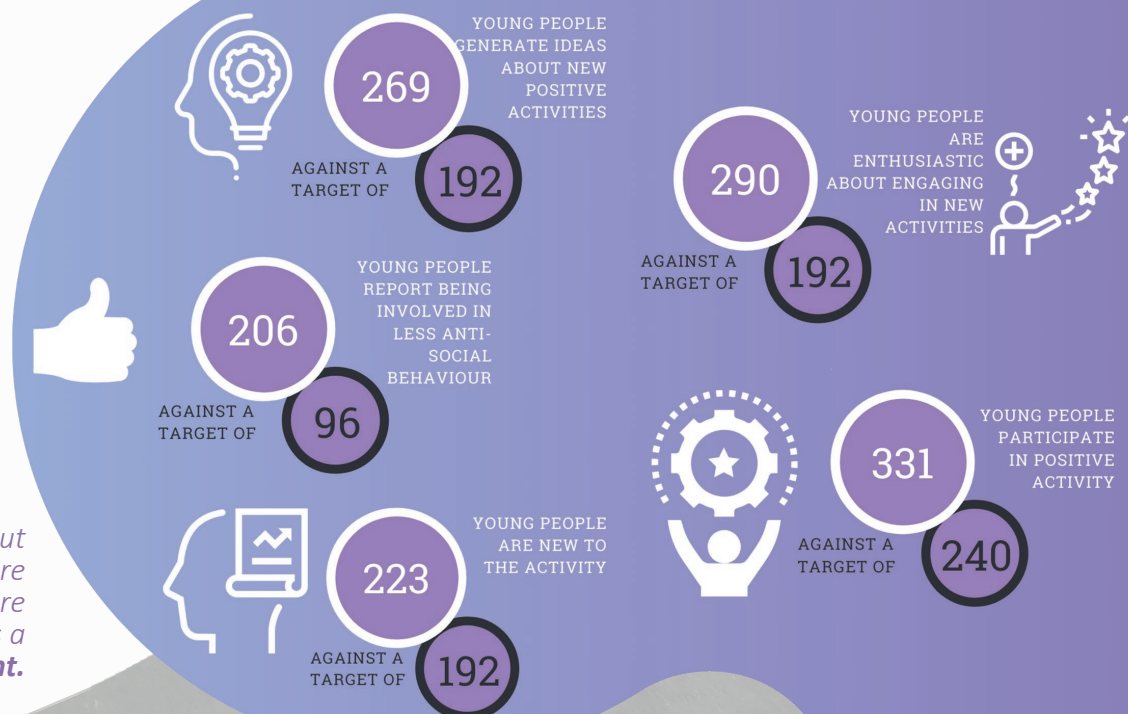
CashBack is a really good place to express your feelings, it's all about a positive attitude. It's your work so it's never right or wrong. If you're stuck you can get help. You're never just doing one thing, you're thinking about other things. You can take time out and relax, so it's a good stress relief". North Ayrshire Participant.

What we learnt and how we responded

It was important to the young people that they were provided with a safe space in which they could express themselves and were heard.

Initially the design and structure of activities were led by the artistic team. However, as the sessions progressed it became clear that engagement and positive outcomes were more likely to be achieved if young people had a voice in shaping the programme.

This co-design approach worked particularly well in Renfrewshire where the young people were encouraged to take ownership of their input, as individuals, and as a group – which led to huge feelings of empowerment. Young people would often lead the warm-up games, allowing them to experience the role as leader as well as practice the art of listening.



The Glasgow Barrowlands

The CashBack to the Future 2019 showcase was held at the Glasgow Barrowlands. A piper led the young people to the stage, where the show began with a screening of the East Ayrshire digital arts team's Killy TV production. Broadcasting their version of a newscast, the young people showed us their satirical vision of mythology and supernatural events in Scotland.

The show included theatrical and musical performances, and screenings of the digital arts produced by the Glasgow, Renfrewshire, Ayrshire and Edinburgh groups:

The Ayrshire group displayed spectacular costumes, props and scenery in a theatrical piece inspired by Scottish stereotypes. The audience even witnessed a battle between giant bottles of Irn Bru and Coca Cola!

The performance group from Paisley performed a sword dance and moved the audience with their poetry and words which shared an aspirational and optimistic vision of the future of Scotland – all set against a backdrop of amazing images from across Scotland.

The Edinburgh group's dance, which evoked weaving movements, was evocative, while the Glasgow group took the audience by surprise, unveiling the giant Nessie they had created over the course of CashBack to the Future.

The show's finale featured all the young people coming together on stage and performing the popular song 'Sweet Dreams, by Eurythmics, ending the showcase on a high, with a great feeling of excitement and achievement.

There were also exhibitions of the visual art from each of the groups: The team from Glasgow dazzled with their landscape paintings, screen printing, warrior masks, tartan and portraits.

The Edinburgh group displayed their huge pheasant costume – formerly Laird Pheasant McPheasantface – speech bubbles and weaving artwork.

Equally impressive, the group from Renfrewshire group exhibited a huge Scottish Landscape mural and their fun papier-mâché haggis.

The work of each individual, and each group was appreciated equally, but there was real value demonstrated through the collaborations between the digital arts and performance groups. We could also see their visual art group's artwork contributing to the collective work of all the performances. The Glasgow group demonstrated their ability to use digital tools and software creatively by incorporating traditional images of Scotland into contemporary interpretations of modern Scottish life and culture. Young people from Edinburgh featured their interviews with visitors of the National Museum of Scotland.

It was a fantastic day and a great way to showcase all the hard work put in by the young people from across Scotland, in a spectacular venue.

"CashBack has made me who I am today. I used to have no confidence, but I have grown so much. I barely recognise myself in videos I starred in years ago." **East Ayrshire Participant.**

"Very inspiring indeed! Incredible performances and artworks, so much talent. Safe to say the future is very BRIGHT!" **Edinburgh Participant Referee.**



Charles' Story

Background

Jim is a Careers adviser and Work Coach with Skills Development Scotland (SDS). His job is to prepare young people that are leaving school to get ready to enter the job market or another positive destination.

One of Jim's clients is Charles, a 17-year old boy who is in a small, additional support needs school and is looking to move on from school. Jim referred him to the CashBack to the Future Summer Programme.

Charles has additional support needs and is on the autistic spectrum. Jim thinks that CashBack to the Future is an ideal place for Charles to take his first steps into the world outside of school.

"I knew he needed to be in a really supportive environment"

Charles had expressed an interest in the arts and has been a member of small drama group. He wanted to perform, but until now had not had many opportunities to do this. Jim was unaware of any other programme that would have been suitable for Charles in the area.

Building confidence

Jim noticed a great difference in Charles' confidence because of the programme. He used to be shy, paranoid about what others think and did not have the best social skills. All of these have improved. Jim credited the CashBack to the Future staff and the way the programme was delivered for this increased confidence.

"The staff were really supportive from the start it made him feel comfortable and gave him confidence."

Jim saw that Charles' whole demeanour has changed. He took part in the final performance, even went up on stage and read out a poem that he wrote, something he would have never done before. At the end of the programme, someone bought one of his pieces, which also was a great confidence boost.

"He has started to believe in himself more."

He had previously tried other employability programmes without success. CashBack to the Future is the first programme that Charles has committed to. After CashBack to the Future Charles joined another employability programme and he generally seems less intimidated to try new things.

Developing skills

Jim noticed that Charles has gained new skills, in particular creative skills, such as in performance and visual arts. Jim also thought that the qualification achieved was useful.

Jim also observed that Charles' social skills have increased quite a bit. He showed improved communication skills and is better at working with others.

"He's able to speak to people more readily than before."

Changed behaviour and aspirations

Jim told that Charles was quite an isolated young man before the programme with limited social contacts. Though the CashBack to the Future programme he has made a new friend.

Jim mentioned that Charles' mother wrote him an email to say thanks and specifically mentioned the impact of Cashback to the Future. She wrote that she used to struggle to get him out of his room but now he's up and about all the time.

Charles' aspirations for the future have changed as well. He does not want to go to college because this may be too challenging for him, but he now realises that he cannot say still and needs to try and do something. Jim sees this as a big improvement.

"CashBack to the Future made him realise that the next step isn't scary."

Improved wellbeing

Jim thought that taking part in CashBack to the Future has had an impact on Charles' wellbeing. He is definitely more active and getting out of the house. He has gained the confidence to do more. Jim also saw an improvement in his mental health. His low moods and paranoia about other people have improved.

Jim noticed that the support from tutors to face difficult situations and deal with problems has helped Charles. He built a trusted relationship with the tutors and saw them as someone to speak to and get advice from.

"Impact Arts helped him to tackle situations he wasn't used to."

Getting ready for employment

Jim reflected that Charles' improved social skills and his increased resilience has made him more prepared for working life. He is a bright young man and possessed a lot of job-relevant skills already. Taking part in CashBack to the Future has changed his attitude and his willingness to try new things.

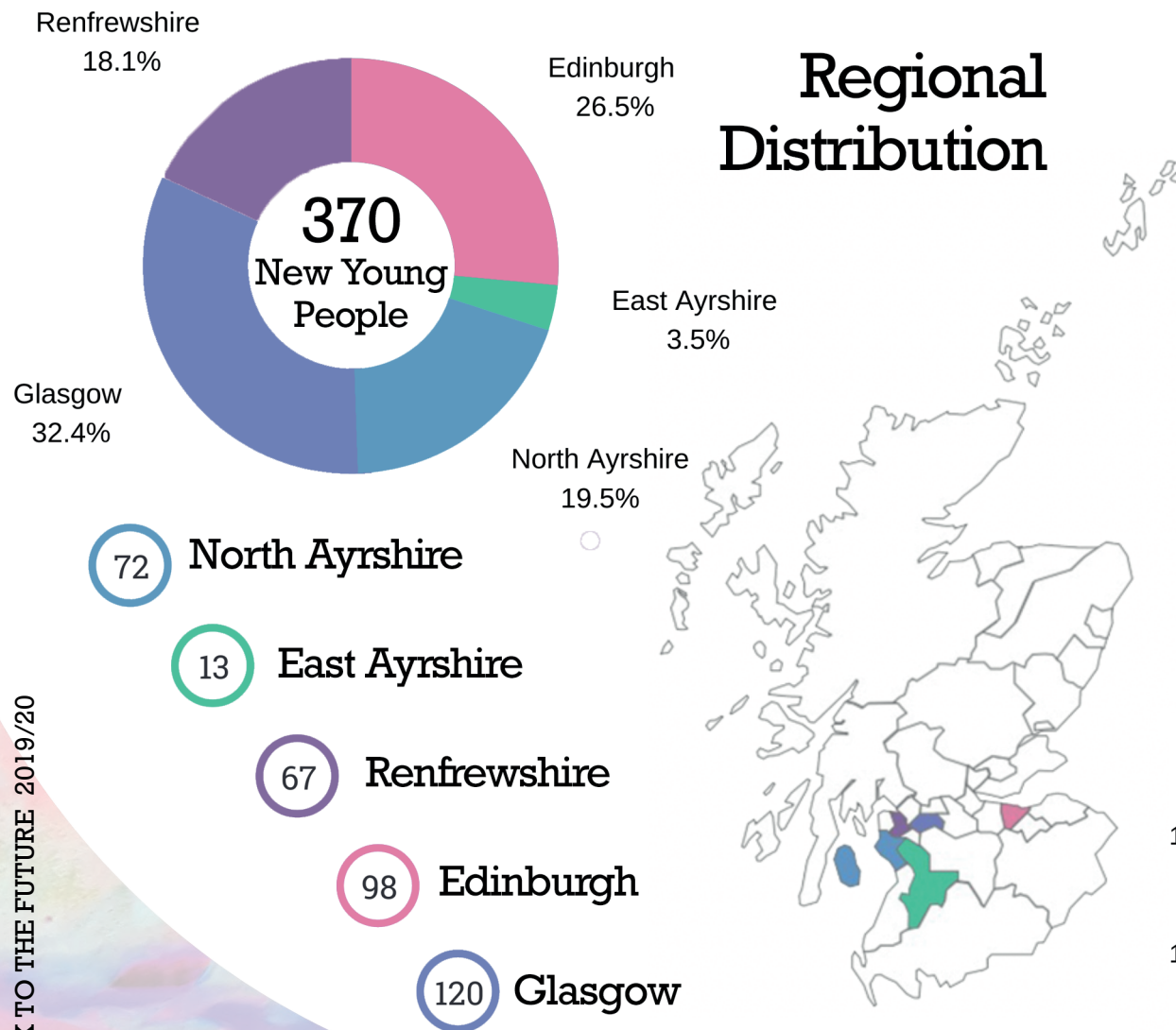
"It's given him experience to be able to work better with other people"

Charles has now joined another employability programme (at Scottish Credit and Qualifications Framework Level 3), which includes a work experience element. Jim feels that Charles is now ready to complete this programme successfully and will keep supporting him until he is in a positive destination for at least three months.

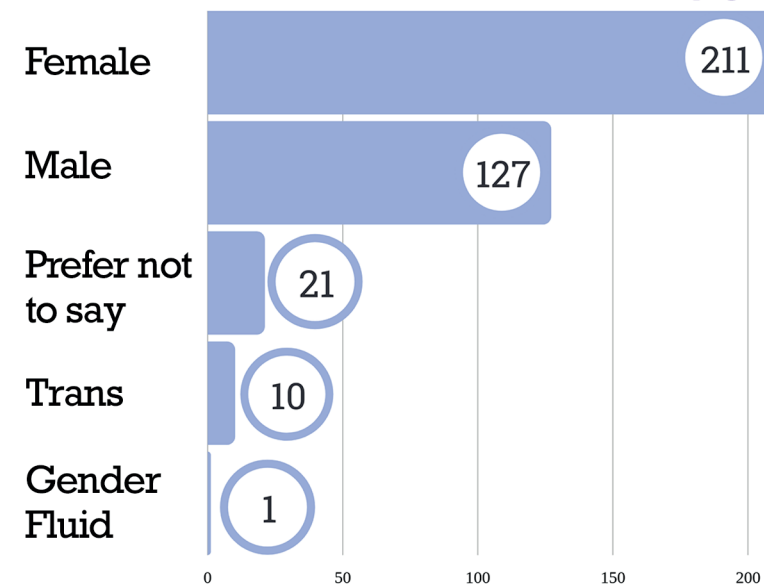


Engagement

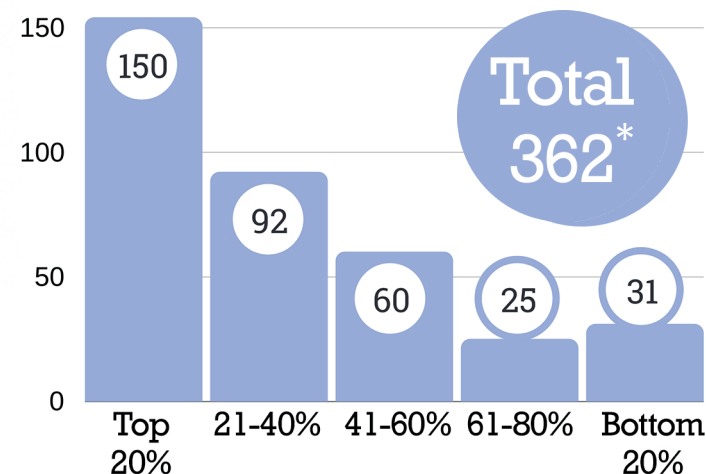
Regional Distribution



Gender Diversity



SIMD Breakdown

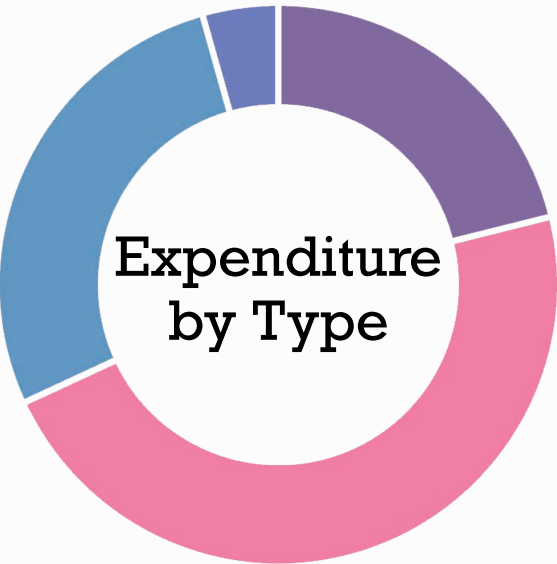
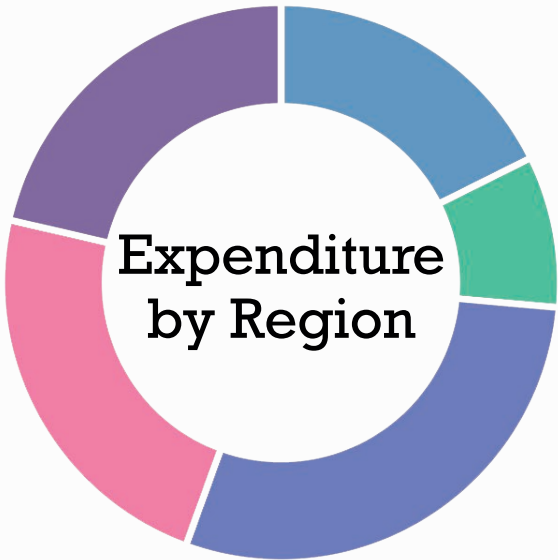


* Please note this total does not reflect the total number of participants. Eight have been removed from the 370 total due to discrepancies with their postcodes.

Finances

Expenditure by Region	
North Ayrshire	£25,497.00
East Ayrshire	£12,678.00
Glasgow	£42,068.00
Edinburgh	£33,331.00
Renfrewshire	£30,902.00
Total	£144,476.00

- North Ayrshire 18%
- East Ayrshire 9%
- Glasgow 29%
- Edinburgh 23%
- Renfrewshire 21%



- Support Staff 21%
- Direct Staff 47%
- Direct Project 28%
- Young Peoples Costs 4%

Expenditure by Type	
Support Staff	£30,495.00
Direct Staff	£67,888.00
Direct Project	£39,784.00
Young Peoples Costs	£6,309.00
Total	£144,476.00

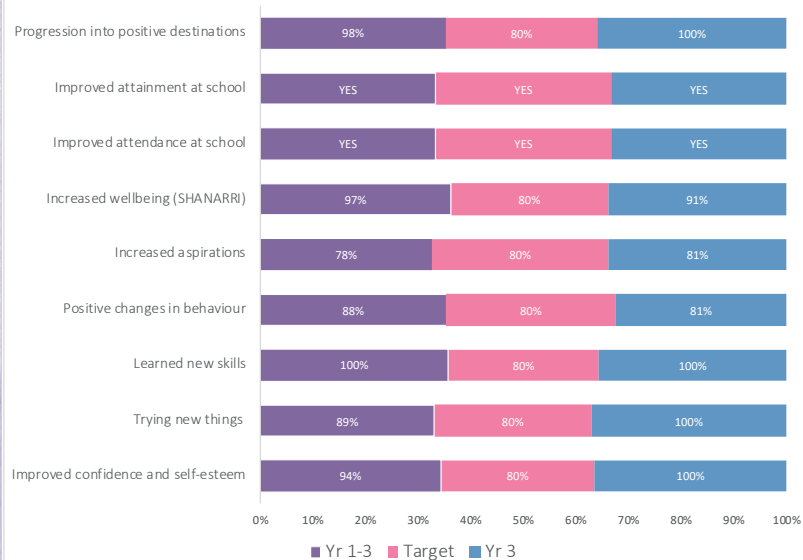
External Evaluator Review

"My daughter has attended a number of years now and is always keen to go. It helped her to socialise with other children, which she can sometimes struggle with." **Parent/Carer**

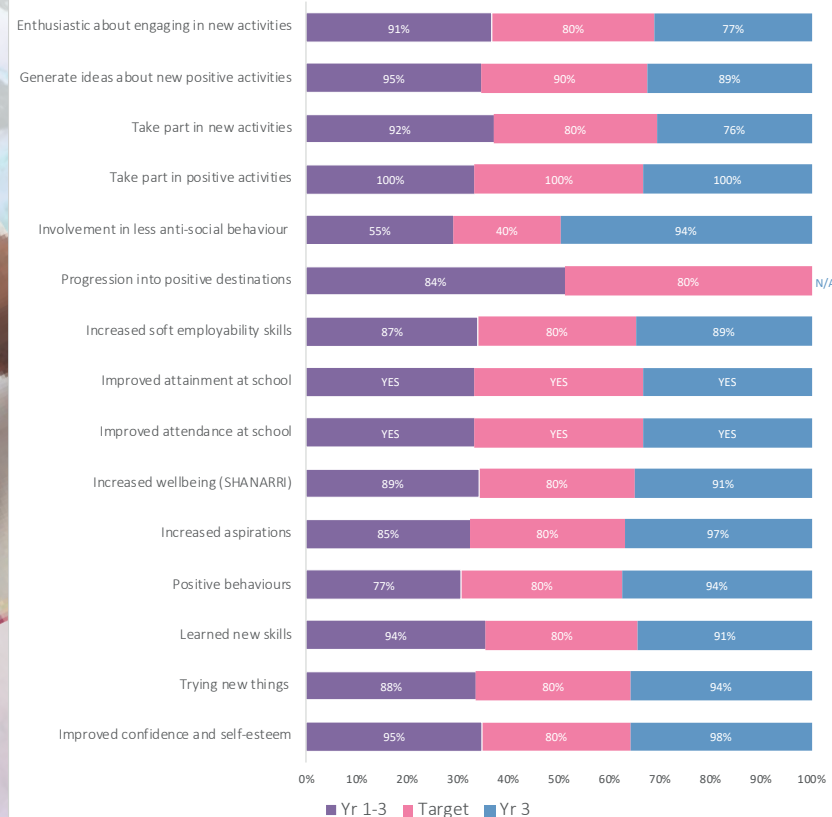
"My daughter has had an amazing experience. She has made new friends, become more confident and independent. It's been brilliant for her." **Parent/Carer**

"She suffers from anxiety. The past few weeks she's come out of her shell. Never thought I'd see her performing." **Parent/Carer**

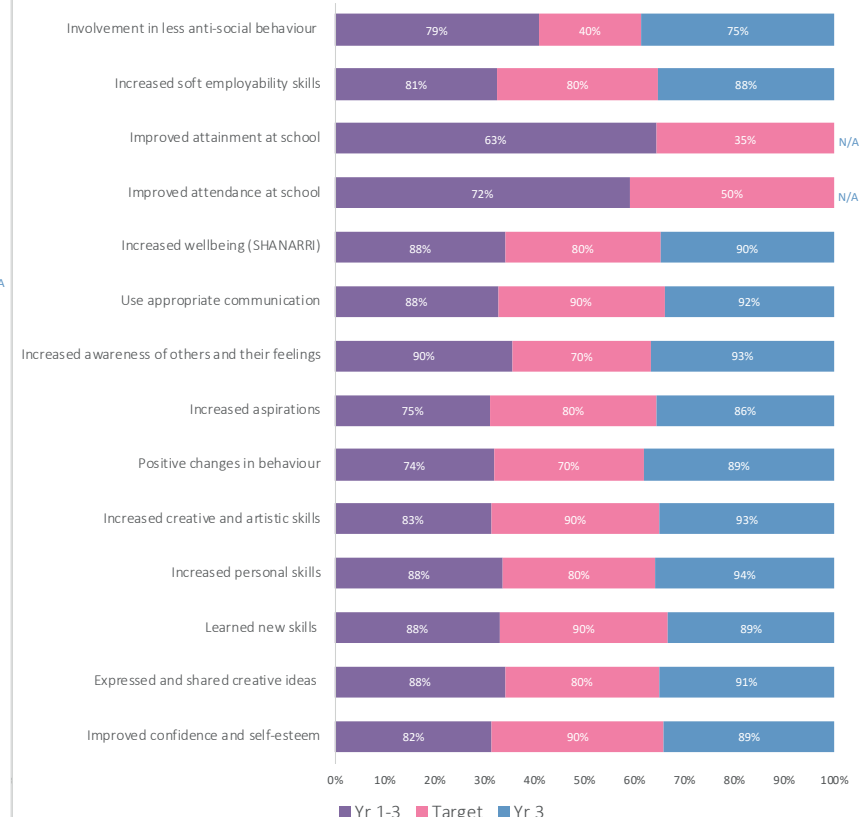
Parent/Carer Survey



Tutor Observation



Self-Evaluation



External Evaluator Review

CashBack for Communities Logic Model

A Logic Model for CashBack for Communities has been developed that sets out the short, medium and long-term outcomes that the Scottish Government wants to achieve with programme funding.

Impact Arts and Social Value Lab jointly developed a bespoke outcomes measurement framework and data collection plan based on the Logic Model for CashBack to the Future.

All funded projects need to contribute to the four mandatory CashBack for Communities outcomes and can select one or more outcomes from five optional outcomes.

Each outcome has associated measurements and indicators, to enable delivery partners to track progress and measure impact. Organisations select the most relevant outcomes for their programmes.

Research Methodology

An external evaluation was carried out by Social Value Lab between July 2019 and September 2019 and covered only the consultation of the parents and carers of the young people. It was based on a mixed methods research design that involved several stages:

- Analysis of the quantitative self-evaluation data collected by Impact Arts.
- Analysis of the quantitative tutor observation data collected by Impact Arts.
- Interviews with 15 parents and carers that attended the Showcase.
- Analysis of responses of parents and carers left in a 'Comment Box' at the Showcase.
- Analysis of responses to a stakeholder survey completed by 11 parents and carers.
- Case Study interviews with a parent and Skills development Scotland.

Limitations to the Research

The outbreak of the Coronavirus impacted on the fieldwork for this study. The start of the Corona virus measures coincide with the end of the fieldwork period. This meant that we have only been able to conduct a limited number of key stakeholder interviews and have only been able to produce two case studies.

Conclusions

Conclusions from the consultation with parents/carers about the third and final year of CashBack to the Future.

- The CashBack to the Future programme has met or exceeded all of the 30 targets for young people and other stakeholders across all outcomes for Year 3, except Outcome 2: Increased physical and personal skills – 'Accredit awards'. Despite this, the programme exceeded the target over the three years of the programme.

The targets for young people under Outcome 7 - 'Taken part in new activities' and 'Being enthusiastic about engaging in new activities' were very narrowly missed (within 4% of target).

- This is the final year of the CashBack Phase 4 programme. Looking over the three years of the programme, it also exceeded all 14 targets for young people across all outcomes, except for three targets that were almost achieved (within 8% of target). These are:
 - Outcome 1: – 'Improved confidence and self-esteem'
 - Outcome 2: Increased physical and personal skills – 'Increased creative and artistic skills'
 - Outcome 3: Young people's behaviour and aspirations change positively – Increased aspirations.
- The programme exceeded all 16 CashBack targets for other stakeholders.
- The CashBack to the Future programme has been very successful and should be continued.

"Travel gave new freedom, confidence and opportunities. It's energised her whole life." **Parent/Carer**



Looking Ahead

As we move into CashBack to the Future's fourth year, we will continue to engage more disadvantaged young people in quality creative arts workshops. As we look to the Summer, we are hugely aware of how the current situation, COVID-19 is contributing to the vulnerability of our young people, and that as they face an uncertain future they need our support more than ever.

As a result, we are bringing CashBack to the Future online and are including welfare and wellbeing support as part of this, ensuring each participant has all the necessary resources, data and equipment to fully engage.

We are aware schools and partner organisations will be worried about some young people as they are unable to offer face-to-face support. We want to be able to support young people during these difficult times and also offer a programme that discourages young people from meeting up in groups when social distancing is in place.


A variety of artists will be leading thematic courses virtually so young people can choose whether to get involved Visual Art, Music, Creative Writing, Digital Arts and more.



"I loved everything" **Edinburgh Participant.**

"I wish this was forever." **Edinburgh Participant.**

"It's been great to see & learn from people who love their jobs. Makes you realise that you can do something you like as a career & can persue something you like doing." **East Ayrshire Participant.**



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

Visual Art Participant North Ayrshire



Impact Arts

Telephone: 0141 575 3001

Email: mail@impactarts.co.uk

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GLASGOW

The Factory
319 Craigpark Drive
Dennistoun
Glasgow
G31 2TB

AYRSHIRE

60 Bank Street
Irvine
KA12 0LP

EDINBURGH

St. Margaret's House
151 London Road
Edinburgh
EH7 6AE