



Fare Annual Report 2022-2023

Our mission – improving the lives of the people in the communities we serve by

-improving health and wellbeing; reducing poverty by meeting employment and training needs; encouraging and empowering people to act on their ideas and issues and interests; fostering positive community relations and being a robust organisation with an ethos deeply rooted in our communities.

Who delivers our mission and what is important to us?

Since 1989 we have grown from a few residents meeting in a shop front to an organisation managing a budget of over £3 million. That growth has been possible because, in the words of management thought leader, Peter Drucker, **'culture eats strategy'**. Culture is the way we do things. Who we are matters more than what we know or who we want to be. But we have a strong strategy!

FARE deliver services, via experienced insiders, rather than expert outsiders. Local involvement is central to delivery. We have over 75 staff members, some involved since primary school all doing real time 'levelling up'.

We are thankful for the committed, outside experts on our Board who bring additional skills which guide and support us to develop the resilience needed in the face of many challenges.

Challenges to FARE's robustness

- Inflation and continuing rises in costs
- Less money in funding pots and an increasing number of charities applying
- Short-term funding which affects recruitment. The private sector can offer long term security

Community Development Team works through a number of approaches

Clubs for Primary School children, Teens and an adult group

Youth engagement via our 12 week StreetwYse programme. 7 schools and 197 young people have participated in workshops and activities aimed at learning about the consequences and ripple effect of risk taking behaviour. About 80% of participants have been directly involved in risk taking behaviours due to chaotic lifestyle. They are encouraged to reflect and explore why they made certain choices.



They have also taken part in a range of accredited qualifications and training and development sessions which equip them with some tools that may help them secure employment or gain access to further training as well as develop the skills and responsibilities which enable them to become positive role models for other young people in their school and community.

Feedback from course members -

80% thought StreetwYze helped them to make better decisions

64% experience an increase in confidence

92% experienced an increased sense of responsibility for the decisions they have made

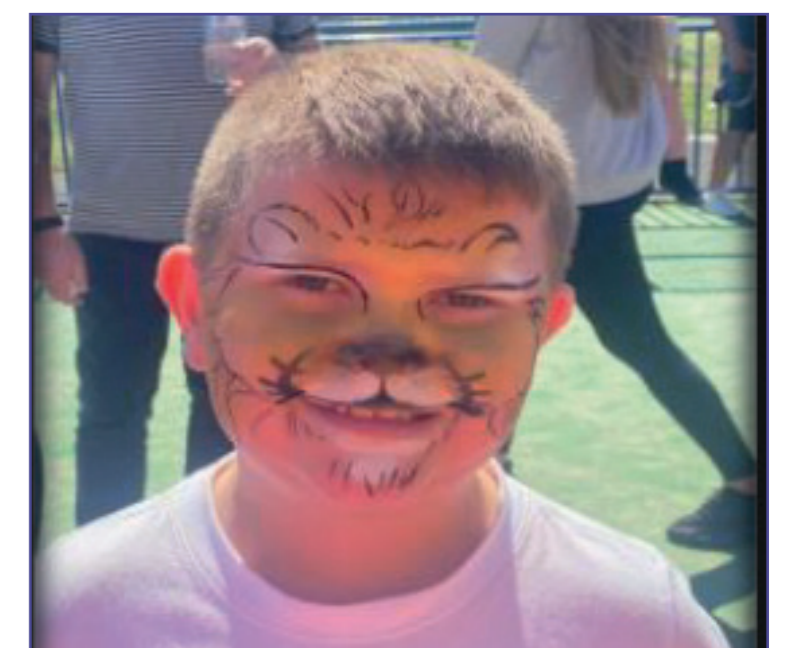
80% said the project had helped them improve their decision making processes

88% thought they had increased their knowledge of the dangers of gang violence and anti-social behaviour

56% thought they had improved their attendance and timekeeping through participating in the project

Family Support - offered by 3 teams

Schools Family support is provided in 3 primary schools in the east end of Glasgow. Through a variety of child centred activities and approaches agreed by all involved. Support encourages positive attitudes to learning and problem solving, promotes positive self control, aims to increase self esteem and improve attendance and timekeeping. Parents are given help to complete paperwork in order to access benefits, housing, school placement requests and opportunities for training including employability.



Staff can sign post additional services, give vouchers for food and fuel costs, help at times of transition eg from nursery to primary provision, and foster integration in the community. They are there during the holidays. When they do not know the answers they excel in finding out.

Family Support (Social Work) operate in conjunction with Action for Children as an Early Intervention and Prevention Programme on behalf of the Glasgow North-East Health and Social Care partnership. They promote the wellbeing of children and young people, supporting and enabling them to remain at home and thrive with their families and the local community.



"Having the worker come in and work with us as family has been huge godsend. There has been a big difference since she started working with us and have seen a massive change in my daughter and how she behaves! Before the worker came family life was pretty chaotic, my daughter was also constantly frustrated and taking outbursts but now this is pretty much non-existent. She will now communicate better and will happily say when she is not happy and what is making her unhappy. The worker has also been able to help me get my views across with social work without causing conflict in home between me and my mum as well as helping me sort housing issues! We've built good relationship with the worker and will be sad to see her go when our time comes to an end."

Supporting Families Employment Project offer an employability programme for parents who are unemployed and are looking for personal development opportunities, training, volunteering, access to further education, self-employment or help in obtaining work. They can access financial advice, funds for training, gain qualifications, help with job searching, CV writing and interview skills

Active Play Team



“I feel better in class after being outdoors and doing Active Play.”

Works in nurseries, schools and local community groups {in partnership with Inspiring Scotland and {Actify} to increase children's physical literacy, develop a range of fundamental movement skills through participation in games and activities. Active play is embedded in the Scottish Government's Curriculum for Excellence and contributes to health and wellbeing. The programme also aims to improve levels of communication and levels of social, cognitive and emotional development



“The children all love Active Play and they look forward to the sessions every week.”

Gala Day

Over 2,000 people attended our Gala Day where they could participate in identifying possible future developments and key aspects of our work. An important element in support is help with the effects of inflation on the cost of living.

Attainment and Skills team

Works with secondary school pupils, parents and aids several families over 10 years it has supported 70 Modern Apprenticeships, the gateway to careers in Youthwork, Social Services (Children and Young People), and Management

- 11 vocational qualifications support apprenticeships and employability
- 8 certified courses supporting employability
- Programmes and activities in 23 Secondary schools in Glasgow and East Renfrewshire
- Support has been given to 4838 individuals by 36 staff members

Apprentices have moved into work in Youth Justice, Mechanics, Social Care, Sports Development some have gone on to study at colleges and universities on courses that focus on primary or community education, social services and psychology.

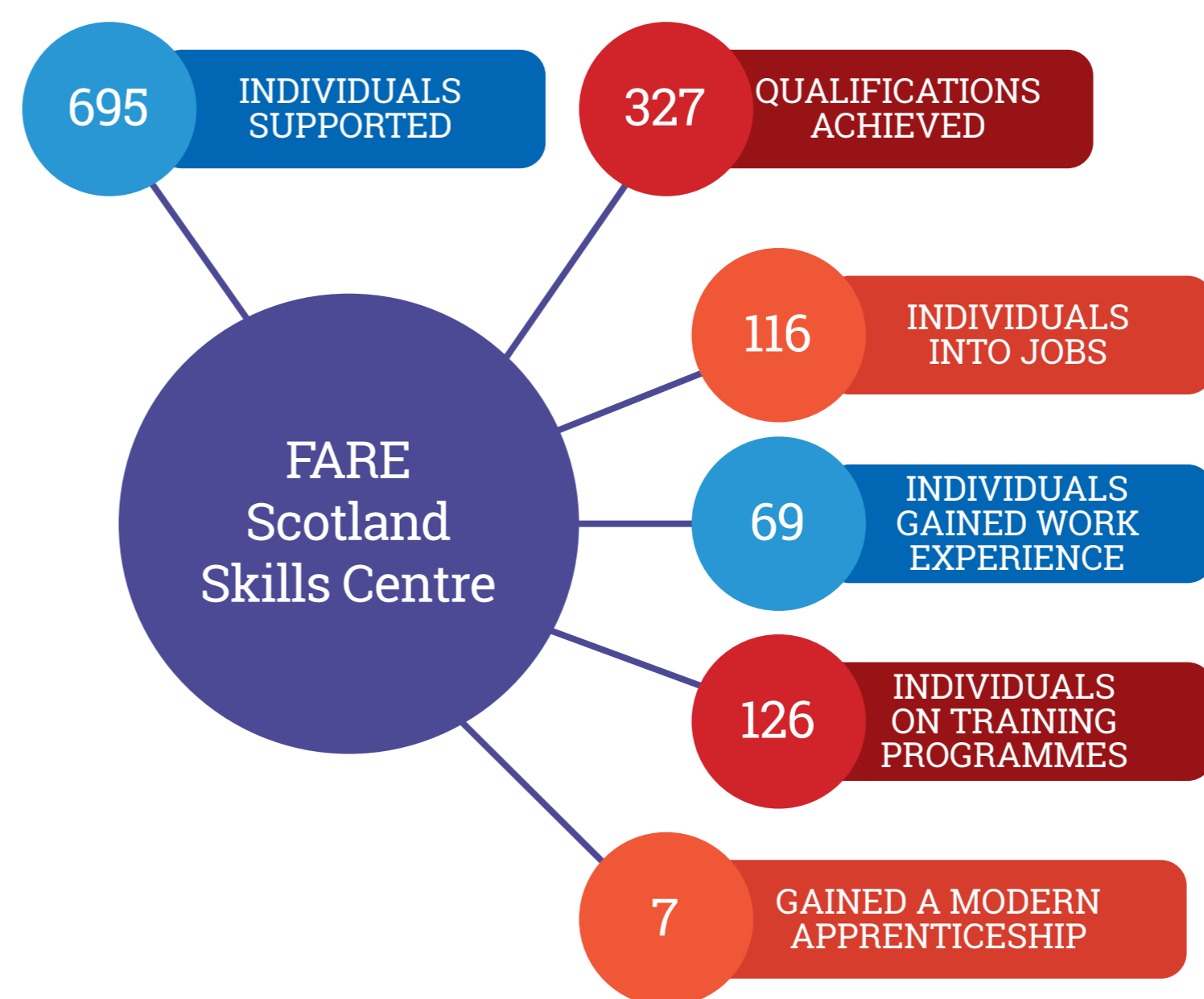
The assessors within our Scottish Qualifications Centre have a wealth of experience that can provide learning tailored to individual needs. This plus a welcoming nurturing environment enables learners to work at speed.

Because we are a SQA approved Training Centre, the Skills and Attainment team can support the Employability Team with a range of courses leading to recognised qualifications.



Christmas campaign?

Employability Team



From our opening in May 2022 the FARE Scotland Skills Centre team have so far.

- Worked with 695 individuals
- engaged with 50 retailers and 30 hospitality venues including Wagamama, Nando's, Bread meats, Bread, Tinderbox, Lush, Yankee Candle and Bodyshop for jobs, work experience and industry visits/talks
- supported a Christmas recruitment drive for JD Sports
- held 3 recruitment events for retailers and hospitality attended by over 200 people
- created a drop in hub with local partners to support people in the community with cost of living enquiries including help with benefits and utility bills
- delivered 9 industry training programmes including Sports, Retail, Hospitality and Customer Service.

Employability Case Study

W was initially referred to the Childcare programme through her Women's Aid Worker. W came to meet with me prior to the course starting, as she was not engaging in anything. W mental health situation at this point was having a negative impact on her wellbeing and personal development. Within her home life there was physical and mental abuse. W stated she wanted a different lifestyle, to get out of the negative circle but didn't know how or what to do.

During the childcare programme W stated that her wellbeing had improved massively, giving her a positive focus and an insight to a better future.. W said she was really inspired by the FARE programme and wants to pursue a career in Childcare.

Community Allotment

500 people from nursery children to pensioners enjoy the allotment each month. It has achieved:

- A 5 star award from the RHS [Royal Horticultural Society] for School Gardening
- A level 5 outstanding award from RHS in It's Your Neighbourhood section
- Joint 1st place for involving children and young people in the Scotland wide Keep Scotland Beautiful Awards
- Been Shortlisted for best Community Garden in a National Gardening competition run by Cultivation Street
- Won £200 in a public vote for 'Gro Your Best'. This involved creating an unusual vegetable planter and upcycling. Run by Cultivation Street.



Social enterprises

FarePlay Stepford exists to provide an attractive, accessible sports and leisure facility for people in Glasgow East and surrounding areas. Over £2m has been raised to upgrade this facility. As a result, Stepford has become a top facility in Glasgow and will support many of FARE's Community Development Programmes.

Fareplay Nursery currently has 51 children attending daily. The plans for the outdoor nursery will be completed and presented to the Board in the coming months.

