

ENGAGE  
RENEW SHIRE



ANNUAL  
REPORT

2019/20



# A WORD FROM THE CHAIR

I am delighted to present the annual report for 2019/20 which sets out for the members of Engage Renfrewshire some of our significant achievements over this period. In all areas of our work – volunteering, community engagement, social enterprise and community planning our core services have continued to improve and during the course of the year Engage Renfrewshire has faced many new challenges not least the impact of Covid19 on the Company and our communities.

In the period of a week in March through the fantastic efforts of all staff Engage successfully moved all its operations online in a smooth and effective manner. 20/21 is a year like no other as the country continues the recovery from Covid 19 and Engage Renfrewshire continues to adapt and change its operational delivery to meet the demands of delivering services and support to communities under the restrictions that Covid 19 has created. The Directors of Engage Renfrewshire are confident that we are well placed to continue to be successful in an uncertain and changing environment.

Developing and growing our network of members and partners (individuals, charities, business, and public sector) is integral to our mission. We seek to develop relationships that benefit our members and the sector more widely, resulting in a better supported and better connected community & voluntary sector. The company's engagement work aims to ensure that all our members are aware of policies and changes affecting them. We also challenge existing practices to be as reflective of the needs of Renfrewshire's communities as possible. Over the year officers from the company have been involved in both local and national conferences; showcasing our work and helping to export our best practice to other areas.

On behalf of my fellow directors, I pay tribute to all our staff for their hard work, enthusiasm and achievements over the past year in particular to how they responded to the Covid 19 emergency. I would also like to extend our thanks to the many volunteers and members who have supported the work of the company and who make a significant contribution to their communities across Renfrewshire.



# INTRODUCTION FROM THE CHIEF EXECUTIVE

Hello – and many thanks for your interest in our work. We present this report at a time when everyone across the globe is coming to terms with new ways of working, travelling and living.

As a partner organisation for Renfrewshire we remain focused on our local responsibilities but we are acutely aware of that we are part of the wider social & charitable networks of Scotland, the UK and beyond. We have over the last number of months been working with colleagues across Scotland particularly – sharing practice and stories of the amazing community responses that have taken part in communities in all parts of our country. On a personal level I have been inspired by the activity around the crisis – but not surprised. My own experience of working in the community & voluntary sector meant that I had faith in the resilience of local groups to adapt – and adapt is certainly what many have done!

Delivering crucial food services, collecting medicines and lending a friendly 'ear' to those in need has been just some of the roles carried out by community agencies. We have also seen a wide variety of online cultural and fitness activities spring up – local 'TV' broadcasts, dance classes and bingo buses – Renfrewshire's seen it all! As we go forward, working in a new 'normal' way, all of us at Engage Renfrewshire remain committed to helping Renfrewshire's charities and community groups to be well managed, well resourced, well represented and well connected.

Today with a membership of over 400 organisations the company retains its strategic aim - to act as the 'single door' for community action, volunteering and the voluntary sector in Renfrewshire. We are a member led organisation



and we view our performance in the context how well we support our members with training, development opportunities, connections through a range of 'networks' and awareness of both national and local public strategy developments. We are committed to ensuring the voice of our network is heard & understood by decision makers and funders. During the last twelve months, we have sought to act as strong advocates for our sector – and going forward we are committed to doing the same. I'm pleased to say this report includes information on a range of successful engagements taken on by the team at Engage this year – for their hard work and dedication I express my sincere thanks.

Engage Renfrewshire is a proud member of Renfrewshire Community Planning Partnership and within the partnership structure we continue to support Renfrewshire's Forum for Empowering Communities which provides a platform for members of the community & voluntary sector to



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hear about new partner developments, feed into significant strategies and most importantly raise issues that are important to their own operations. I'd like to take this opportunity to thank my colleagues in the Forum who give up their valuable time to participate.

In signing off I would like to take this opportunity to thank the members of the company's board of directors. Without their support, enthusiasm and commitment the work undertaken in the last year would not have been possible. I would also like to note my personal thanks to all of the volunteers who have supported the work of the company throughout the year.

As always, I would note that we are very grateful for the continued support of our funders.

**Alan McNiven,**  
Chief Executive  
Engage Renfrewshire

# FINANCE SUPPORT

We offer a range of payroll services to individuals, organisations and voluntary groups who employ people. That might be individuals in receipt of Self-Directed Support or Independent Living Fund employing personal care staff or workers in the community – we do the hard work for you.

Our services scale, so it doesn't matter whether you're a large third sector organisation with more complicated needs or an individual wanting to remove the hassle and responsibility of payroll. We deliver a bespoke service based on your requirements. For a monthly fee we can:

- register you with HM Revenue and Customs and deal with any future correspondence, fill in forms and new legislation as well as prepare your wage slips for each employee

- calculate the employer/employee National Insurance
- organise PAYE and statutory payments and provide you with a report of the correct monthly PAYE/National Insurance to be paid to HMRC
- complete your employers annual year end return and prepare P14 and P60 forms on line filing
- manage a payroll bank account for you to pay employees, pensions and HMRC direct
- process and pay care/respice invoices
- assist with the setting up of auto enrolment and administer monthly thereafter ensuring you are legally compliant
- complete monitoring reports to funders on your behalf

We also offer a range of complete accountancy and book-keeping services for larger organisations with more complex needs.

Providing full Payroll Service to:

- 80 individual clients who employ 165 staff
- 27 organisations who employ 125 staff
  - Managing approximately £2,990,124.26 per annum

For our subsidiary, Childcare First Ltd, we provide Accountancy Services

- All financial transactions managed by Engage
- Annual transactions of £527,022

Tweet @engagefinance

## Response to COVID-19

The closure of Engage Offices in March resulted in the Finance Team having to set-up remotely from home. Many of our payroll clients already had concerns regards the crisis - the last thing we wanted to do was add to these concerns! We very quickly managed to ensure the service was fully functional and ready for the first week of 'lockdown' to work remotely – with no down time.

Over the last few years whilst developing the company's risk register this was something we had looked at and had worked to ensure that the payroll service could be run 'off-site'. Whilst

we were confident this could be done it has been challenging - running over 100 clients' payrolls every 4 weeks. On top of ensuring no disruption to service we began supporting local organisations with the emerging furlough scheme, with payroll clients and other third sector organisations looking to Engage for guidance. This was probably the most challenging issue as the guidance was developing and being updated almost daily and was completely new to everyone. Over the first few months we successfully submitted over 40 claims on behalf of our payroll clients, as well as provided them with letters for their employees to ensure compliance.

As the situation was developing we began providing emergency funding to organisations to deliver vital services – turning around 25 application and payments in a 3-day period, ensuring funds were paid direct to the organisations bank accounts.

The main thing that we have learned through it all is that it is so important to stay in touch with our clients - the personal bespoke system we have developed is important, especially at this time when some of our clients were on their own due to shielding and sometimes just wanted a chat. Some of our clients do not use email or social media, but we still managed a way round communicating with them to ensure audit compliance with paperwork - this was done by giving them my mobile number to text message / WhatsApp invoices and timesheets.

Personally, I want to say a massive thank you to my team, who had never worked this way before. As well as having to deal with their new working environment and ensure no disruption to our service we also had our year end accounts to help prepare and are featured in this report. 'Year end' is normally pretty frantic – but we got there! In what has been a challenging time we've even managed to take on some new clients along the way – so well done everyone!

**Jacqueline Carroll**





# COMMUNITY & VOLUNTARY ACTION TEAM

## COVID-19 Response

### Furthering Cross Sector Collaborative approaches in Renfrewshire

We continue to support a number of voluntary sector and cross-sector initiatives in Renfrewshire, resulting in strengthened partnerships and improved services.

Phase 1 of the Early Action System Change collaborative concluded very successfully with a Learning Event attended by 120 participants from local and national public and voluntary sector groups, including former Chief Medical Officer Sir Harry Burns. £30,000 had been granted in phase 1 to 12 voluntary sector organisations to run very innovative and creative sessions on mental health and coercive control in adolescence. Phase 2 will begin in August 2020.

The Health Networking Breakfast became even more popular in 2019/20 with steady attendance, speakers from public and voluntary sectors, and some fantastic feedback about the effectiveness of the event. The breakfasts and other specific health meetings have also enhanced collaborative working within the Strategic Planning Group for Renfrewshire HSCP, which will be crucial in helping us tackle challenges in 2020 and 2021.

Engage Renfrewshire is an active part of Macmillan Cancer Support's Renfrewshire project "Improving the Cancer Journey", and in the 7 year Barnardo's Strategic Partnership; both crucial projects in improving physical and mental health in Renfrewshire. We also continue to campaign for access to fair and honest finance through RACA (Renfrewshire Affordable Credit Alliance) and for even better pathways for children's and young people's services through the voluntary sector forum; Our Children. Through Engage's commitment to facilitating and promoting forums and networking opportunities, to the development and growth of communications and digital, and to supporting improved collaborative working, we continue to ensure that our members are well connected, well resourced, well managed and well represented.

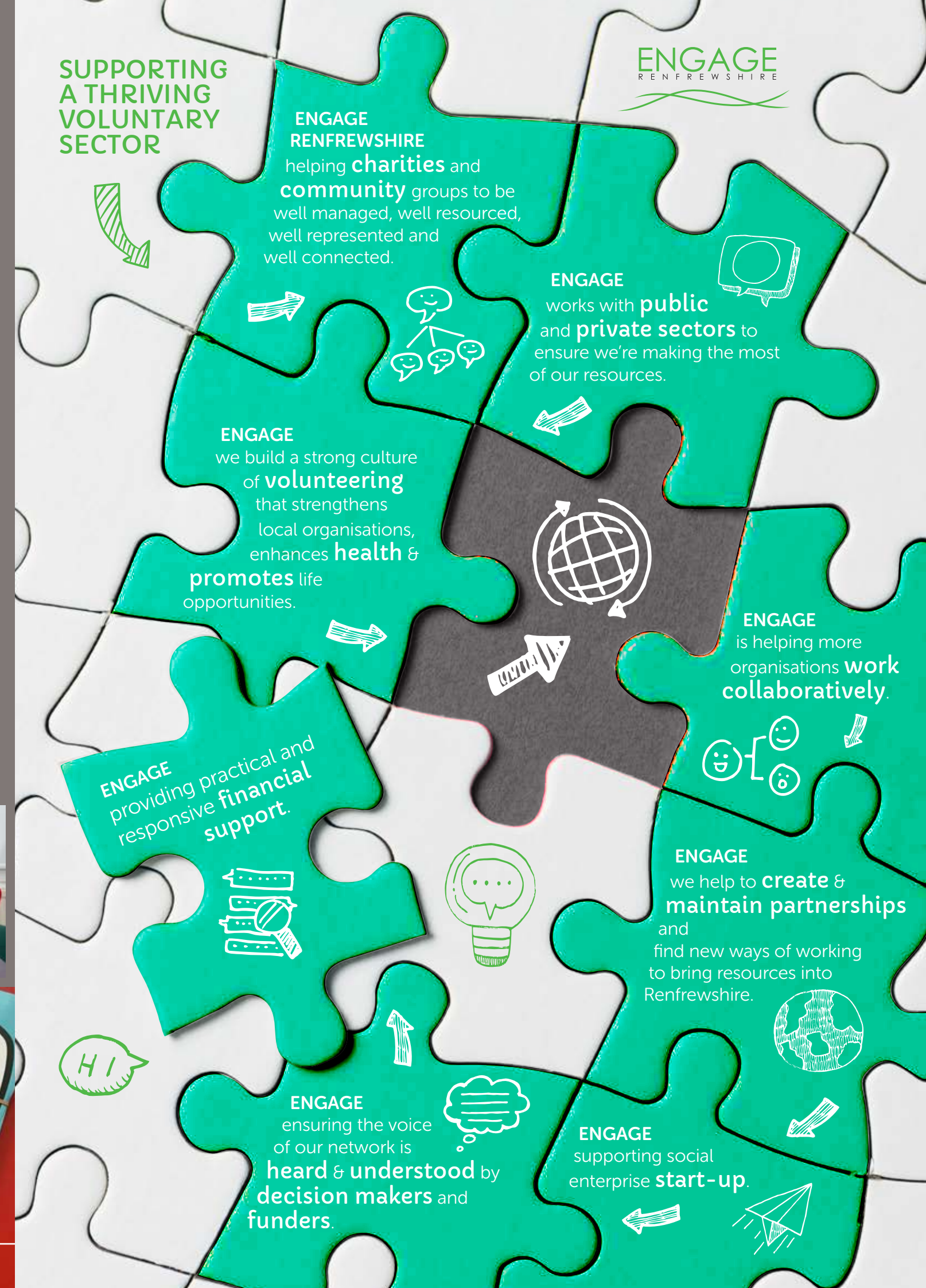
The response of Renfrewshire's third sector to covid19 and lockdown has been rapid, creative, collaborative and compassionate. Many member organisations have had to adapt their service delivery, with limited resource and increasing demand, to provide imaginative and dignified support under extremely challenging circumstances. I am anticipating that this will not only continue, but intensify as the impact of the pandemic becomes apparent.

Engage Renfrewshire has become the increasingly crucial link between Scottish Government, Renfrewshire Council and the local third sector, as national plans translate into local context. My role, along with members of the CAVA team, has been to support the areas of food provision, health, digital, funding, volunteering and organisational governance. Furthermore, the post of New Buddies Network Officer has begun vital work connecting minority communities with essential services.

As we move through Scottish Government's routemap, Engage will remain a crucial source of support to many organisations, new and established, whose objectives have undergone adaptations in order to serve current need. The CAVA team continue to provide guidance on governance and safety, information on funding, and a management platform for volunteering, in addition to providing strong networks, relevant training, key events and influential forums. I will remain particularly focused on supporting collaborative work and cross sector initiatives, particularly in the areas of health provision.

I anticipate significant and long term change following covid-19. And Engage will continue to support member organisations as we work together to meet the challenges it presents.

**Karen McKelvey**





# VOLUNTEER DEVELOPMENT

This year's focus has been to keep in mind the four volunteering priorities laid out in last year's report while adapting to the needs of our members during the initial months of the coronavirus pandemic.

Our four priorities remain: improving volunteering outcomes for Engage member organisations, increasing volunteering among harder to reach groups, increasing volunteering among working professionals and influencing the culture of volunteering.

There were several strategies put in place before lockdown began in March 2020 that were hugely beneficial during remote working, and others that have had to be suspended for the short term as volunteering, and the requirements both on volunteers and organisations to ensure safe volunteering, continues to adapt.

## Volunteering Numbers Overview:

5,421  
TOTAL NUMBER OF REGISTERED  
VOLUNTEERS IN RENFREWSHIRE

1,102  
REGISTRATIONS RECEIVED THIS YEAR

100  
NEW OPPORTUNITIES LISTED  
IN THE LAST YEAR

Below is an overview of strategies undertaken in the last 12 months to tackle our four main priorities, they are grouped under each priority for ease but it should be understood that our approach is a combined one and many of these strategies could appear under any of the priorities.

## Improving Volunteering Outcomes for Engage Member Organisations

In order to streamline volunteer recruitment, as well as maximise the work of the new Volunteer Development Officer appointed



in November, we invested in a new volunteer management software called Team Kinetic. This was rolled out to members in February 2020 and allowed for much greater control of volunteer recruitment in Renfrewshire.

To date the system has had 742 registrations, with 45 opportunities listed from 25 providers/members. This software allows for an entirely digital volunteer recruitment process and was invaluable in managing the huge influx in volunteering interest seen at the beginning of lockdown.

It is our aim to continue to promote the system to Engage members so that they may see an increase in interest and recruitment through Engage.

The Volunteer Managers' Forum remains a key part in understanding how best to improve outcomes for members. Its previous chair Anne Marie Cullen of ROAR – Connections for Life stepped down in the autumn of 2018 and it has, since then, been led by Engage Renfrewshire staff while the structure and format of the forum was re-evaluated. There has been increased attendance since early 2020 and it was decided by members that the forum should have a greater focus on networking and sharing good practice.

## Increasing Volunteering Among Harder to Reach Groups

We continue to promote volunteering as an opportunity for all, and in early 2020 re-engaged with Renfrewshire's Local Employability Partnership, as well as local DWP offices and Invest in Renfrewshire to promote the benefits of volunteering with regards to employability.

We also continue to promote and encourage uptake of the Saltire Awards in Renfrewshire. Our Volunteer Development Officer oversaw the limited roll out of the updated, digital platform and shared this with schools and organisations with significant youth volunteering group.

The full roll-out of the updated platform has been postponed due to school closures but is envisaged to pick up once schools return in August 2020.

Due to school closures our Saltire Award numbers decreased this year but below are certificates awarded since April 2019:

- Approach 10 Hours - 246
- Approach 25 Hours - 273
- Ascent 50 Hours - 243
- Ascent 100 Hours - 151
- Ascent 500 Hours - 7
- Total: 920

## Increasing Volunteering Among Working Professionals

Volunteering under lockdown has seen a huge shift in accessibility and public awareness, both in positive and negative ways.

On the one hand it has become far more accessible for those who would normally be limited by work schedules, and the narrative of volunteering has broadened significantly to include the many informal, community focussed endeavours happening.

On the other hand the narrative of volunteering as a response to lockdown could be potentially damaging. We could see a wide misconception of volunteering solely as an activity undertaken during crisis.

We have worked to promote the volunteering experiences of working professionals, particularly during Volunteers' Week 2020, and aim to run an engagement programme with those who started volunteering for the first time during the coronavirus pandemic to encourage continued volunteering.

## Influencing the Culture of Volunteering

The presence of volunteering stories and promotion on our social media has seen a significant increase since the beginning of 2020. Our most successful Facebook posts since January 2020 have overwhelmingly been volunteer related content and we have diversified the type of content seen on the page to encourage more interaction. The launch of our new recruitment service aided in this as did the huge national campaign to encourage volunteers during lockdown.

Conversely, however, the closure of many volunteering spaces and hubs has limited volunteering for many, particularly those who are not digitally connected, and the narrative seen in the wider national media of volunteering as a response to crisis could potentially damage future promotion and recruitment.

We continue to promote volunteering as an opportunity to be undertaken at any time in one's life, and during Volunteers' Week 2020 put equal focus on pre-lockdown volunteers to increase recognition.

Volunteers' Week 2019 recognised and celebrated the contribution of many volunteers who make Renfrewshire a better place to live. Our celebration event held at the Methodist Church Halls in Paisley was supported by volunteers from Mary Russell School, and hosted 80 attendees, many of whom were volunteers. As well as testimonials from volunteers, particularly DWP clients who were using volunteering as a springboard to boost employability, certificates were presented to both local and national organisations operating in Renfrewshire. The deputy provost Cllr Cathy McEwan, who has volunteered in many roles herself, gave the opening address.

## COVID-19 Response


In addition to the work cited above, as the county's third sector interface we were asked to assist with several specific volunteer asks in response to the coronavirus pandemic.


In response to the national call for volunteers we initiated a volunteer reserve in March to better capture local volunteer interest. To date the reserve holds 247 members, of which 74 have gone on to volunteer during lockdown. We continue to communicate with the reserve and as lockdown eases will reiterate our messaging regarding the continued importance and availability of volunteering. Beyond this database of volunteers we also engaged with as many of Renfrewshire's mutual aid groups as possible. These groups of volunteers began largely autonomously and were made up of local residents keen on supporting their neighbours with everyday acts of volunteering. Though these groups are not members of Engage Renfrewshire we extended our services to them, and shared guidance on volunteer management and support. We also shared all our knowledge of mutual aid groups with Renfrewshire Council to ensure these support networks were accessible to residents.

Our working relationship with Renfrewshire Council, as well as Renfrewshire HSCP and Renfrewshire Leisure, was further enhanced with the creation of three Neighbourhood Hubs. This involved supporting with recruitment, volunteers were recruited through the dedicated reserve mentioned above, as well as advising on all required volunteer policies and training.



## Linking to the National Performance Framework

 Increase volunteering among harder to reach groups

 Increase volunteering among harder to reach groups

Act as the link for the local third sector in Renfrewshire between Health Partnership, Children's Services, and other support teams to develop a greater understanding of the Third Sector.

Provide a bespoke payroll and monitoring service to those in receipt of SDS. To allow people to manage the care package given to them.

Champion youth volunteering through Saltire Awards

 Support existing and emerging Social Enterprises

Offer annual accounts and Independent Examinations service on a Receipts & Payments basis.


Signposting of Social Enterprise to appropriate advice and funding sources locally and nationally

Deliver bookkeeping training specific to the Third Sector for new & existing Social Enterprises.

## National Performance Framework


The framework measures Scotland's progress against the national outcomes. To do this, it uses 'national indicators'.


These indicators give a measure of national wellbeing. They include a range of economic, social and environmental indicators.

 Deliver 1-2-1 support to existing Social Enterprise including linking with private sector

Support existing and emerging Social Enterprises

 We will support #DigiRen – Renfrewshire's Partnership Group - 'Keen on digital participation & closing the digital divide'. Digital engagement can help provide the tools, information and services to empower people to live healthier, safer, greener, more connected and prosperous lives.

 Increase volunteering among harder to reach groups


 Improve volunteering outcomes for Engage member organisations


Empower communities to take action as a key part of the Renfrewshire Community Plan 2017-27 by clearly communicating national and local policy. Support community organisations to undertake community asset transfer and participation requests under the Community Empowerment (Scotland) Act 2015

Support the local Third Sector membership to have effective, relevant representation in all community planning structures and will contribute to the Community Planning Partnership agenda.

People in Renfrewshire are able to influence public services around them and contribute to the development of their services, assets and facilities in their local communities

Provide support across Renfrewshire to members and emerging third sector organisations, and statutory partners

 Act as the link for the local third sector in Renfrewshire between Health Partnership, Children's Services, and other support teams to develop a greater understanding of the Third Sector.

 Increase volunteering among working professionals

Promote and host bespoke training opportunities for existing and emerging third sector

Support existing and emerging Social Enterprises





# SOCIAL ENTERPRISE AND THIRD SECTOR DEVELOPMENT



## Bespoke Support

We continue to build on our strong reputation for advising, supporting and promoting start-up social enterprises. Engage Renfrewshire's knowledge of constitutions, organisational structures, training and networking opportunities has been of significant value to fledgling local social enterprises.

## Advice & Learning

Training and workshops included specialist topics such as charity trading, legal structures, partnership for procurement collaboration (P4P), and general data protection regulations (GDPR), which is invaluable for social enterprise start-ups and other organisations undergoing organisational development. Local social enterprises Klas Care and Doggy Chillin' said "we weren't really sure how to navigate the mandatory elements of developing our joint venture.

However with support from Engage, and their partnerships with Senscot and the P4P team, we were able to grasp how such a collaboration would evolve, and gained a better understanding of the legalities and benefits that joint working can bring"



## Community Benefits

Engage Renfrewshire has worked in partnership with Renfrewshire Council's Procurement Forum to ensure that the value of community benefits from contractors was maximised. Four hundred individual pieces of personal protective equipment (PPE) were donated by Alexander Workwear. Environmental social enterprise Eadah said "it's made such a big difference to kit out all our staff and volunteers with the proper PPE, this ensures that we are able to go onsite and comply with health and safety

regulations, as well as delivering our services locally"

## Community Benefit Activity April 2019 - March 2020

- 38 contractors providing 69 Community Benefits
- 26 non-financial benefits delivered: including 21 supply chain contractors refurbishing local community farm (estimated cost £38K), and supplying 400 items of PPE and social enterprise development workshops
- 43 Community Benefits delivering a total of £69K in financial benefits such as £1K-£3K grants

## Community Asset Transfer

Engage Renfrewshire continues to promote community asset transfer and the community right to buy, initiatives, ensuring that community organisations are fully informed of latest developments. Engage will continue to assist and support community organisations with requests for local assets and the associated Renfrewshire Council community empowerment fund. This initiative will improve the health and wellbeing of local people for many years to come.



## Supporting Social Business Beginners

Engage is always keen to promote social enterprise as a business model, and this year we have been supporting the development of 3 new start-up social enterprises. We endeavour to provide the very best advice and support to give our social entrepreneurs a strong foundation upon which they can flourish.

## Target Activity Update

- 14 network workshops hosted
- 4 business plans supported
- 14 new social enterprises registered with Engage
- 11 social enterprises assisted with funding and sourcing other specialist support
- 30 social enterprises supported directly via community benefits
- 20 groups/individuals made aware of social enterprise as a business model

## Social Enterprise COVID-19 Response

Social enterprises play a critical role in the Scottish economy, and Engage has been keen to attend national,

and facilitate local, discussions to support the sector during covid19 and lockdown.

Our strong networks meant we were able to quickly build a picture of who was operating and at what capacity. We also assisted organisations who had adapted services to support the emergency response for food provision, supporting wellbeing, producing PPE, and providing environmental services such as litter picking, grass cutting in communal areas and gardening services for elderly and vulnerable tenants.

During lockdown 5 new local social enterprises emerged, with a further 7 in the early stages of development. For established social businesses, managing stress has been a factor; particularly regarding funding, income generation and the wellbeing of staff and volunteers. We will maintain open and supportive communication with business development agencies, and local and national networks as we move through Scottish Government's routemap. Engage continues to work closely with Renfrewshire Council's teams in Procurement, Asset Transfer and Economic Development in order to strengthen and sustain social business. We also now facilitate online RenSEN events (Renfrewshire Social Enterprise Network) in order to promote the key themes which have emerged from national discussions; collaborative working, peer support and networking, and wellbeing.

# COMMUNITY CAPACITY DEVELOPMENT

A number of our training courses were delivered through Community Benefits; that is, by companies who tendered for contracts with Renfrewshire Council. Courses such as project management, communications and marketing were of a high quality and of significant relevance to Engage members - our thanks go to all the contractors involved.

## Annual Engage Funding Fayre

The 2019 funding fayre in Linwood was attended by over 50 individuals, representing 40 organisations with funders including Robertson Trust, Shared Care Scotland, and Voluntary Arts Scotland. One attendee said "I got to explore ideas with funders themselves; the round table approach worked really well as you could also engage

with other people to find out what others in the area are planning to do"

## GRANTfinder 1-2-1 Sessions

Our subscription has allowed us to continue free 1:1 sessions with organisations, providing access to the Grantfinder web based funding directory, which contains information on over 8,000 funders allowing groups to search using their project criteria, often finding lesser heard of funders. Session feedback included "Thank you so much ... there are quite a few Trusts in the list that are new to us; our search for funding goes on!"

## Funding Spotlight sessions

Engage organised a number of funding spotlight sessions including with The National Lottery Community Fund and BBC Children In Need, providing members with the crucial opportunity to speak directly and informally with funders. This means organisations can discuss specific programmes or projects for immediate feedback, saving time and making funding applications more relevant.

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## Additional Involvement

Engage Renfrewshire was chosen to take part in a national working group run by Scottish Government and Evaluation Support Scotland for TSIs, in order to develop an effective reporting method. The process has resulted in a logic model showing associated indicators, local activities, and short, medium and long term outcomes. The work was ratified by the wider TSI network, the Scottish Cabinet Secretary, and other partners. It means we can report using qualitative information and outcomes, providing a more comprehensive impact report.

## Capacity Building Response to Covid-19

In response to COVID-19, Scottish Government made a number of third sector funding sources available; Third Sector Resilience Fund, Wellbeing Fund and the Supporting Communities Fund. At Engage we began promoting these funds through a variety of channels. The weekly e-alerts increased to daily publications, and included criteria, deadlines and how to apply. We maximised our social media platforms and also emailed groups directly. Within 3 months, Renfrewshire groups had successfully accessed over £2m in funding.

For the Wellbeing and Supporting Communities funds, Engage Renfrewshire was asked to be part of the assessment process. Our role as TSI and our overall knowledge of the local third sector was seen as critical in getting urgent funding to the right organisations, as quickly possible.



Our daily e-alert also included information on some national funders such as The National Lottery Community Fund, who were changing their fund criteria to accommodate the rapid changes, impacts and challenges faced by our community organisations. Unfortunately, a number of funders also suspended funds, therefore we were continually updating member organisations. At Engage we also witnessed an incredible collaborative response within our communities. We supported this by providing current information regarding personal protection, safety and data protection. We worked alongside Disclosure Scotland, Office of Scottish Charities Regulator (OSCR) and Scottish Council for Voluntary Organisations (SCVO) to ensure we had access to updated and relevant information.

**£216,798**  
FUNDING SECURED LOCALLY

Funders included Renfrewshire Council Local Partnerships, Glasgow Flightpath, LEADER.

**£423,486**  
FUNDING SECURED EXTERNALLY

Funders included The National Lottery Community Fund, BBC Children In Need, Corra Foundation, Henry Duncan Awards.

**140**  
MEMBERS SUPPORTED

**79**  
MEMBERS SUPPORTED WITH FUNDING APPLICATIONS

**160**  
ORGANISATIONS ATTENDING COURSES

**37**  
TRAINING COURSES PROVIDED

**224**  
PARTICIPANTS ATTENDING COURSES

# COMMUNITY PLANNING

Engage Renfrewshire has once again played a critical role during 2019/20 in strengthening the impact of third sector organisations working within Renfrewshire Community Planning Partnership.

This has been a momentous year overshadowed and disrupted by a historic pandemic, but one bright light has been the response of community organisations and a reaffirmation of the importance of the idea of community itself.

Back at the start of 2019/20, before coronavirus became our overriding concern, community planning partners in Renfrewshire were focused on increasing community involvement in local decisions. The seven Local Partnerships in Renfrewshire distributed funding to local voluntary and community organisations for the first time during May and June 2019. Crucial to this was the role of the Community and Voluntary Action Team in working with Engage's membership. CAVA helped the membership understand changes from previous funding distribution processes and the new role for community members participating directly in the Local Partnerships.

Engage Renfrewshire was critical in spreading the word to local groups about the 2019 funding round and helping them to pitch their applications within the framework of each Local Partnership's individual priorities. This was a significant change to previous years and with the volume of applications in the hundreds, Engage officers played a vital role in supporting community groups to adapt to this. The number and value of funding applications from local groups continues to exceed the Local Partnership funds available and the CAVA team provided support to community groups before, during and after the Local Partnership funding round, to ensure that as many groups as possible could access funding from a wide variety of sources.

With community members having full voting rights on Local Partnerships for the first time, Engage also helped many individuals prepare for their new role, increasing the voice and influence of community members in local decision making.

In addition to supporting community groups and individuals, Engage Renfrewshire is also a full partner in each of the Local Partnerships and informed discussions on behalf of local community and voluntary organisations and the wider third sector. At a national level, the Chief Executive spoke in November 2019 at the Scottish Community Planning Network conference in how Third Sector Interfaces like

Engage can work with other community planning partners.

While taking on these new Local Partnership responsibilities, Engage Renfrewshire has continued to lead the Forum For Empowering Communities, be a voice for the third sector at the Renfrewshire Community Planning Executive Group and participate at a strategic level in thematic community planning groups, including co-chairing the health group.

One particularly exciting development of note during 2019 was partnership working led by Engage to bid for funding and host a two year New Buddies post. This is intended to strengthen the welcome to Renfrewshire of people arriving from other nations and cultures and increase the participation, interaction and influence of people from our growing Black and Minority Ethnic communities.

While these are some of the highlights of Engage's 2019/20 contribution to community planning work in Renfrewshire, its biggest contribution was unforeseen at the start of the year. During the COVID-19 crisis, Engage Renfrewshire has worked with other partners to ensure that food and humanitarian support has reached those individuals, families and households in most need of help.

Whether this has been supporting community groups to build a local response, providing operational information and advice or access to funding, or responding swiftly to set up volunteering operations, Engage Renfrewshire has been at the forefront of community planning partners' response to our greatest ever peacetime challenge.

The end of this story and Engage Renfrewshire's contribution to it has yet to be written, but what is known is that the actions and leadership of Engage and its member organisations at this time have provided vital support to thousands of our residents at their time of greatest need.





# TENANTS

## SFA West Region



The Scottish FA has 6 regional offices across Scotland and we are delighted that it's West Region office is based within the Engage Renfrewshire offices.

As well as the physical office the Scottish FA West region enjoys the benefits of the strong partnership with Engage to help realise our vision which is to inspire a nation to embark upon a lifelong love affair with the game of football and, in so doing, develop winning teams whilst contributing to a healthier, more inclusive and successful country.

If you would like further information on the work of the Scottish FA West Region or if you wish to contact a member of our team you can do so by calling us on

0141 840 5257 or emailing [west@scottishfa.co.uk](mailto:west@scottishfa.co.uk)  
You can also follow us on twitter @ScotFAWest

## Quarriers



Quarriers runs two services based in the Engage building supporting care experienced young people:

- **Home and Belonging** supports care experienced young people aged 16-25 to make their houses into homes and build a sense of belonging within their community. The service supports young people to decorate their homes to their own personal tastes and take part in activities within the community which promote their sense of belonging and help them develop roots in their local areas.
- **Coaching for Life** supports care experienced young people aged 16-25 to make their own life choices, work towards achieving their goals and live safe, happy and healthy lives. This is done through goal setting and life coaching techniques which allow the young person to take control of their own future.

## West College Scotland



Providing certificated learning opportunities to adults at beginners levels within a friendly, community environment. Courses include

- Horticulture
- Care and Childcare



- Office Skills
- Fabric Skills
- Wellbeing
- Preparing for Volunteering

Contact 0141 842 1015 or [kathleen.brown@wcs.ac.uk](mailto:kathleen.brown@wcs.ac.uk) for more information.

## West College Scotland - Prince's Trust Team



- Open to all unemployed between 16-25 years
- 12 week course to develop confidence and motivation
- Learn team-working skills
- Take part in residential trips
- Gain qualifications

Contact 07881 783790 or [jacqueline.shirley@wcs.ac.uk](mailto:jacqueline.shirley@wcs.ac.uk) for more information.

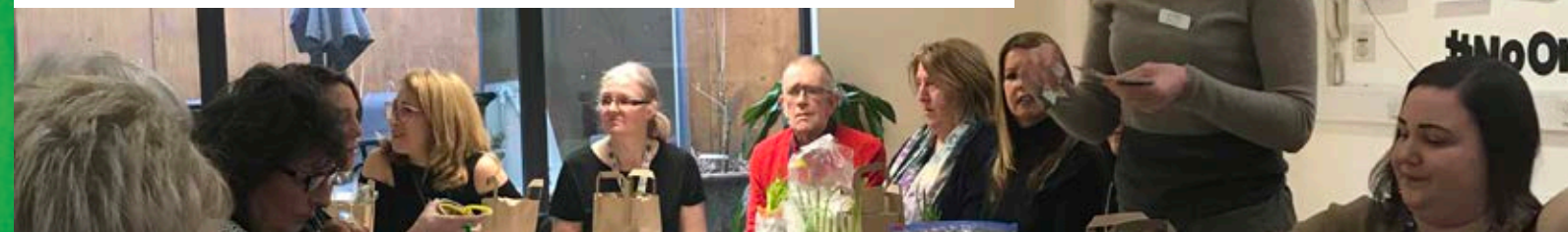
## Renfrewshire Access Panel



- Access audits
- Advice and information on benefits and welfare reform
- Disability equality training
- Disability awareness training
- Access audit training
- Basic computer skills training
- Health, heart and chest pain training
- Advice on aids and adaptations
- Advice on accessibility

Contact 0141 889 7377 or [renfrewshireaccesspanel@hotmail.com](mailto:renfrewshireaccesspanel@hotmail.com) for more information.

# DURING 2020/21...



- Engage will support members with digital volunteer opportunity and programme development.
- We will offer dedicated training on digital inclusion and best practice online, sharing digital practices and programmes, and promoting peer to peer shared learning through the Volunteer Managers' Forum.
- Engage will provide a strong platform for volunteer recruitment online and offline where appropriate.
- We will promote the Engage/TeamKinetic website, increase social media awareness on volunteering opportunities, and offer in-person and/or digital surgeries to inform and answer queries on volunteering
- Engage will focus on sharing the benefits of volunteering with regards to employability and skill building.
- We will encourage volunteer managers to incorporate volunteer progress and development into volunteer programmes. We will also work with employability partners to share messaging and best examples of volunteering as skills and CV building.
- Engage will better understand and support the challenges faced by organisations who support minority communities during covid19.
- Engage will promote and ensure good understanding of the role of the New Buddies Network Officer across groups and partners.
- We will develop regular and meaningful communications between ethnic minority groups and partners, particularly via DEAR.
- Engage will influence and compliment strategic community planning.
- We will bring the challenges of minority ethnic communities to the agenda of forums such as Empowering Communities, Strategic Planning Group (Health), Culture Arts Health & Social Care (CAHSC), Local Employability Partnership, Renfrewshire Inter-Faith group etc.
- Engage will continue our comprehensive training schedule online.
- Engage will improve access to IT equipment for those unable to physically attend training courses.
- Engage will showcase new funders and programmes to our members.
- Engage will stay personally connected to our Social

Enterprise members.

- We will utilise digital platforms to offer peer support and networking opportunities and conduct safe 'face to face' meetings where and when appropriate.
- Engage will liaise with partner organisations, disseminate all relevant information and share good practice in a cohesive manner.
- We will maximise our own communications channels; ealerts, website and social media, plus disseminate targeted information via direct contact such as emails and telephone calls.
- Engage will develop and support new social enterprises.
- We will provide both in-house and external agencies' training and support sessions online.
- Engage will develop and support community asset transfer requests.





# STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED  
31 MARCH 2020

	Unrestricted funds (£)	Restricted funds (£)	Total funds 2020 (£)	Total funds 2019 (£)
<b>INCOMING FROM:</b>				
Donations and legacies	-	605,018	605,018	561,008
<b>CHARITABLE ACTIVITIES:</b>				
Donations and legacies	67,413	-	67,413	78,099
Investment income	1,196	-	1,196	766
<b>TOTAL</b>	<b>68,609</b>	<b>605,018</b>	<b>673,627</b>	639,873
<b>EXPENDITURE ON:</b>				
Charitable activities	69,935	572,384	642,319	617,524
<b>NET INCOME / (EXPENDITURE):</b>	<b>(1,326)</b>	<b>32,634</b>	<b>31,308</b>	22,349
Transfers between funds	(104)	104	-	-
	(1,430)	32,738	31,308	22,349
<b>OTHER RECOGNISED GAINS / (LOSSES):</b>				
Actuarial gains and losses on defined benefit pension schemes	22,000	-	22,000	9,000
<b>NET MOVEMENT IN FUNDS:</b>	<b>20,570</b>	<b>32,738</b>	<b>53,308</b>	31,349
<b>RECONCILIATION OF FUNDS:</b>				
Total funds brought forward	633,144	6,758	639,902	608,553
<b>TOTAL FUNDS CARRIED FORWARD:</b>	<b>653,714</b>	<b>39,496</b>	<b>693,210</b>	<b>639,902</b>

## CASH FLOW STATEMENT - FOR THE YEAR ENDED 31 MARCH 2020

	2020 (£)	2019 (£)
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Cash generated from operations	(3,354)	46,107
Net cash provided by (us in) operating activities	(3,354)	46,107
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Sale of tangible fixed assets	-	1
Interest received	1,196	776
Net cash provided by (used in) investing activities	1,196	767
Change in cash & cash equivalents in the reporting period	(2,158)	46,874
Cash & cash equivalents at the beginning of the reporting period	674,627	627,753
Cash & cash equivalents at the end of the reporting period	672,469	674,627

# CHARITY BALANCE SHEET

AT 31 MARCH 2020

	Unrestricted funds (£)	Restricted funds (£)	Total funds 2020 (£)	Total funds 2019 (£)
<b>FIXED ASSETS:</b>				
Tangible assets	916	-	916	1,188
<b>CURRENT ASSETS:</b>				
Debtors	53,732	-	53,732	26,781
Cash at bank and in hand	632,705	39,496	672,469	674,627
	686,705	39,496	726,201	701,408
<b>CREDITORS:</b>				
Amounts falling due within one year	(33,907)	-	(33,907)	(62,694)
<b>NET CURRENT ASSETS:</b>	<b>652,798</b>	<b>39,496</b>	<b>692,294</b>	638,714
<b>TOTAL ASSETS LESS CURRENT LIABILITIES:</b>	<b>653,714</b>	<b>39,496</b>	<b>693,210</b>	639,902
<b>NET ASSETS:</b>	<b>653,714</b>	<b>39,496</b>	<b>693,210</b>	<b>639,902</b>
<b>FUNDS:</b>				
Unrestricted funds				
General funds			74,090	67,636
Designated funds			579,624	565,508
			653,714	633,144
Restricted funds			39,496	6,758
<b>TOTAL FUNDS:</b>			<b>693,210</b>	<b>639,902</b>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Trustees on 31 August 2020 and signed on their behalf by:

Allan Dick  
Trustee





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10 Falcon Crescent, Ferguslie Park  
Paisley PA3 1NS  
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e: [info@engagerenfrewshire.com](mailto:info@engagerenfrewshire.com)  
[www.engagerenfrewshire.org](http://www.engagerenfrewshire.org)

 Facebook: [/engagerenfrewshire](https://www.facebook.com/engagerenfrewshire)  
 Twitter: [@EngageNews](https://twitter.com/EngageNews)



#### Our Board:

The Directors who served the company during the period of 2019-20 were:

- Allan Dick
- Gloria Murray
- Helen Simpson
- Gordon McGuinness
- Jim Gillespie
- William Clark
- Anne McMillan

Engage Renfrewshire (a Company Limited by Guarantee)  
Registered Number: SC 120101 • Recognised as a Scottish charity - Charity no SC018453