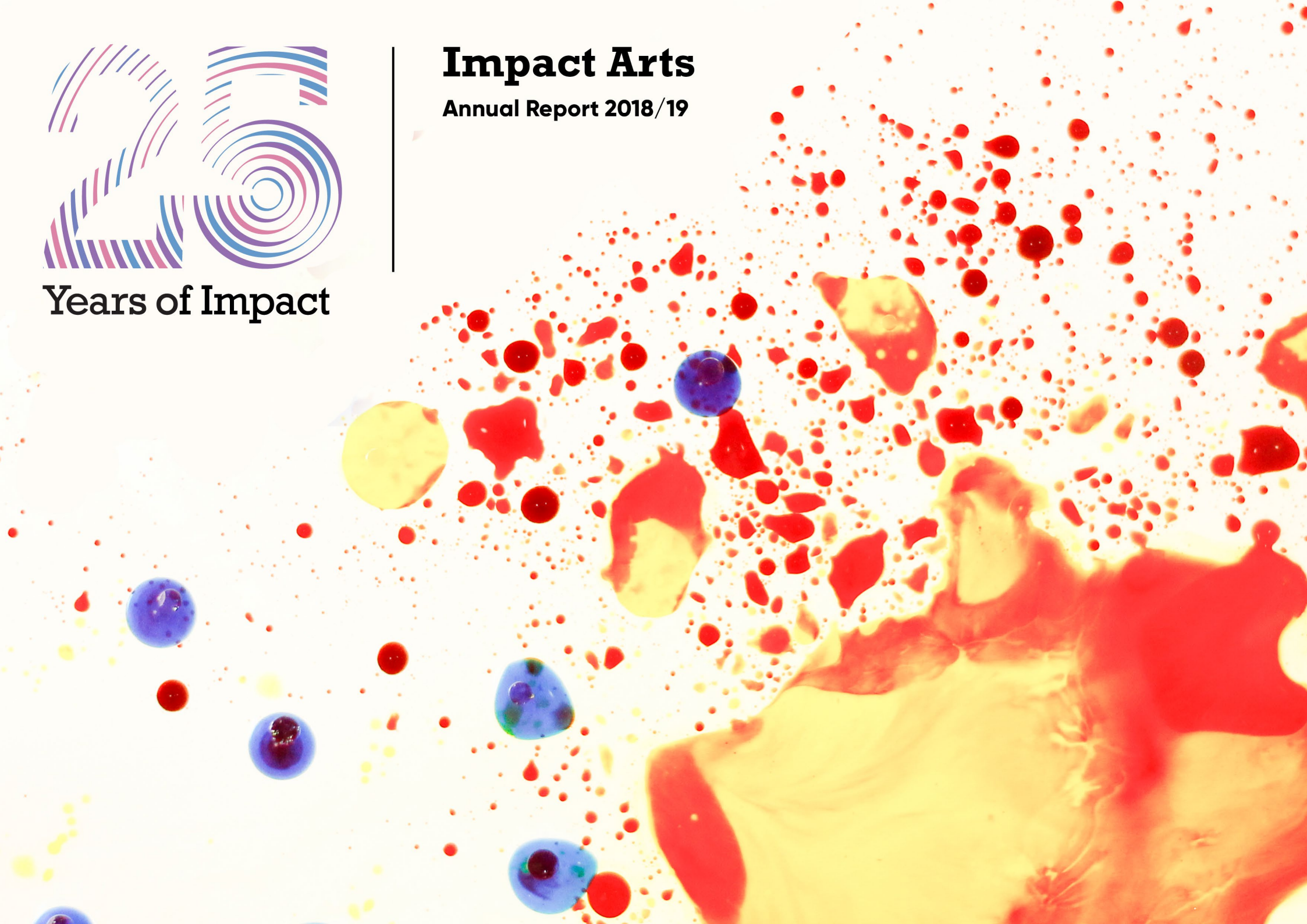




Years of Impact

Impact Arts

Annual Report 2018/19



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DEPUTY FIRST MINISTER

JOHN SWINNEY

I visited Impact Arts in January 2019 to take part in a children's singing project to mark the beginning of the charity's 25th anniversary year. It was an afternoon of sheer joy, and the children of St. Denis' Primary had clearly benefited enormously from the creative tuition.

I was particularly impressed by the way in which Impact Arts acted as a gathering point for the community - to bring people together to use art as a medium for expression, co-operation and development.

It is vitally important that people of all ages have access to artistic participation and involvement. I am

struck, when looking at a range of different projects, that individuals who become involved in artistic activity can often be empowered to overcome some of the wider challenges they may face in their lives; be those mental health challenges, loneliness, isolation or barriers to learning.

The strengths and attributes that come from involving creativity in the wider educational curriculum are manifold, and should be open to access by as many people as possible. I commend Impact Arts on the work the organisation is doing to open up this access, and will continue to encourage integrating creativity into community development activities in the future.



"It is vitally important that people of all ages have access to artistic participation."

OUR MISSION & VALUES

At Impact Arts, it's our mission to tackle inequalities in Scotland through creative engagement. We envisage a Scotland where everybody believes in the power of creativity to transform lives.

Established in 1994, we are a national arts organisation using the arts and creativity to enable and empower social change. Our three main objectives are to:

- Transform children and young people's lives through impactful arts and creativity.
- Help communities grow stronger and more empowered.
- Support older people to take part in life-enriching arts activities.

Our work spans the entire creative spectrum: we offer opportunities in visual art, digital art, music, film, performance, sound, craft, photography, textile, environmental art and more.

We aim to offer these artists the highest professional standards of employment alongside access to a comprehensive range of training, mentoring and practical experience of delivering community arts programmes.

The five key values that characterise everything we do are: **Creativity, Integrity, Equality, Kindness and Ambition.**



Theresa Shearer
Chair



It is my privilege to welcome you as Chair of Impact Arts to our 2018/19 Annual Review and Accounts. This report presents another outstanding year of progress and transformation for an organisation that is as inspiring as it is impactful, and which is committed to harnessing the power of the arts and creativity to help support individuals and communities on their journey towards a positive future.

As society continues to grapple with the impact of ever-tightening public sector finances, the factors increasing the vulnerability of many of our citizens become more pressing. Unemployment, poverty, and isolation mean that Scotland's deeply uncomfortable relationship with self-confidence and mental health inequalities become magnified.

That is why charities such

as Impact Arts must not only continue to deliver in our communities, but also, critically, ensure that with sound governance, strong people strategies, and a focus on sustainability, they can reassure the people who need them most that they will be a reliable and effective source of support, for the long term.

As Chair, I am confident that Impact Arts is a charity well prepared for navigating the economic and societal challenges that all charities face. I am proud that the charity ends 2018/19 with strong financial performance, a diversified funding model, increased creative impact, high quality delivery, solid governance and a refreshed strategy to continue its mission to tackle inequalities in Scotland's communities through creative engagement.

Fiona Doring
Director



2018/19 has been another fantastic year for Impact Arts and we have increased our social reach with our work now positively impacting upon the lives of over 6000 people across 9 local authorities in Scotland. Each and every one of those people and their lives matter to us and in every community, we build local partnerships, develop strong relationships and are committed to delivering services informed by local need and opinion.

Taking the time to consult with people on their experience of engaging with Impact Arts is invaluable learning; be that staff, artists, volunteers, participants or stakeholders. We are hugely appreciative of the feedback we gain and are committed to continuing to use this to develop a model of best

practice in employing artists and in creatively engaging those people across Scotland who have least access to the arts. Our focus on delivering quality creative engagement is at our core and while we offer creative solutions to a range of society's most pressing issues, we strive for a balance to ensure those offers are robust, impactful and enduring.

Looking to the future, we recently launched a refreshed Strategy to 2022 and took the opportunity to review our mission and organisational objectives. Going forward, our purpose aligns closely to Scottish Government's National Performance Framework and puts creativity at the heart of tackling the significant inequalities which exist in Scotland today.



6,161

**PEOPLE ENGAGED
IN PROJECTS**

OUR WORK WITH CHILDREN



The Young Gallery continues to bring children together with the highest quality artists to make and create together.

Our children's programmes continue to work on the basis that high-quality creative experiences are vital to a child's health, wellbeing and life chances. The Young Gallery schools programme built on our partnerships with primary schools in north and east Glasgow, bringing fun, vibrant and engaging visual arts and music projects into the classroom.

arts to tackle complex societal issues in fun, captivating ways. Another project involved artist Charlotte Craig working with St. Denis' and Golfhill primary schools in Glasgow's East End to create the children's ideal place to live from recycled household waste – with plain cardboard boxes being transformed into hospitals, restaurants, treehouses and vets.

We worked with five primary schools in Glasgow over several months, creating artwork with children around themes of togetherness, community and diversity. We then exhibited these artworks at large scale curated outdoor arts Festivals in local parks, bringing hundreds of schoolchildren together to celebrate what unites us and what makes us different.

We trialled music projects in primary schools, with community musician Kathleen Turner introducing children to new languages and cultures via folk songs from Ghana, Jamaica, India, Poland and Ireland. Such was the children's enthusiasm that a group were invited to launch Impact Arts' 25th Anniversary campaign in song, and we plan to further integrate joyful, collaborative singing sessions into our children's work in future.

Our artists continued to use the

383

children engaged
in projects

167

children engaged
in our Festivals
project

100%

gained Discover
Arts Awards

92%

showed improved
wellbeing

CHILDREN'S ART THERAPY



Our art therapy work has been helping at-risk children become happier, more relaxed and better able to cope.

Art therapy offers a safe space for children to express, understand and work through difficult thoughts and feelings, and help develop coping mechanisms and emotional resilience. This was the fifth year Impact Arts has delivered art therapy programmes, and we expanded our team of freelancers in order to meet the high demand for this vital service.

carers as much as possible in the therapeutic journey. This is why we introduced dyadic, or parent/carer-child therapy, to our work this year. The families we worked with have made fantastic progress. Where previously there were difficulties in how families communicate, imaginative play and creating art together has helped strengthen bonding and attachment, while parents and carers have gained a better understanding of how their children express themselves. The children have become happier and more relaxed in sessions, and we hear how families are spending more time pursuing activities together during their home life.

Our work continues to focus on helping some of the most vulnerable children in our communities: those living in households affected by alcohol or drug addiction, those dealing with loss and emotional issues, those experiencing difficulties with attachment or adjustment. Through one-to-one art therapy sessions, we worked with 39 children.

Evaluation of dyadic art therapy showed:

- Children's wellbeing improved by up to 66%
- Parent/carers' wellbeing improved by an average of 33%

Feedback from our therapists and wider network of partners indicated that it was important to involve families, parents and

39

children engaged in one-to-one art therapy

100%

showed improved confidence, self-esteem and ability to cope

43

children engaged in therapeutic group work

427

art therapy sessions delivered

**"IT'S THE MOST
I'VE OPENED UP
IN YEARS. I
COULDN'T DO
THAT AT
SCHOOL."**

**CASHBACK TO THE FUTURE
PARTICIPANT**



YOUNG PEOPLE EMPLOYABILITY



Creativity has been a powerful vehicle for personal development in young people across Scotland.

Impact Arts continues to use creative learning as the mechanism by which young people develop skills for the future, achieve positive outcomes and improve their life chances. We provide non traditional learning environments and projects that are therapeutic - designed to ingrain a sense of curiosity and experimentation. Our highly trained staff have an open and inclusive ethos, placing fun at the core of all delivery.

temporary sculptures for a public space in Dalmarnock, designed to foster a sense of connection to nature. In Barrhead, a group designed and built a fairy garden for a local nursery school. In North Ayrshire, a group planned and delivered an exhibition in Eglinton Park inspired by urban environments in Irvine. Alongside creative work, young people were supported to achieve personal goals, completing SQA units in employability and skills for work.

We delivered eight blocks of Creative Pathways, our employability programme, during 2018/19, offering young people the chance to work with inspiring artists over a 12 week period, creating designs and work aimed at giving back to their local communities and culminating in a showcase event for friends and family.

In December 2018, Impact Arts' 10 year relationship with Inspiring Scotland came to an end. We finished the year on a high, achieving 463 positive destination progressions and 384 accreditations for young people aged 14-19 years old. Over the course of this 10 Year fund, Impact Arts engaged over 5,000 young people with creative learning transforming their life skills and prospects.

In Glasgow, young people used recovered items and construction waste to create

982

young people
engaged in
projects

414

accreditations
gained

384

positive
destinations
gained

ANDY'S STORY*

NAME CHANGED FOR CONFIDENTIALITY*

Andy, 16, had been turned down for a space on a college course in Graphic Arts - something which had knocked his confidence. An aspiring Manga artist, he heard about Creative Pathways from his Skills Development Scotland adviser and joined in January 2019.

He wasn't sure what to expect at first, but decided that it would offer a good space for him to work on his drawing skills and expand his portfolio. Initially, he sat at a noticeable distance from the others, sketching with pens. But upon becoming more comfortable in sessions, his unique sense of humour began to emerge and he was chatting freely with others.

Andy showed great attention to detail in his work. The group in Barrhead had been commissioned by by Dunterlie Community Centre to produce a mosaic welcome sign, and he worked incredibly hard on



"This project has shown me that if I think I can get it done, then I can get it done"

this right up to the group's showcase. He was also proud to see characters he had designed in print, giving these away to friends and family at the showcase.

While developing creative skills, Andy completed an SQA Employability Award which included writing a CV and mock interviews, setting him up to apply for jobs in the future. Andy is continuing to work on a portfolio of images to help him apply for college and he is keen to broaden his scope. With the help of Impact Arts' Opportunities team, he applied for a number of follow-up projects and jobs.

"The course has helped me to widen my art skills which will help me to get into college," he says. "I hope to start working on my own comic book soon"

"I would definitely recommend this course to other young people. It will surprise you, you never know what will happen!"

YOUNG PEOPLE CRIMINAL JUSTICE



We used the arts as a positive diversionary focus to help young people move forward with their lives

The arts are a positive diversionary focus for those at risk of engaging in anti social behaviour and a means for those in the criminal justice system to move forward positively in their lives.

Our CashBack to the Future programme, in its second year of funding from Scottish Government's Cashback for Communities fund, takes the proceeds of crime so that young people can do something really positive with their lives, learn new skills, make friends, get accredited awards and get support to move to the next stage of their lives.

In 2018/19 the project expanded to offer 389 young people access to high-quality workshops in visual art, music, performance and digital work. Offering diversionary activities at peak times when young people are at risk of engaging in anti social behaviour and of disengaging from education, the project aimed to channel young people into positive pursuits while working with them

on individual progression plans.

A 62% increase on engagement figures from the previous year, we vastly expanded our engagement on weekly CashBack Nights aftercare workshops which ran throughout the year supplementary to the summer programme and offered ongoing support and inspiration.

We also continued our music work with young people in the Performing Arts Space within HMYOI Polmont, engaging 81 young men in 160 music/DJing and songwriting sessions throughout the year. Through a sense of accomplishment and success, participants become better equipped for a positive future beyond the institution.

A fashion unit for young women was delivered and we gave a particular focus to creative writing for young fathers in the prison system where they could create storybooks and lullabies for their children, ensuring their relationship could continue.

90%

of parents/carers reported improved behaviour in their young person

82%

of young people stated that they were involved in less anti social behaviour

80%

of young people stated they had improved attendance at school

YOUNG PEOPLE HERITAGE & CULTURE



389

CashBack
participants

93%

showed improvement
against SHANARRI
indicators

92%

showed improved
confidence

We used art, music, drama and digital to get young people interested in their local and national history.

As well as using creativity to boost employability skills and help young people set goals, our projects also helped with building confidence, developing creative art skills and feeling more socially connected.

CashBack to the Future had a strong heritage focus, working in partnership with National Museums of Scotland to deliver on their Scotland 365 project. The project used music, digital, performance and visual art to engage young people with their heritage and our artists and creatives used the overarching theme My Museum, using the collections of the past to inspire pieces of work that they would choose to preserve in their own museums for posterity. A large scale finale event brought nearly 200 young people together in Paisley Abbey to celebrate and showcase their achievements.

We worked closely with Historic

Environment Scotland to develop two new heritage powered arts programmes. Our artists offered costume design and performance workshops to young people leading up to Edinburgh Castle's Knight at the Castle event, where they gave a live interactive theatre performance to crowds of festival goers. Similarly, the Echoes project offered performance and costume design workshops to young people in Dumfries and Galloway, culminating in a performance inspired by the stories and residents of 13th century-built Caerlaverock Castle.

In North Lanarkshire, young people on Creative Waterways created a stunning landscape of digital artworks and light installations, turning a canal boat into a vibrant artwork, inspired by the history of industrial life on the Monkland Canal.

JANE'S STORY*

NAME CHANGED FOR CONFIDENTIALITY*

Jane is 15 years old and lives in Glasgow with her mum. Jane, who wants to be an actress, attended CashBack to the Future performance workshops over the summer. Jane was initially withdrawn and anxious. She struggled to fully take part in any activity due to feeling low in confidence and fearful of making a fool of herself. In the first week Jane would sit by herself in the corridor during breaks and on more than a few occasions she would call for her Mum to pick her up early.

Jane felt like she didn't fit in with anyone. She struggled to make friends. She said that at home and school she barely spoke to anyone and spent all of her time on her own. This had made her confidence and self esteem non-existent. Jane said she felt socially awkward she didn't know how to start or hold a conversation.

Over the next two weeks the tutor team talked to Jane about the power and strengths



"I didn't think I was going to be able to do that."

of being a quieter person: being a better listener, better observer and more empathetic. Together they decided to incorporate this in to the short film they were creating. It was at this point Jane began to blossom. She became more independent, she was more comfortable in her own skin, she was giving ideas willingly and began to believe in her own abilities.

Jane joined the other young people over breaks and spent less time isolated by herself. She was engaging and holding conversations with her peers. Her body language changed and she made eye contact when she was giving suggestions or talking in the group.

On the day of the final showcase Jane was nervous but excited. Jane performed beautifully and came off stage with a huge smile on her face, she said **"I didn't think I was going to be able to do that, I am really proud of myself."**



122

**PROJECTS
DELIVERED**

OUR WORK WITH OLDER PEOPLE



We celebrated the immense creative and cultural contribution Scotland's older people have to offer.

Impact Arts are proud to have created a series of vibrant, active and positive communities with our Craft Café workshops for older people. The free sessions in community and care settings offer a safe, social and creative environment where older people can learn and share artistic new skills, renew social networks and connect with their community.

The Craft Café sessions we run in Glasgow, Edinburgh, Barrhead, Linwood, Johnstone and Paisley are shining examples of how older people's creative achievements can be shared, amplified and celebrated. As the Scottish Government's 2019 publication A Fairer Scotland for Older People states that positive recognition is "a vital part of Scotland's potential for success and improvement in the 21st century". Craft Café

offers a dynamic, creative and engaging environment for older people to translate their experiences and stories into arts, crafts, creative writing and more.

This year, thanks to funding from the Scottish Government's Aspiring Communities fund, we trialled a volunteering development programme for Craft Café. We recruited 15 creatives to volunteer in workshops in Renfrewshire and East Renfrewshire alongside our regular tutors. These volunteers found the training, support, and practical experience of delivering workshops incredibly useful, while the popularity of the programme showed the strong desire for volunteering among the artistic community to share their skills with others, and a desire to give something back.

369

older people engaged in projects

90%

felt they had increased in confidence

87%

said their creative/art skills improved

83%

noted an increase in their health and wellbeing

HARRY'S STORY*

NAME CHANGED FOR CONFIDENTIALITY*

Harry, 72, has been attending Craft Café in Govan since October 2016. His first experience was an open day as part of Luminare, Scotland's creative ageing festival. He was looking for a place to bring his wife Isa, who was in the early stages of Alzheimer's. "I had heard about it through our Alzheimer's group," he says, "and I knew right away from my first visit that this was something different."

Harry worked for the railway before retirement. He has always been a great believer in working hard and giving 100% to whatever he does. He put everything into his work and supporting their family. He now feels Craft Café is a place where he can channel all of this effort and goodwill. The main motivation is his wife; Harry is her primary carer. **"If I see Isa is fine and know she is safe, I don't worry."**

Harry is talented and has a natural ability to paint and draw. But he says he never had time to pursue these hobbies



"This place gives me an outlet, a release. I feel focused and I am achieving things."

until now. A particular passion has become working with wood and pyrography. He has extended this interest to home, buying his own pyrography pen and spending countless hours developing this skill in his own time. **"This place gives me an outlet, a release. I feel focused and I am achieving things."**

Being Isa's primary carer is a 24-hour job. Her Alzheimer's is developing into later stages. Harry says during their life, he has always been a worrier and it was Isa that calmed him down - so now it is his turn to care for her. The condition is challenging and with each new stage comes new and very real concerns. Isa is now restricted to a wheelchair, so caring is very demanding physically as well as emotionally. But his devotion to her is all-encompassing. The Craft Café is their life-line, he says. **"The people are understanding and accepting. They appreciate what I go through and they know how it is. Doing stuff with your hands can help more than talking and I feel like I just want to help people here all the time".**

OUR WORK WITH COMMUNITIES



We continued to meet the creative and artistic needs of a diverse range of community partners.

We continued to use creativity to support and empower a diverse range of local communities. Our commissioned projects target social issues, help our partners fulfil their aims, and put the local community's desires at the heart of every project.

Carbrain Gully is an area of Cumbernauld in North Lanarkshire. It had been highlighted by social workers and Suicide Prevention North Lanarkshire as an area for concern for poor mental health. Impact Arts were commissioned by Suicide Prevention North Lanarkshire and Local Community Partnership team to deliver a piece of public art that raised awareness of mental health crisis services available locally.

the concept of stepping stones to mental health – tiles that create a path offering a moment for reflection. Residents of Carbrain worked with him to create individual cement tiles, each with their own unique design, that would combine into a single path, reflecting ideas of community and union.

We commissioned Jose Carlos Rivera, an internationally-exhibited fine artist specialising in landscape installations. While delivering arts workshops with local community organisations in Carbrain, Jose developed

In 2018, we were also commissioned by Scottish Waterways Trust, Scottish Canals and Historic Environment Scotland as part of the redevelopment of the Ruchill canalside mural. The original mural was painted by local schoolchildren in 1994, but had fallen into disrepair and during summer months was almost entirely covered in vegetation. We commissioned artist Sharon Scotland to work with local community groups to design a new mural with the theme Our Future, Our Canal – bringing a bright, bold family-friendly mural to the canalside containing all the ideas of the local community.

541

people engaged in Communities projects

9

artist-led projects

12

projects supported communities to flourish

MAKE IT YOUR OWN

Make it Your Own is a creative programme run by Impact Arts which provides individuals who have experienced homelessness with access to artists and interior designers to help them sustain their tenancies.". Workshops centre around planning, design and practical skills, which help participants transform their new home into a space in which they feel comfortable and that reflects their personality.

Make It Your Own was delivered in partnership with Renfrewshire Council throughout 2018/19 and successfully engaged 24 adults in the programme. All but 1, who relocated to a different local authority for personal reasons, have sustained their tenancies. The participants have benefited from individual shopping budgets, group shopping trips and dedicated



1 to 1 support in the workshop. Activities which have been most popular include upholstery, up-cycling small pieces of furniture and creating soft furnishings including cushions, blinds and curtains. All of the tenancies now have an individual stamp on them and feel like home.

Make It Your Own for Care Experienced Young People will be launched in 2019/20 with funding from Life Changes Trust and will be a significant programme of work across 4 local authority areas, supporting young care experienced people to sustain their tenancies. Extensive consultation has informed the service design of the project and we look forward to supporting the development of crucial life skills of young people to give them the best possible start in life.

6161

PEOPLE ENGAGED IN
PROJECTS & EXHIBITIONS

122

PROJECTS DELIVERED

124

ARTISTS EMPLOYED

9

LOCAL AUTHORITIES

CHILDREN

383

CHILDREN
ENGAGED

100%

GAINED DISCOVER
ARTS AWARDS

92%

SHOWED
IMPROVED
WELLBEING

YOUNG PEOPLE

982

YOUNG PEOPLE
ENGAGED

414

ACCREDITATIONS
RECEIVED

384

POSITIVE
DESTINATIONS

OLDER PEOPLE

369

OLDER PEOPLE
ENGAGED

90%

FELT MORE
CONFIDENT

83%

REPORTED AN
INCREASE IN HEALTH
& WELLBEING

COMMUNITIES

9

ARTIST-LED CO-DESIGN
PROJECTS DELIVERED

12

PROJECTS SUPPORTED
COMMUNITIES TO
FLOURISH



**"YOU FEEL AT HOME.
YOU'RE AMONG PEOPLE
YOU CAN RELAX AROUND."**

CRAFT CAFE PARTICIPANT

OUR PEOPLE

We continue to invest in the development and skills of our greatest assets: our staff, artists and volunteers.



124

artists and creatives
employed

24

volunteers
engaged

367

days of training
delivered

We continue to value our staff, artists and volunteers above all, and invested in our people through offering over 367 days of training. This year we showed further commitment to meeting the needs of our staff through delivering two staff surveys - one for freelance creative staff and one for our core staff team. The results were overwhelmingly positive, with staff using the following words to describe Impact Arts:

"Caring, nurturing, diverse, fast paced, friendly, ambitious, inspiring, accepting, open, kind, positive and supportive."

Staff reflected strongly that Impact Arts is an organisation that cares about and values its people as individuals and where colleagues share a commitment to doing quality work.

In 2018, we launched our first Creative Ageing Volunteering Programme, designed to train,

support and mentor volunteers with an interest in working creatively with older people. It is proving to be life changing, both for the level of support and commitment to training it has offered its volunteers as well as the increased impact for older people in Renfrewshire and East Renfrewshire which has been achieved through this growth in supported capacity.

Looking to the future, our People continue to be an important focus within our strategy where we have set out the following objectives:

- We will strive to ensure the most exciting artists and creatives want to work with us as a leader in best practice of employing creatives.
- We will invest in the right training, mentoring and support for our staff.
- We will use our 2018 staff survey as a benchmark for strengthening our engaged workforce.

SARAH'S STORY

Sarah Derron is Lead Artist at Craft Café workshops in Edinburgh care homes. Here she speaks about her Impact Arts journey.

I originally found out about Impact Arts through an organisation called Project Scotland, who pair people looking for full-time volunteer placements with organisations that match their profile or interests. Volunteering with Impact Arts at Craft Café was incredibly enriching and rewarding. I gained direct experience in an area relevant to my skills and this eventually lead to my permanent employment with Impact Arts.

My journey from volunteer to Assistant Tutor to Lead Tutor has been one of immense learning. I worked as Assistant Tutor to Lead Artist Kate Bell for three brilliant years. I learned so much from Kate and we developed a great friendship over our time working together. After those years of teamwork and learning, when Kate decided to go to do her Masters, I felt ready to take on the role of Lead Tutor.

Working with Impact Arts has been a game changer. I'm working in my ideal job. I could



"I love my work. I get to encourage people to express themselves and to witness the beauty that arises from that."

not have imagined this role 10 years ago when I graduated from university, and after many years of stumbling along an unclear career path, I have the feeling of arriving. I love my work. I believe whole-heartedly in the mission of Craft Café and I get to work towards it every day. I meet amazing people whom I get to encourage (and sometimes bribe with coffee and biscuits) to express themselves creatively, and I get to witness the beauty that arises from that.

I get to work in a company composed of an all-star team of creative, hard-working, funny, and truly caring people. I'm not sure what the future holds for me, but all I can say is that I feel incredibly grateful to be where I am now. Craft Café has its own special type of magic. It feels like a family. We all support and encourage each other, we enjoy lively conversations, we take interest in each other's endeavors, and we celebrate our achievements. It's a wonderful place!

OUR ARTISTS & VOLUNTEERS

Every day, our artists, creatives and volunteers inspire, enrich and bring out the potential of the people they engage. It is their sheer creativity and passion for their art which allows us to achieve life transforming impacts. Thank you to each and every one!

ARTISTS & CREATIVES WE WORKED WITH IN 18/19

Aimee Laws
Alan McEwan
Alex Bettencourt
Alima Askew
Alison Peebles
Allan Whyte
Amy Bruning
Ana Crispim
Anne Marie Wilson
Ben Niven
Bridie Gane
Caitlin McKay
Callum MacMillan
Callum Millington
Carla Scott Fullerton
Catriona MacInnes
Catriona Reid
Celia Koukou
Ceylan Hay
Charlotte Craig
Christine Novosel
Claire Dobbin
Conal McIntosh
Daniella Rossi
Danielle Devin
Dawnne McGeachy
Douglas King
Eileen Pottle
Eilidh Fraser
Eleanor Thom
Elina Bry
Elizabeth Young

Ellie Finnie
Emily Beaney
Emmett McSheffrey
Evelyn Laurie
Fenella Gabrysch
Finn LeMarinel
Fiona Gibson
Fiona Rich
Gemma Crook
Gillian Walker
Hannah Logan
Hannah Parry
Hannah Wyllie
Hazel Angus
Heather Gault
Helen Bang
Helen MacVey
Iain Knox
Ingrid Bell
Iona Barker
Iona Birss
Jack Sandison
Jack Stancliffe
James Quinn
Jamie Wardrop
Janet Brown
Jennifer Bradley
Jenny Ward
Joanna Bass
John Cairns
John MacDougall
Jonathan Walker

Josie Merry
Karen Herbison
Kate Bell
Kate Southern
Katrine Turner
Kayleigh McGuinness
Kelly Espindola
Kevin Cantwell
Kimberley McKay
Lara Capelli
Laura Froot
Leanne Dewar
Linda Burke
Lindsey Reid
Lisa Thompson
Lucy Grainge
Margaret Wadsley
Martyn Dempsey
Matthew Donnelly
Megan Hatcher
Michelle Burke
Mina Heydari-Waite
Natalie McConnon
Nicole McKechan
Oliver Reavell
Olivia Jones
Paul N'Jie
Paul Stewart
Paul Wetherell
Peter Gillies
Portia Velarde
Rachel Leonard

Rachel Maitland
Rachel McGregor
Robyn Harrison
Ronan McLaughlin
Ross Ferguson
Ross Hogg
Ross McRae
Ruth Switalski
Sarah Dargie
Sarah Derron
Sarah Hill
Sarah Wakeford
Sharon Scotland
Shelby Davidson
Simaica Carrasco
Siobhan Healey
Stephanie Stokes
Steve Mallon
Steven Buckby
Susan Laws
Susie Cassidy
Taj Singh Chana
Tia Payne
Val Tkacenko
Valerie Stevens
Viv Gee
William Brown
William Molloy

OUR VOLUNTEERS IN 18/19

Brenda Cruikshank
Eleni Wolf
Emily Richards
Gabi Massie
Jacqueline Pender
Janette Henderson
Julie McCabe
Lauren Pass
Lidia Barahona Morales
Louise Rowland
Lucia Nimmo
Luisa Menoni
Marketa Buricova
Mark Smith
Mhairi McNamee
Michelle Cooper
Nicole Taylor
Rea Karnowski
Rebecca Ord
Sheila Dow
Siobhan Healy
Therese Muluka
Tricia Morris
Yvonne Quinn

LEADERSHIP TEAM & CREATIVE LEADS



Fiona Doring
Director



Mairi McLaren
Head of Finance & Operations



Carrie Manning
Head of Development



Natalie McFadyen White
Head of Delivery



Jamie Proudfoot
Programme Manager



Jenny Coxon
Programme Manager



Nicola Wood
Programme Manager



Rachel McEwen
Programme Manager

IMPACT ARTS BOARD



Theresa Shearer
Chair



Prof. Ken Neil
Vice Chair



Dr Cath Denholm
Appointed 21.05.18



Colin McNab
Appointed 25.10.18



Colin Sharkey



Gillian Gilmour
Appointed 29.04.19



Loraine Strachan



Dr Marion Allison



Dr Paola Pasino
Appointed 29.06.18



Rosa Hackett
Appointed 18.03.19



Patrick Murphy
Resigned 22.05.19



Simon Montador
Resigned 04.02.19

OUR PARTNERS & FUNDERS

We are extremely grateful to each and every one of our funders, partners, donors and supporters, without whom we couldn't do our work. Thank you.

VENTURE PHILANTHROPY

Inspiring Scotland

GOVERNMENT & PUBLIC BODIES

CashBack for Communities
Creative Scotland
Creative Scotland: Youth Music Initiative
Historic Environment Scotland
National Museums of Scotland
Scottish Government Aspiring Communities Fund
Scottish Government People and Communities Fund
Scottish Prison Service
SCVO
Skills Development Scotland

GRANTS, TRUSTS & FOUNDATIONS

Asda Foundation
Baird Watson Charitable Trust
Bank of Scotland Foundation – Mental Health Fund
BBC Children in Need
National Lottery Community Fund: Awards for All
National Lottery Community Fund: Young Start
National Lottery Community Fund: Our Bright Future
Co-op Local Community Fund
Corra Foundation
Foundation Scotland
Gannochy Trust
Garfield Weston Foundation
Heritage Lottery Fund: Kick the Dust
Heritage Lottery Fund: Young Roots
Hub Community Foundation
Impact Funding Partners (formerly Voluntary Action Fund)
Life Changes Trust
Lintel Trust
Rayne Foundation
Robertson Trust
Scotch Whisky Action Fund
Scottish Children's Lottery: Chance to Study
Silverhill Trust
Silvia Aitken Charitable Trust
Skipton Building Society Charitable Foundation
Youth and Philanthropy Initiative Scotland (St Roch's)

YouthLink: CashBack for Creativity Open Fund
YouthLink: CashBack for Communities Youth Work Fund
Volant Trust
The Wildlife Trusts
William Grant Foundation

COMMISSIONS

Carers Trust Scotland
Hill Holt Wood
Invest in Renfrewshire
McTaggart Construction
NHS Lanarkshire
Scottish Waterways Trust
Venture Trust
Wheatley Group
Young Scot

PARTNERS

6VT Youth Café
Auchenback Active Ltd
Auchenback Resource Centre
Barnardo's
Brick Lane Studios
Carbrain and Hillcrest Community Council
Citadel Youth Centre
Clare Foundation
Create Paisley
Culture NL
Digital Renfrewshire
DP Group
Disability Resource Centre
Dunfermlie Resource Centre
Engage Renfrewshire
Erskine Music and Media Studio
FARE
Glas(s) Performance
Glasgow Association for Mental Health
Glasgow Children's Hospital Charity
Glasgow East End Community Carers
Glasgow School of Art
Glasgow Social Enterprise Network
Gleniffer Braes Park Rangers
Good Shepherd

Historic Environment Scotland
InCube
Kilmarnock YMCA
Loud 'n' Proud
Move On
National Museums Scotland
Oasis Youth café
Prince's Trust
Redburn Community Centre
Reidvale Neighbourhood Centre
Renfrewshire Youth Services
Renfrewshire Leisure
ROAR
Scotland's Bravest Manufacturing Company
Scottish Canals
Scottish Maritime Museum
Scottish Youth Dance (YDance)
Spider Arts
Suicide Prevention North Lanarkshire
Summerlee Museum of Scottish Industrial Life
Tannahill Community Centre
Throughcare North Ayrshire
Who Cares? Scotland
Woodcraft Folk
Wynd Centre
YMCA Paisley
Youth Community Support Agency

HOUSING ASSOCIATIONS

Barrhead Housing Association
Bridgewater Housing Association
Elderpark Housing Association
Glasgow Housing Association
Horizon Housing Association
Linstone Housing Association
Southside Housing Association
Viewpoint Housing Association

DONORS

Sketch Restaurant, London
St Andrew's House of Horror Student Committee
#KeepGovanCrafting 2018 Supporters

LOCAL AUTHORITIES

City of Edinburgh Council
Dumfries and Galloway Council
East Renfrewshire Council
Glasgow City Council
North Ayrshire Council
North Lanarkshire Council
Renfrewshire Council

PRIMARY SCHOOLS

Alexandra Parade Primary School
Cochrane Castle Primary School
Elmvale Primary School
Haghill Park Primary School
Quarry Brae Primary School
St Denis' Primary School
St Martha's Primary School
St Ninian's Primary School
Townhead Primary School
Golfhill Primary School

SECONDARY SCHOOLS

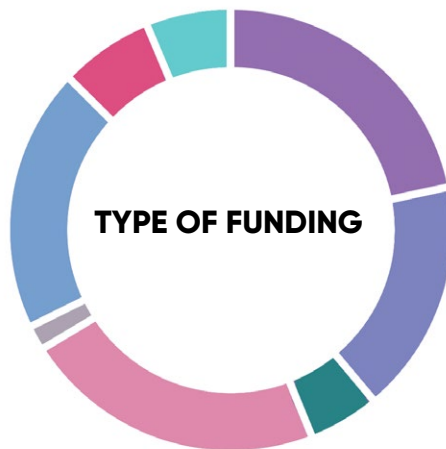
Barrhead High School
Garnock Academy
Moffat Academy
St Andrew's RC Secondary School
St Luke's High School
St Roch's Secondary School
Westmuir High School
Whitehill Secondary School

HIGHER EDUCATION INSTITUTIONS

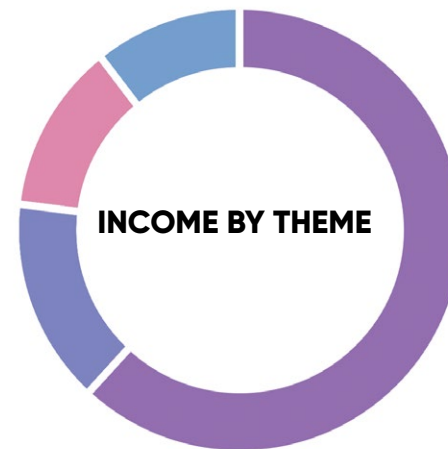
Ayrshire College
Edinburgh College
Glasgow Caledonian University
Glasgow Kelvin College
University of Stirling
University of Strathclyde
University of the West of Scotland

FINANCE

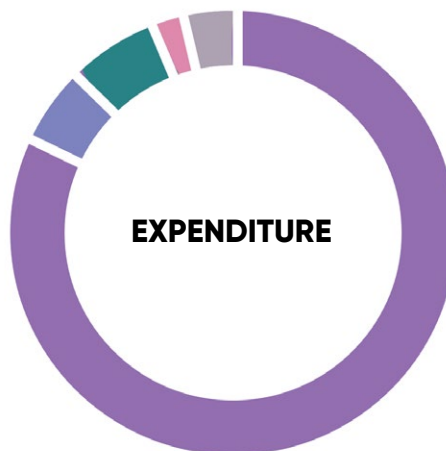
2018/19 has been a year of significant growth with our turnover increasing by 34% on the previous year. Our development team have performed well in what continues to be challenging times for the sector and our track record of delivering on outcomes has stood us in a strong position for winning large scale multi year contracts, ultimately gaining us greater financial sustainability.



- Government (22%)
- Lottery (17%)
- Inspiring Scotland (5%)
- Housing Associations (22%)
- Local Authorities (2%)
- Trusts and Foundations (19%)
- Commissioned Work and Sales (7%)
- Donations (6%)



- Young people (62%)
- Older people (15%)
- Communities (12%)
- Children (11%)



- Direct costs (81.5%)
- Development (5.8%)
- HR/Finance/IT/Operations (6.5%)
- Governance (2.3%)
- Overheads (3.9%)

INCOME: £1,762,448
EXPENDITURE: £1,655,896
SURPLUS: £106,552

LOOKING AHEAD

To maintain the levels of success we have achieved in the last year, continued development and innovation is required. With Impact Arts set to grow further, we are excited by the opportunities this will open up to the organisation in 2019/20.

The Factory

The Factory, our creative home in the heart of Dennistoun, has seen many artists and hundreds of participants come through its doors to take part in creative activity in the last 16 years. The space has huge potential, and in 2019 we have embarked upon a plan to develop The Factory into a vibrant community hub for the East End of Glasgow which is fit for purpose and which allows us to maximise its benefits for the local community.

Listening

In 2019, Impact Arts will commit to embedding a culture of listening right across the



organisation. Supported by funding from Corra Foundation's Listening Fund, Impact Arts will employ a Listening Expert to ensure the voices of children and young people shape the strategic direction of our charity and design of our projects, we will ensure the views of young and older people are heard through our Youth and Older Person's Steering Groups and create a listening strategy and toolkit to ensure listening is embedded in all we do.

Governance

Following the launch of the new Scottish Governance Code for the Third Sector in November 2018, the time felt right for us to conduct a full external Governance Review of Impact Arts. An initial report indicates that our Governance procedures are "excellent" but going into 19/20 we will continue to make Leadership, Control, Behaviour, Effectiveness and Organisational Purpose our priorities.



Impact Arts

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Follow us on:



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Glasgow
G3 1TB

AYRSHIRE

60 Bank Street
Irvine
KA12 0LP

EDINBURGH

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