

ANNUAL REPORT 2021/22



ENGAGE
RENFREWSHIRE



A WORD FROM THE CHAIR

Allan Dick, Chair of the Engage Renfrewshire Board

I am delighted to present the annual report for 2021/22 which sets out for the members of Engage Renfrewshire some of our significant achievements over the last year.

2021/22 was another challenging year for everyone across all communities in Renfrewshire but it was positive to see restrictions associated with the pandemic being eased and more face to face work beginning again. The operational approach of Engage Renfrewshire has been changed by the pandemic and while we have been delighted to see everyone coming together again we are trying to build into our operational delivery the benefits of hybrid working. This sense of the benefits that an improved digital approach can make is now evident in all of our work in; supporting volunteering, community engagement, social enterprise and community planning.

The Directors of Engage Renfrewshire are very confident that the Engage team will continue to progress and promote the work of the third sector network over the next 12 months with the same success that is captured in this report for 2021/22.

As always 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 attending this year's AGM.

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.

All of us at Engage Renfrewshire are committed to helping Renfrewshire's charities and community groups to be well managed, well resourced, well represented and well connected. I believe that Renfrewshire's local third sector consistently delivers outcomes that matter to people, and it's important that all of us at Engage help where we can to provide support that matters to our members.

This was a challenging year but as we came out of the restrictions that were in place around the pandemic, it was great to get back to meeting people in the 'room'. I've certainly felt the benefit of being able to meet in work settings again with colleagues and friends. The health and wellbeing



of people, particularly in relation to loneliness and isolation and the impact this can have on mental health and wellbeing has been a big priority for us this year and the work undertaken around the local Community Health & Wellbeing Fund features strongly in this report.

This year we have, like everyone, been looking to help where we can with the emerging humanitarian crises. We continue to work with colleagues from Renfrewshire Council and other local Third Sector agencies regards the approach for welcoming arrivals from Ukraine. We are asking that all local efforts around this agenda are alert to the Integration Network Renfrewshire (IN-Ren Network),

which is a forum to ensure that ethnically diverse communities' voices in Renfrewshire are heard and are involved in local services and decisions that affect them. We also understand that these global crises can bring economic uncertainty, adding to the pressures impacting on local households and potentially increasing pressure on community support groups. In recognition that financial guidance is important to all we continue to support the ongoing development of Renfrewshire Affordable Credit Alliance (RACA) which is made up of a variety of organisations including credit unions, banks, Renfrewshire Council and more to help everyone access fair and affordable forms of credit.

Our work in supporting Renfrewshire's local Third sector organisations is also detailed in this report. We know that local organisations are extremely resilient, but we also know that their capacity is often reliant on staff who are undertaking a wide range of roles - fundraising, leadership, finance management, 'hands on' delivery and communications. I'm pleased to say this report includes information on a range of successful engagements taken on by the team at Engage to support our members around these areas of need – for the hard work and dedication of everyone at Engage, I express my sincere thanks.

Finally, I would like to take this opportunity to thank the members of the company's board of directors. Without their time and commitment, the work undertaken by Engage Renfrewshire over the years would not have been possible. I would also like to note my personal thanks to all 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.

Dr. Alan McNiven,

Chief Executive, Engage Renfrewshire

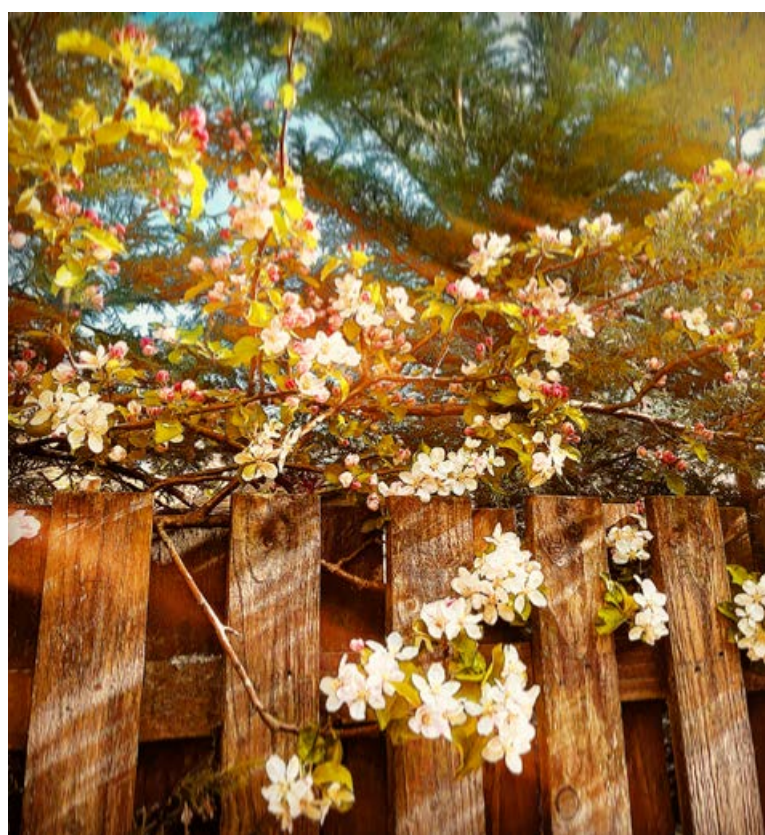
@AlanMcNiven1

FRANCES DE WORONIN, ENGAGE RENFREWSHIRE

Everyone at Engage Renfrewshire was deeply saddened to hear of the passing of our colleague and friend Frances deWoronin earlier this year. Frances was a vastly experienced and valued member of the Engage Renfrewshire Finance team.

Frances provided fantastic support to many, many clients of our payroll service over the years, bringing her friendliness and warmth to the role.

Frances will be very sadly missed by the individuals she supported through her work, by the many community groups who knew her well, and by all of us here at 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 own 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/respite 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
- Assist with employee contracts and employer liability insurance set-up

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

Providing full Payroll Service to:

- 101 self-directed support clients who employ 194 staff
- 30 organisations who employ 206 staff
- Managing approximately £4.3 million per annum

We provide Accountancy Services for 7 Third Sector Organisations

- All financial transactions managed by Engage
- Financial Governance Support
- Board representation



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COMMUNITY AND VOLUNTARY ACTION

The biggest challenge and success within Community And Voluntary Action during 2021/22 has been the growth and development of the team itself. CAVA has doubled since the beginning of lockdown, and additionally we have 5 of 6 team members with less than one year in post. These personnel changes took place when recruitment was a real headache for many employers, but attracting great talent to our organisation has not been an issue for Engage. The skills, experience and motivation of the team has excelled expectation, and their energy and determination, creative thinking and professionalism has been wonderful to be part of.

We continued to move forward through the pandemic and into a post-pandemic “new normal”, strengthening our local third sector organisations (TSOs) and bringing together local support across sectors.

In terms of tackling priorities exacerbated by the pandemic, we have continued to support our colleagues in health, particularly facilitating and co-chairing the HSCP Strategic Planning Group, working closely with health improvement around financial inclusion and children and young people (CYP). Engage moved the popular networking breakfasts online, plus organised, promoted and facilitated information sessions and other cross-sector events, including racial equality training for HSCP staff, and supported the rollout of non-recurring funding to 6 cross-sector sub-groups to pilot new ideas.

CYP mental health and wellbeing has been another priority area for colleagues, and Engage has continued to play a pivotal role in collaborative projects such as Barnardo’s Strategic Partnership, for example, distributing £48,000 of Barnardo’s funding to local organisations supporting the partnerships’ objectives.

Early Action System Change; the 3 year £1m National Lottery funded collaborative tackling coercive control and emotional wellbeing in adolescence, concluded in December 2021 with a celebration event which launched the half dozen “products” codesigned by young people themselves. The message being that CYP have shown bravery not just in bringing the issues they face to light, but bravery in finding solutions and vision in imagining a better world. We look forward to taking maximising these products to support practitioners and CYP alike.

Engage supports the Our Children forum, a network of 120 local CYP practitioners, by organising quarterly meetings and a fortnightly eNews. Our Children was vital during lockdown for sharing information and service delivery adaptations. We continue to build on cross-sector relationships to make life in Renfrewshire for families and CYP.

Engage is a key member of the Local Employability Partnership and played an important role on the preliminary panel for the Community Renewal Fund, as well as a more committed roles within the Improvement Action Plan, for example, hosting information sessions and supporting messaging around youth employability programmes such as Kickstart.

Additionally Engage has played important roles in other collaborative projects such as Macmillan’s Improving The Cancer Journey and the Quarriers-led project Home And Belonging.

Particularly in a post-pandemic world we recognise and value, even more highly, partnership working and cross-sector relationships. Despite the incredible challenges we faced, the voluntary sector is, more than ever, acknowledged as a vital part of resilient, responsive and compassionate communities. We must continue to support and strengthen TSOs because they are crucial assets to everyone’s recovery.

RENSEN

DIRECTION AND RESPONSE

It's crucial that we understand and fulfil the needs of our members; therefore we continually consult via RenSEN (Renfrewshire Social Enterprise Network) and plan our delivery based on feedback. We also contributed to the Community Learning and Development Strategy 2021-24.

In December 2021 we supported the distribution of Scottish Government Community Based Adult Learning. 10 voluntary sector organisations delivered training and support sessions to more than 300 local residents.

Engage facilitates RenSEN (Renfrewshire Social Enterprise Network) in partnership with the Economic Development team at Renfrewshire Council. RenSEN continues to develop and evolve according to members' needs. We hosted 10 RenSEN sessions digitally introducing guest speakers such as, Business Gateway, Young Persons Guarantee, CORRA Foundation and the NHS.

COMMUNITY BENEFITS

Engage continues to facilitate the fulfilment of Community Benefits, an obligation for all contractors winning Renfrewshire Council tenders. This financial and practical support brings in significant resources to the local voluntary sector.

A total of £10,000 in donations were made. Additionally £5,700 in non-financial benefits such as onsite works, training, or professional services were delivered. All brokered by Engage Renfrewshire.

Thorn Athletic, who are based in Johnstone and received a non-financial benefit, said; "Getting the plumbing fixed was our main concern, however to get an additional 10 new eco- friendly showers was an amazing gesture by the company. This will reduce our carbon footprint and our energy bills."

GUIDANCE AND LEARNING

Training and workshops included specialist themes such as charity trading and legal structures. Partnership For Procurement (P4P) assisted the creation of a Memorandum of Understanding between 3 communities, who are addressing food poverty by establishing community pantries.

EBI Unites, part of the collaborative, said; "We weren't sure how to go about setting up our joint venture. However with support from Engage, and through their relationship with Senscot and the P4P team, we were able to grasp how such a collaboration would evolve. We gained a better understanding of the legalities and benefits that partnership working can bring"

COMMUNITY ASSET TRANSFER

Despite the disruption of the pandemic we continue to work alongside Renfrewshire Council Empowerment Officers, and are now in the final stages of producing two papers to simplify the CAT process, namely; pre-note of interest and applications. We regularly receive request from groups regarding buildings and vacant land for asset transfer; ranging from unkempt sites for wild growing, sports pitches, bowling clubs and cricket grounds

SOCIAL ENTERPRISE START-UP

Engage received 19 start-up requests; of these 4 have completed their start-up journey with some awaiting their official legal structure, while the others are still considering the options. We have just under 90 social enterprises registered in Renfrewshire.



10 RENSEN EVENTS
INCLUDING **6** TRAINING SESSIONS

19 START-UP REQUESTS
WITH **16** RECEIVING SPECIAL SUPPORT

4 START-UP SOCIAL ENTERPRISES SUPPORTED

3 NEW SOCIAL ENTERPRISES REGISTERED

14 COMMUNITY BENEFITS DELIVERED



RENFREWSHIRE AFFORDABLE CREDIT ALLIANCE



In November 2021, Engage received one-year funding from Renfrewshire Council's Social Renewal Fund to employ an Affordable Credit Officer. RACA champions fair and honest finance for all by firstly promoting access to Renfrewshire's ethical financial providers which includes credit unions, Community Developed Finance Institutions (CDFI's) and non-cash alternatives as an option for individuals to turn to and prevent them falling into problem debt.

Secondly, RACA prevents illegal moneylending and use of loan sharks. The Scottish Illegal Money Lending Unit has awarded RACA the Stop Illegal Lending Charter Mark for RACA's support of the Stop Illegal Lending campaign. This work informs practitioners that some of their clients may be affected by illegal lending and spread awareness of how illegal lenders operate, be that in-person or through social media activity, the aim of which allows is to provide a higher awareness the troublesome issue.

PARTNERSHIP WORKING

RACA takes a collaborative approach to building trust by working with established organisations and practitioners. Since commencing the post, five new partner organisations have collaborated with RACA via the Affordable Credit Officer, with additional support from a Renfrewshire CAB money advisor. The Affordable Credit Officer also developed strong working relationships with CAB and Renfrewshire HSCP, and has provided opportunities for Health Improvement to upskill local practitioners through Empowering Practitioners to Talk about Money. Other collaborations include Barclays Community Banking Team who worked with RACA on the digital money management community roadshows; providing a focus on online scams and

fraud. The Affordable Credit Officer also worked with Barnardos, speaking to S3/4 pupils about issues affecting young people and money. RACA has formed a relationship with the Pachedu charity who support people from African communities within Renfrewshire. RACA also sits on the Renfrewshire Council Financial Harm Sub-Group.

IMPACT AND FUTURE PLANS

The Affordable Credit Officer will continue to build the trust and support already gained, for example, attending the RAMH Pantry on a weekly basis to promote responsible lenders and furthermore work with housing officers across Renfrewshire by offering information sessions to staff.

RACA will build a campaign around illegal money lending prevention, taking an educational approach to avoiding problem debt, awareness of what illegal lending activity is and how to support victims. We will maintain our network and grow our community by creating a badged Renfrewshire Affordable Credit Alliance Supporter under a community champions approach.

We remain committed to promoting our work through our RACA website blog, social media and maintaining our partnerships. We will create a new animation to complement our existing information videos, while updating the RACA website in line with relevant developments.

RACA will continue to respond to the affordable credit landscape from relevant emerging reports, and will support initiatives from national organisations such as the Money and Pensions service (MaPs), including holding a Talk Money Week information session to practitioners and aspects of the Scotland Delivery Plan; a Scottish version of the UK Financial Wellbeing Strategy.

CAPACITY BUILDING

Throughout 2021 and into 2022 Engage has provided a wide range of training and upskilling opportunities for voluntary sector members, and public sector partners.

Before and during the pandemic we worked hard to build capacity and resilience among our members. We continue to consult to ensure that we understand and are meeting our members' needs.

Engage has provided training courses, 1:1 funding sessions, drop-in funding sessions, funding spotlights and delivered a bespoke training session requested by Radio Lollipop, for the national team.

Catherine Caughie, Volunteer Co-ordinator at Radio Lollipop said; "I asked Engage to deliver Trusts & Grants training for our Radio Lollipop fundraisers in the UK. The session was awesome, and the Radio Lollipop team really found it beneficial, worthwhile and valuable; the feedback from stations around the UK has been superb."

We also continue to respond to our changing environment by introducing training that meets new demands, for example; equalities, NetZero, cyber resilience and crowdfunding. Engage is now offering all sessions as hybrid too, that is, both face-to-face and online.

Funding is and will remain an ongoing challenge for all voluntary sector organisations. Engage has maintained its programme of bespoke search sessions, funding events and information sharing throughout the pandemic. We are thinking creatively around bringing new funders to the attention of our members, to upskill staff and volunteers who generate income, and to support collaborative funding bids and partnerships.

We have evaluated and reviewed our communications, updating all the Quickguides available on website and all online resources available as downloads.

Engage has been invited to be involved in pilot projects as part of Renfrewshire collaboratives with CORRA Foundation and with the development of a charity gift shop voucher scheme. We hope to announce more on these pilots in the future.

And crucially Engage has continued to be a constant source of support in times of crisis management, supporting a number of groups when things haven't gone to plan, or indeed when the group decides to wind down all together. These situations are often sensitive and complex, however, Engage has a unique role in being impartial and importantly, trusted.

Going forward Engage will focus on strengthening our vibrant and dynamic third sector groups by horizon scanning for upcoming issues, and helping to future proof organisations. We will continue to build capacity through increased funding opportunities, training and supporting good governance.



COMMUNITY MENTAL HEALTH AND WELLBEING FUND

In November 2021 Scottish Government announced a national fund supporting Community Mental Health and Wellbeing. Third Sector Interfaces were recognised as the best means of distributing and overseeing this fund at a local level. Engage Renfrewshire initially received £509,542.91 to allocate to third sector organisations and community groups in 2021/2022.

The intended outcome of the Fund is to “develop a culture of mental wellbeing and prevention within local communities and across Scotland with improved awareness of how we can all stay well and help ourselves and others”.

The overarching aim of the Fund is to support community based initiatives that promote and develop good mental health and wellbeing and/or mitigate and protect against the impact of distress and mental ill health within the adult population, with a particular focus in 2021/22 on:

1. Tackling priority issues within Scottish Government’s Transition and Recovery Plan such as suicide prevention, social isolation and loneliness, prevention and early intervention.
2. Addressing the mental health inequalities exacerbated by the pandemic and the needs of a range of ‘at risk’ groups locally.
3. Supporting small ‘grass roots’ community groups and organisations to deliver such activities.
4. Providing opportunities for people to connect with each other, build trusted relationships and revitalise communities.

5. Supporting recovery and creativity locally by building on what is already there, what was achieved through the pandemic, and by investing in creative solutions.

This funding was announced as a two-year funding opportunity, and the second year of funding was officially announced by Scottish Government on 9th June 2022. The second year of funding will be open to both those who received funding in the first round and new applicants.

OUR APPROACH

Following the announcement of the fund we held six information sessions throughout November that we utilised to both promote the fund and gather information on the current provision and needs of the community.

RENFREWSHIRE



**COMMUNITY
MENTAL HEALTH &
WELLBEING FUND**

We also presented to all six Local Partnership meetings where local councillors, third sector representatives and community members attend, and encouraged them to help share messaging amongst their local areas, particularly to groups that may not have been aware of Engage as the TSI.

We shared messaging with local COVID response groups on social media (primarily Facebook groups) as a means of accessing groups that were very active during COVID lockdown but may not have had capacity to continue activity.

Our partners across community planning were exceptionally responsive and cooperative and our partnerships has strengthened as a result.

Our application period was open from 15th November 2021 to January 7th 2022. We received 72 applications in total which corresponded to over £1.2 million in requested funding. Our application

was consciously light-touch and accessible, as we recognised that several groups applying would likely not be used to long application processes, and we have endeavoured to maintain this approach throughout the fund thus far.

Engage Renfrewshire also received a capacity building grant which allowed Engage to appoint a full-time Fund Officer as well as increasing our Finance Team's capacity. Our existing staff member Alice McBride was appointed Fund Officer and took up the post in January 2022.

In addition to offers of support from the Community and Voluntary Action team at Engage, we are also developing a network for funded organisations to learn from one another. This will take the form of formal network meetings quarterly; we held our first on the 1st March which was very well received by members. We are encouraged, but not surprised, by the sectors' openness for collaborative work.

We have received positive feedback regarding the fund management, including from applicants both successful and unsuccessful. Several of our applicants noted that we had a very personal approach that was friendly and supportive, we feel this is in large part due to our role in the sector and understanding previous experiences of groups going for funding

WHAT WE FUNDED

Our decision-making panel was made up by cross-sector partners from Renfrewshire Council, the HSCP Health Improvement Team and Engage Renfrewshire. The panel met five times and used their expertise, as well as the information gathered during November's sessions, to allocate all moneys across 47 projects.

In late February 2022 we were given an additional £49,995.00 to distribute as a result of consultation regarding high quality bids that had missed out due to funding restrictions. With these additional funds we were able to support an additional 5 projects, taking our total to 52.

Engage would like to acknowledge and thank our panel for their support and focus during the decision-making process. Thanks to their diligence we were able to distribute all funds before the end of March 2022.

Below are three examples of work that was funded via the Community Mental Health and Wellbeing Fund. See engagerenfrewshire.org for full list of awarded groups.

1. Friends of Howwood Park were awarded £720.00 to reinstate community based exercise classes in Howwood. These classes were originally started during COVID-19 lockdown to encourage local residents to exercise and remain connected as a community. They were very well received and classes were suspended at the end of lockdowns due to lack of funds.

2. Kickin' On were awarded £6,000 to establish three new offers to their community group based around cooking, art, and music classes. Kickin' On was established in 2020 as a suicide prevention peer group that mostly supported young men with their mental health, bereavement and loss. Recognising that their approach was working but that their existing offers of sport and physical exercise would not appeal to all they consulted their community and devised these three new offers.

3. Renfrew YMCA – were awarded £22,620.20 to employ two Support Workers and fund activities to support parents and carers in the Renfrew area. A series of projects and activities, which will be co-developed with those taking part, will be offered to parents and carers. The overall aim of the project is to improve whole family wellbeing, as well as inform local people on activities and choices that promote positive mental wellbeing.

The majority of projects funded were for activity or costs that would occur after April 2022, and we therefore currently have limited data on the outcomes of funded activity. Our Fund Officer however has kept in close contact with groups and has been documenting activity on a dedicated Instagram page which we are using both as a promotional tool for the fund and as a means of documenting activity for Scottish Government.

IN-REN

Since beginning in post in September 2021, Engage's IN-Ren Network Officer has been developing activities at a local level to address racial inequalities that were exacerbated by the pandemic and highlighted by the rise of the Black Lives Movement, with the aim of improving lives for ethnically diverse communities in Renfrewshire.

Launched in August 2021, Renfrewshire's first ever Integration Network (IN-Ren) is a monthly forum that supports our ethnically diverse communities to overcome barriers accessing health, employability and other services. It has a growing membership of people from ethnically diverse community organisations and backgrounds. The forum invites practitioners to present on their service, discuss barriers and challenges faced, and find ways to improve how people from ethnically diverse backgrounds can access and navigate what's available to them. To date, the Network has engaged with Skills Development Scotland, the National Lottery, Renfrewshire HSCP Strategic Planning Group and Renfrewshire Health Improvement on a range of issues, both local and Scotland wide. IN-Ren is supported with a fortnightly e News which is circulated to both public and practitioners in the wider community.

IN-REN RACE EQUALITY TOOLKIT

In June 2022 we launched the IN-Ren Race Equality Toolkit that supports employers and practitioners in Renfrewshire to better understand the barriers faced by ethnically diverse communities when accessing services and employment. Preparation for the toolkit has been ongoing, particularly in the 6 months prior to the launch. Sponsored by Skills Development Scotland, the toolkit also seeks to inspire action and inform learning to promote race equality. As such, we intend to develop and update the toolkit over time. The toolkit is now live on <https://inrenequality.org/>.



IN-REN RACE EQUALITY TRAINING

IN-Ren has organised and delivered race equality training for practitioners as part of Engage's wider support and training programme. In addition, we have delivered five highly successful online seminars on "Challenging Racism from a White Privilege Perspective" in partnership with CEMVO Scotland utilising funding from Scottish Government's Community Based Adult Learning Fund. Further training on race equality will focus on more of these sessions and on developing cultural awareness training.

Moving forward, we plan on sustaining and developing the IN-Ren forum toolkit, and training programme. We're delighted to have successfully bid for 3 years' funding from The National Lottery Community Fund to bring race equality into the areas of education, research, digital and other key agendas. This will result in increased diversity and representation at a community planning and practitioner level, and thus positively impact on co-design, decision making and participation, supporting integration with our ethnically diverse communities.



VOLUNTEERING IN RENFREWSHIRE

VOLUNTEERING OVERVIEW

The volunteering landscape has changed and evolved in line with COVID restrictions and lockdowns. Positive developments, such as the introduction of the COVID vaccine, led to easing of restrictions and pupils returning to fulltime school attendance in April 2021. However, over the period, there was still a level of uncertainty and apprehension, which continued to impact overall volunteer planning and development.

VOLUNTEERING IN RENFREWSHIRE

Now in its third year, our volunteer management system (TeamKinetic) has seen an increase in usage from our member organisations. There are now a total of 80 groups registered with the system, an additional 30 registrations over the period.

This growth in users has also led to an increase in the number of volunteering opportunities advertised. 120 volunteering roles have been uploaded to the TeamKinetic system within the period. This figure is encouraging as it reflects pre-pandemic numbers.

We have also seen increase in the number of individuals interested in volunteering register on the system. There were 247 people signed up within the period, with a total of 1207 registrations.

COMMUNITY EMPOWERMENT ACADEMY

Our Volunteer Development Officer (VDO) supported Youth Work partners with their Community Empowerment programme aimed at young people (11-25) in Renfrewshire. The Community Empowerment Academy focussed on empowering young people and encouraging them to take a more active part in their community, it also promoted leadership skills to encourage young people to feel they could take on more responsibility in their own youth organisations through volunteering.

Our VDO offered support in the designing of the academy offer and encouraged use of the Saltire Awards as a recognition tool.

The Academy ran sessions in May, September and October as well as residential sessions in July.

SALTIRE AWARDS

In August and September our VDO met with the new DYW School Coordinators to deliver an information session on Saltire and youth volunteering amongst. These sessions led to an increase in schools registering as group admin on the new Saltire, which is reflected in the increase in Saltire Awards certificates from last year.

RENFREWSHIRE VOLUNTEER MANAGERS' FORUM

Engage Renfrewshire hosted three online forum meetings and a Festive get together opportunity at the Tannahill Centre on 13 th December. Due to the resurgence of the coronavirus in December 2021 this was not hugely attended but forum members welcomed the opportunity all the same.

VOLUNTEER LEADERSHIP TRAINING

This training was requested through the Volunteer Managers' Forum and was attended by 12 volunteer involving organisations via Zoom, across 3 sessions once a week in May 2021.

Thanks to funding from Renfrewshire Chamber of Commerce we were able to offer Leadership training, titled Effective Leadership for Volunteer Managers. These three sessions were led by professional leadership and management trainer John Armstrong of On Track Training and Coaching.



Feedback for these sessions was overwhelmingly positive. Attendees particularly noted that they were now better equipped in how to motivate volunteers and progress them on to roles/duties that would positively challenge them.

VOLUNTEERS WEEK 2021

Once again, this year's Volunteers' Week campaign was online only but with a bigger reach thanks to lessons learnt in first year. 38k twitter impressions across the VDO's and main Twitter accounts. Wefocused on youth involving volunteering as we had noted this increased engagement on social media.

We ended the week with a dedicated event that looked at Volunteering and Employability. It was a panel event which featured volunteer managers (Pachedu and Tannahill Centre), a representative from Invest in Renfrewshire, and a local employer (Linstone Housing) who all gave their perspectives on the benefits volunteering can bring to those either look for employment or looking to improve their employability.

The panel session was recorded and we have been able to use it again as a showcase piece for volunteering and employability.

SALTIRE STATISTICS 2021/2022

23 CHALLENGE GROUP VOLUNTEERING AWARDS

for those getting started in volunteering through team challenges

117 APPROACH AWARDS - 10 HOURS

for volunteers that have reached 10 hours volunteering

106 APPROACH AWARDS - 25 HOURS

for volunteers that have reached 25 hours volunteering

57 ASCENT AWARDS - 50 HOURS

for volunteers that have reached 50 hours

35 ASCENT AWARDS - 100 HOURS

for volunteers that have reached 100 hours

14 ASCENT AWARDS - 200 HOURS

for volunteers that have reached 200 hours

3 ASCENT AWARDS - 500 HOURS

for volunteers that have reached 500 hours

COMMUNITY PLANNING 2021/2022

The collaborative response to the pandemic and the transition to recovery continued to dominate community planning work during 2021 and 2022.

As the lockdown continued longer than originally thought and more and more people were impacted in a personal way by Covid-19, a sustained response was required from partners. The third sector contribution to the Renfrewshire response provided a lifeline to local communities and pointed the way forward to a more familiar way of life.

Engage Renfrewshire continued to support local groups providing practical assistance like food and other assistance to people. From community food to neighbourhood bingo, emotional support to packs to relieve boredom and stress, the third sector in Renfrewshire were vital in getting people through the worst of the crisis.

Along with its community planning partners, Engage Renfrewshire played a key role in keeping the Neighbourhood Hubs running by supporting volunteers to deliver food, medicine and befriending to people in need. Engage linked the local sector into the Connecting Scotland programme, ensuring that people who were most at risk of digital exclusion were provided with internet devices and technical help to keep them connected to services, friends and family.

Engage also linked community and voluntary groups to vital sources of funding provided through UK, Scottish and local government and other community planning partners. This helped many organisations think through what they needed to do to weather the storm, keep the lights on and adapt to new ways of working. This encompassed everything from advising how to keep volunteering activities running safely for clients and volunteers alike to how to adapt buildings to new requirements.

As thoughts turned from minimising the spread and impact of Covid-19 itself to working out the best path to renewal and recovery of our way of life, Engage is making sure that the voices of all Renfrewshire's communities are heard by community planning partners. Through this connection, public services have gained a better understanding of how the pandemic and its effects have impacted differently on different groups within Renfrewshire and what the effect has been in widening inequalities.

As some of the focus moves toward economic recovery and addressing rising food and energy costs, Engage and partners have established a Food Network and strengthened the Renfrewshire Affordable Credit Alliance to respond to these challenges.

While pivoting its efforts towards the immediate priorities of the pandemic and its effects, Engage Renfrewshire also made sure that it kept strong working relationships going with community planning partners across more usual aspects of business.

The Chief Executive continued to lead Renfrewshire Forum For Empowering Communities. Key third sector partners have looked together at their contribution to issues such as best practice for the third sector returning to offices, recruitment challenges in the sector, the climate emergency and the implementation of the findings of the Alcohol and Drugs Commission.

Engage Renfrewshire also co-chaired with Renfrewshire Health and Social Care Partnership (HSCP) the Strategic Planning Group, as part of Renfrewshire's community planning structure. During 2021/22, the contribution of third sector groups to developing solutions to health challenges was strengthened considerably through collaborative working supported by funding from the HSCP.

Engage is host on behalf of community planning partners to a National Lottery-funded post to support the welcome of new arrivals from black and minority ethnic communities to Renfrewshire. 2021/22 saw the development of the In-Ren network to take this work forward. Over time, this will enhance understanding of our newest communities and the ability of services to respond to their needs.

Working with its community planning partners, Engage has also continued to support the operation of the seven Local Partnerships in Renfrewshire. In particular, local voluntary and community groups have been supported in accessing funding to complement awards from Local Partnerships or provide alternative funding sources when funds are oversubscribed.

The Scottish Government Community Health and Wellbeing funding allocated to Engage Renfrewshire to distribute to community groups provided a welcome additional funding stream. Within a very tight timescale, Engage Renfrewshire effectively managed a process to allocate half a million pounds of funding to groups to support activities to improve people's wellbeing.

This has been complementary to other sources of funding and has enhanced the capability of the third sector to strengthen its contribution to social renewal and recovery in Renfrewshire.

PARTNERS IN THE ENGAGE HUB



STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED
31 MARCH 2022

	Unrestricted funds (£)	Restricted funds (£)	Total funds 2022 (£)	Total funds 2021 (£)
INCOME AND ENDOWMENTS				
Donations and legacies	562,358	716,594	1,278,952	620,386
CHARITABLE ACTIVITIES				
Charitable activities	87,731	5,900	93,631	72,658
Investment income	134	2	136	391
TOTAL	650,223	722,496	1,372,719	693,435
EXPENDITURE				
Charitable Activities	589,762	687,090	1,276,852	622,715
NET INCOME	60,461	35,406	95,867	70,720
OTHER RECOGNISED GAINS / (LOSSES)				
Actuarial gains and losses on defined benefit pension schemes	32,000	-	32,000	7,000
NET MOVEMENT IN FUNDS	92,461	35,406	127,867	77,720
RECONCILIATION OF FUNDS				
Total funds brought forward	726,535	44,395	770,930	693,210
TOTAL FUNDS CARRIED FORWARD	818,996	79,801	898,797	770,930

CASH FLOW STATEMENT - FOR THE YEAR ENDED 31 MARCH 2020

	2022 (£)	2021 (£)
CASH FLOW FROM INVESTING ACTIVITIES		
Cash generated from operations	229,549	49,330
Net cash provided by (us in) operating activities	229,549	49,330
CASH FLOWS FROM INVESTING ACTIVITIES		
Sale of tangible fixed assets	-	(1,517)
Interest received	136	391
Net cash provided by (used in) investing activities	136	(1,126)
Change in cash & cash equivalents in the reporting period	229,685	48,204
Cash & cash equivalents at the beginning of the reporting period	720,673	672,469
Cash & cash equivalents at the end of the reporting period	950,358	720,673

CHARITY BALANCE SHEET

AT 31 MARCH 2022

	Unrestricted funds (£)	Restricted funds (£)	Total funds 2021 (£)	Total funds 2020 (£)
FIXED ASSETS				
Tangible assets	1,108	-	1,108	1,718
CURRENT ASSETS				
Debtors	132,879	-	132,879	211,992
Cash at bank and in hand	870,557	79,801	950,358	720,673
	<u>1,003,436</u>	<u>79,801</u>	<u>1,083,237</u>	<u>932,665</u>
CREDITORS				
Amounts falling due within one year	(185,548)	-	(185,548)	(163,453)
NET CURRENT ASSETS	<u>817,888</u>	<u>79,801</u>	<u>897,689</u>	<u>769,212</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u>818,996</u>	<u>79,801</u>	<u>898,797</u>	<u>770,930</u>
NET ASSETS	<u>818,996</u>	<u>79,801</u>	<u>898,797</u>	<u>770,930</u>
FUNDS				
Unrestricted funds			818,996	726,535
Restricted funds			<u>79,801</u>	<u>44,395</u>
TOTAL FUNDS			<u>898,797</u>	<u>770,930</u>

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 30 August 2022 and signed on their behalf by:

Allan Dick
Trustee



Engage Renfrewshire
10 Falcon Crescent, Ferguslie Park
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Our Board:

The Directors who served the company during the period of 2021-22 were:

- Allan Dick
- Gloria Murray
- Helen Simpson
- Gordon McGuinness
- Jim Gillespie
- Jacki Smart
- Anne McMillan
- Johannes Gonani

Engage Renfrewshire (a Company Limited by Guarantee)

Registered Number: SC 120101. Recognised as a Scottish charity - Charity no SC018453

