

ENGAGE  
RENEW SHIRE



# Annual Report

2015/2016



**Paisley2021**  
FOR UK CITY OF CULTURE

Paisley is bidding for the **UK City of Culture 2021**  
Back the bid at [www.Paisley2021.co.uk](http://www.Paisley2021.co.uk)  
**#Paisley2021**



## A word from the Chair



It is a great pleasure for me to present the Engage Renfrewshire annual report for 2015/16 which sets out for the members some of the significant achievements of the company over the last year, the fifth year of operation since our establishment as Renfrewshire's Third Sector Interface .

In all areas of work – volunteering, community engagement, social enterprise and community planning – we have seen new existing and challenging developments. Our core services have continued to improve and of course in the next 12month we are committed to improving them even further.

The directors of Engage Renfrewshire have worked closely with the Management Team over the last year to ensure the deployment of resources available to us have met the operational challenges the company and sector has faced. As we move into an exciting year in Renfrewshire we are confident that Engage Renfrewshire has the values, commitment and talent to succeed in the challenging environment we will operate in during the year ahead.

Engage Renfrewshire continues to attract attention locally and nationally as a company which is innovative and forward thinking. Over the year officers from the company have been involved in both local and national conferences; showcasing our work and helping to export our practice to other areas.

On behalf of my fellow directors, I pay tribute to all our staff for their commitment, enthusiasm and achievements over the past year. 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 every day to their communities across Renfrewshire.

**Allan Dick**

*Chair of the Board, Engage Renfrewshire*





## Introduction from the Chief Executive

**Hello – and many thanks for attending this year's AGM.**

All of us at Engage Renfrewshire are committed to supporting a strong, diverse and effective community and voluntary sector in Renfrewshire. Engage Renfrewshire creates opportunities for its members to influence local strategy through networking with peers and partners. Today with a membership of over 370 organisations the company retains its strategic aim, established from the outset - to act as the 'single door' access for community action, volunteering and the voluntary sector in Renfrewshire. As a member led organisation the company views its own performance in the context of being able to support its membership with appropriate training, development opportunities, connections through a range of 'networks' and awareness of both national and local public strategy developments.

The performance of the company this year I'm delighted to say includes a range of successes which are highlighted in this report and while tonight's event is an opportunity to look back it is also a chance to consider the future.

Over the year we were delighted to be involved in both established and emerging developments such as Renfrewshire's Health & Social Care Partnership, the National Third Sector GIRFEC project and the Digital Participation Strategy; all of which are being influenced and supported by local community & voluntary groups. Local Third

Sector organisations are also important members of the local Greener Network which led on the externally funded, hugely successful 'Stalled Spaces' initiative and Renfrewshire's Volunteer Manager's Forum goes from strength to strength. The recent event held by the Forum as part of the National Volunteers' Week was excellent – hearing the individual stories of volunteers and the journeys they have made was a highlight.

Locally the profile of social enterprises and the important role they play in helping to strengthen communities has improved and there is a significant amount of great practice to reflect on in Renfrewshire. All of us at Engage act to promote social enterprises as a vehicle for community-led ideas and Renfrewshire's Social Enterprise Network and directory - "Trading for Community benefit" – continues to grow. Many of the agencies in the Network have helped shape ideas for local approaches to the newly launched Community Empowerment Act and the recent Community Empowerment Conference in Johnstone Town Hall has also provided local officers with excellent feedback.

I'm sure everyone is aware that Paisley is bidding for UK City of Culture 2021 as part of ambitious plans to use the town's internationally-significant collection of heritage and cultural assets to transform its future. The UK City of Culture programme is run by the UK Government's Department for Culture, Media and Sport. The contest sees a year of major UK-wide events hosted in one location and aims to use culture and creativity as a catalyst for change. Initial bids are set to be lodged by Spring 2017, with the winner to be announced by the end of that year. As the bid goes forward I fully expect there to be fantastic opportunities for Renfrewshire's Third Sector organisations to influence the bid as well as benefit from the impact of the '2021' development process. Jean Cameron, Director of the Paisley 2021 bid will address attendees this evening and I warmly thank her for taking the time to join us. Paisley deserves this opportunity and I believe that with everyone's support Paisley will win.

This is an incredibly exciting time.

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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.

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

**Alan McNiven,**

*Chief Executive, Engage Renfrewshire*

@AlanMcNiven1

[alanmcatengage.wordpress.com](http://alanmcatengage.wordpress.com)

**370 Member  
Organisations**

## Social Enterprise (SE) Development & Highlights

### Development:

- 16 Groups made aware of SE as a business model and support materials including introduction to SE Tool kit. Groups also received specific support including:
  - Governance and group set up
  - CPP Strategies and Linkages
  - Feasibility studies
  - HR & Employment info
  - Legal structure set up
- 18 Groups assisted with funding bids and sourcing other specialist support
- 6 new SE organisations registered within Engage Membership
- 4 network events hosted:
  - Firstport, overview of services & funding
  - Council SE small grants award
  - Senscot & SenscotLegal overview of services & support
  - Robertsons & Lloyds TSB funding
- 4 Social Enterprise Case studies produced:
  - STAR
- 8 SE organisations supported during course of financial year addressing bespoke needs
- 7 Business plans supported:
  - Paisley Thread Mill Museum (@PaisleyMill)
  - The Art Hut (@GlasgowArtHut)
  - Doggy Chillin
  - CREATE Paisley (@CreatePaisley)

**18 Social Enterprise  
Groups Assisted  
With Funding**





Payroll and financial transactions managed on behalf of local third sector members  
**£2.3 million**

- Environmental Training Team (@ETTPaisley15)
- Renfrew Development Trust (@RenfrewDTrust)
- Brightest Star (@BrightestStar\_1)

### Some Highlights:

- Brightest STAR
  - Assisted with establishing SCIO status
  - Winning Provost award for volunteer of the year
- Klas Care
  - First Renfrewshire organisation to secure 3 levels of funding and support from Firstport
- Launch of Renfrewshire's first ever SE network directory (26 SE organisations registered on Engage website as well as with Social enterprise Scotland and Senscot websites and directories)
- 9 organisations securing funding and participating in Stalled Spaces initiative (£20k)
- Social Enterprise Academy Bespoke Business plan programme, 30 hrs of support delivered over 8 weeks to 7 Local SE organisations

## Finance Support

### Payroll Services

- 54 individual clients who employ 119 staff
- 20 organisations who employ 115 staff
- Managing approximately £1.55 million pay per annum

### Accountancy Services

- Providing accountancy services – two childcare charities employing 39 staff
- All financial transactions managed by Engage
- Annual transactions of £758,046





## Volunteering

### Renfrewshire's Volunteer Manager Forum

Renfrewshire's Volunteer Manager Forum continues to go from strength to strength. Membership has risen from 30 to almost 50 over the last 12 months. The Forum meets bi-monthly in different locations across Renfrewshire. The aim of this is to join forces to network, share best practice, organise events and continuously raise the profile of volunteering in Renfrewshire.

#### Some key achievements included:

- A successful event to celebrate Volunteers during National Celebration of Volunteers Week in 2015
- Creation of a sub group to establish a fact sheet defining 'Volunteering in Renfrewshire'
- Joint events to further promote Volunteering and Saltire Awards

#### Events:

- Promoting 'Volunteering is Healthy' to Renfrewshire Council – staff and visitors
- UWS 'Volunteering Unwrapped' event when members of Renfrewshire's Volunteer Manager Forum met a classroom of students to promote their services. Two students are now in placements with You First Advocacy.

#### Statistics 2015/2016

Registered Volunteers = 1220

Volunteers Under 25 = 925

Volunteers Placed in Opportunities = 817

Bespoke Volunteer Meetings = 63

**1220 Registered  
Volunteers**



### **Saltire Statistics 2015/16**

Challenge = 252

Approach = 209

Ascent = 224

Summit = 11

**252 Achieved  
Saltire Challenge**

### **Recruitment Campaigns.**

Volunteer opportunities are advertised using social media (Facebook and twitter) as well as MILO and Volunteer Scotland. Social media gives us fantastic results. We are also tapping into educational establishments such as University West of Scotland and West College Scotland. This partnership helps students gain practical experience in the Third Sector also giving organisations the opportunity to tap into student's expertise.

As well as advertising volunteer opportunities we publish volunteer articles and stories on social media.

### **Some Campaigns Included:**

#### **Renfrewshire High School Pupils**

Summer, Winter and Easter volunteer opportunity brochures were created to identify suitable volunteering opportunities for young people. Young volunteers are registered with Saltire Awards and Young Scot.

#### **Mary Russell School**

Initial discussions to forward plan a project aimed to enhance employability of young people aged 16+ with disabilities or additional support needs by volunteering in the Third Sector. A volunteering service is planned to take place in 2016 to identify suitable opportunities tailored to suit. Pupils will also be registered for the Saltire Awards and receive Young Scot Points.





# Syrian Refugee Volunteers

A number of Syrian families moved to Paisley November 2015. Engage Renfrewshire is working in partnership with Renfrewshire Council and Barnardo's and have collated a list of circa 40 volunteers who have expressed an interest in volunteering to help and support these families.

We are working closely with Barnardo's to support this ongoing process to ensure volunteers are matched to the most appropriate roles.

## Town Centre Events – Renfrewshire Council

We working closely with Renfrewshire's Town Centre planning team to recruit volunteers for events such as:

- Beer Festival
- 10k Paisley Road Race
- Sma Shot Day
- Monte Carlo Event
- Paisley 2021

Our approach is to create a recruitment / marketing campaign for each volunteer opportunity.

## Volunteer Projects

Engage Renfrewshire is supporting the following initiatives:

1. Early Years Forum - My Renfrewshire
2. ALISS
3. Digital Project
4. Sheltered Housing Complex
5. Town Centre Events
6. Your Time to Give
7. Cultural Strategy
8. Skills 4 Success
9. Renfrewshire Volunteering Campaign
10. Syrian Refugee Humanitarian Crisis
11. Renfrewshire Leisure
12. Invest in Renfrewshire
13. Skills Development Scotland
14. Jobcentre Plus

40 Syrian  
Volunteers  
Expressed  
Interest in  
Volunteering







## Evaluation & Feedback

The team continues to evaluate volunteer feedback to capture the volunteer experience and use feedback to improve services.

### Save The Children – Glenburn Initiative

Continued to work in partnership with Laura Devine, Community Engagement Officer, Stronger Communities. Advised and referred community organisations to attend their fun day on 3 October 2015 in Glenburn Community Centre. Engage Renfrewshire attended to support. We continue to help them on their journey to recruit volunteers and those who fit into the 12-25 age range obtain their saltire awards.



## Corporate Social Responsibility

- Sainsbury's Braehead continue to demonstrate real commitment to helping the Third Sector by donating, offering space and supporting training.
- Scotland Excel - 50 of staff are being encouraged to offer their professional expertise in a volunteering capacity to help the local Third Sector. We continue to explore other commercial companies to do the same.



## Saltire Awards

We continue to actively promote Saltire Awards via Renfrewshire Schools and youth groups.

Engage Renfrewshire supported Police Scotland organise an event for their Young Police Scotland Volunteers and Special Constables in March 2016.



## Community and Voluntary Organisations

£282,437 secured in small grants by groups supported by Engage Renfrewshire

130 members receiving direct support, 53 of how were supported in preparing funding applications.

2 funding fayres held in Renfrew Town Hall and Johnstone Town Hall.

### Funding Spotlight workshops held

Glasgow Flightpath

The Robertson Trust

Lloyds TSB

Training courses were attended by 199 people. Some examples of the training:

- How to be an employer
- Committee skills
- PVG awareness
- Managing Volunteers
- Tendering & Procurement
- Book-keeping
- One Digital
- Funding Toolkits





**Other services operating from our premises  
at 10 Falcon Crescent, Ferguslie Park,  
Paisley**

### **Shelter Scotland – Foundations First**

Foundations First works with children (0-18 years) and their families in Renfrewshire who are caught in this cycle and helps them to break away from a life of homelessness and poverty.

We can help families who are:

- Living in poor conditions or in an overcrowded property
  - Experiencing debt, money and benefit issues
  - Under threat of eviction
  - Living with domestic abuse
  - Affected by offending behaviour
  - Experiencing mental or physical health issues
  - Experiencing drug and alcohol issues
- Requiring short term support such as: registering with a GP or dentist, advocacy at meetings, support to attend appointments etc.

### **Capability Scotland Employment Services**

Capability Scotland Employment Services seek to obtain and sustain employment for local disabled people. We do this by:

Providing 1-2-1 job search support

- Signposting customers to relevant support services and training providers
- Offering Benefit and income maximisation advice
- Engaging with local employers and offering grants where applicable.
- In Work Support to enable customers to progress within their employment.
- Health and Safety advice and Equality Act guidance to customers and employers.
- Assistance with travel costs and work clothing for customers where applicable.

### **The Scottish Football Association - West Region**

- Training and development courses for volunteers and professional staff
- Information on clubs for accreditation, development and business support
- Information about opportunities for players and local community members



- Signposting and guidance for local community groups
- Support and advice for football-related queries

Contact 0141 840 5257 or  
west@scottishfa.co.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 07747 036028 or  
renfrewshireaccesspanel@hotmail.com  
for more information

### **West College Scotland**

- Essential Skills Courses
- Communication Courses
- Numeracy Courses
- IT Courses

Contact 0141 842 1015 or  
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  
for more information



## Community Planning

During 2015/16, Engage Renfrewshire has continued its work to strengthen the connection of its member organisations with the other partners in Renfrewshire Community Planning Partnership and its own contribution to the Partnership.

The Chief Executive leads Renfrewshire Forum For Empowering Communities, which is made up of senior third sector managers operating in Renfrewshire and is one of the six community planning Thematic Boards. The Forum has now been in operation since May 2013 and reviewed its progress in 2013. As well as securing the continued commitment of the third sector organisations to the Forum, there was agreement that the sector should focus its contribution to community planning in Renfrewshire on a number of strategic priorities. These priorities are: tackling poverty, Paisley's bid to be UK City of Culture 2021, implementing the Community Empowerment (Scotland) Act 2015, integration of Health and Social Care, digital participation, follow up to the 2015 inspection of Children's Services in Renfrewshire, community justice and the response to the Syrian Humanitarian crisis.

Over the past year, Engage Renfrewshire officers supported members of Renfrewshire Forum For Empowering Communities to attend the other five community planning Thematic Boards and the Partnership Board which oversees progress, so that the third sector has strong representation across the range of Partnership discussions. Engage Renfrewshire supported Forum members to make 32 reports or presentations to the Community Planning Partnership over the course of the year.

In particular, Renfrewshire Forum For Empowering Communities has raised issues in relation to payment of the Living Wage in the third sector, accessibility of the public realm in Renfrewshire to people with mobility issues and the availability of work experience for young people with additional learning needs or disabilities leaving school. Engage Renfrewshire has also led work to ensure that local community and voluntary groups are aware of the implications of the Community Empowerment Act and that they can work effectively with statutory public services to improve local services.

At a strategic level, Engage Renfrewshire has played a significant role in leading the Community Engagement and Participation

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Workstream for Paisley's UK City of Culture 2021 bid and representing the sector, with others, in the integration of Health and Social Care in Renfrewshire. Engage Renfrewshire has also played a leading and facilitating role in implementing the Tackling Poverty Action Plan for Renfrewshire, embedding the Getting It Right For Every Child (GIRFEC) across our member organisations who provide services for children and young people and ensuring that voluntary and community organisations are fully integrated into the Digital Strategy for Renfrewshire.

At an operational level, Engage Renfrewshire officers have played a key role in ensuring that member organisations have accessed the Social Enterprise Fund and the Stalled Spaces Fund operated by Renfrewshire Council for the Community Planning Partnership. This has ensured that local social enterprises have had access to funds to enable them to thrive and that community groups have been able to restore neglected green spaces to use.

Engage Renfrewshire has significantly improved the number of volunteers recruited and placed during 2015/16, in part in response to issues raised at the Community Planning Partnership Board. Engage has played a vital role in efforts to welcome families coming to Renfrewshire as a result

of the humanitarian crisis in Syria. Engage Renfrewshire provided the first point of contact for volunteers who said they wanted to assist the families newly arrived in Renfrewshire, resulting in a bank of professionally registered volunteers available to work with the families. Engage has also ensured that some of the younger Syrian family members have been able to volunteer themselves with a local organisation to help their integration into the area.

Engage has also supported the Forum For Empowering Communities to lead Renfrewshire Community Planning Partnership's programme of community conferences. Over the last year, this has included Renfrewshire-wide events on Paisley UK City of Culture 2021, Community Empowerment and Regeneration, as well as locally-led conferences in Elderslie, Foxbar and the Renfrewshire Disability Resource Centre.

The 2016 survey of Engage Renfrewshire's membership provides evidence that, as a result of the work of Engage Renfrewshire officers, local third sector groups are better connected to other partners in Renfrewshire Community Planning Partnership than has been the case in previous years, to the benefit of local people and the outcomes they experience.

# Statement Of Financial Activities - Charity

(Incorporating income and expenditure account) For the year ended 31 March 2016

	Restricted funds 2016 £	Unrestricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
<b>INCOMING RESOURCES</b>				
Incoming resources from generated funds:				
Voluntary income	600,695	-	600,695	742,443
Investment income	-	58,118	58,118	44,225
Incoming resources from charitable activities	43,348	58,624	101,972	144,708
<b>TOTAL INCOMING RESOURCES</b>	<b>644,043</b>	<b>116,742</b>	<b>760,785</b>	<b>931,376</b>
<b>RESOURCES EXPENDED</b>				
Charitable activities	612,537	61,577	674,114	821,452
Governance costs	22,031	-	22,031	22,055
<b>TOTAL RESOURCES EXPENDED</b>	<b>634,568</b>	<b>61,577</b>	<b>696,145</b>	<b>843,507</b>
<b>NET INCOME / (EXPENDITURE) BEFORE TRANSFERS</b>	<b>9,475</b>	<b>55,165</b>	<b>64,640</b>	<b>87,869</b>
Transfers between Funds	(1,632)	1,632	-	-
<b>NET INCOMING RESOURCES / (RESOURCES EXPENDED) BEFORE REVALUATIONS</b>	<b>7,843</b>	<b>56,797</b>	<b>64,640</b>	<b>87,869</b>
Actuarial gains and losses on defined benefit pension schemes	-	280,000	280,000	(68,000)
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>	<b>7,843</b>	<b>336,797</b>	<b>344,640</b>	<b>(19,869)</b>
Total funds at 1 April 2015	-	151,415	151,415	131,546
<b>TOTAL FUNDS AT 31 MARCH 2016</b>	<b>7,843</b>	<b>488,212</b>	<b>496,055</b>	<b>151,415</b>

## STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES - CHARITY FOR THE YEAR ENDED 31 MARCH 2016

	Restricted funds 2015 (£)	Unrestricted funds 2015 (£)	Total funds 2015 (£)	Total funds 2014 (£)
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>	<b>7,843</b>	<b>56,797</b>	<b>64,640</b>	<b>87,869</b>
Actuarial gain/(loss) related to pension scheme	-	280,000	280,000	(68,000)
<b>TOTAL GAINS AND LOSSES RECOGNISED SINCE 1 APRIL 2015</b>	<b>7,843</b>	<b>336,797</b>	<b>344,640</b>	<b>(19,869)</b>

There is no difference between the income/(expenditure) on ordinary activities for the year stated above and its historical cost equivalent.



# Charity Balance Sheet

As at 31 March 2016

	£	2015 £	£	2014 £
<b>FIXED ASSETS</b>				
Tangible assets		9,224		13,862
<b>CURRENT ASSETS</b>				
Debtors	54,432		2,479	
Cash at bank and in hand	519,184		525,666	
	<u>573,616</u>		<u>521,145</u>	
<b>CREDITORS:</b>				
amounts falling due within one year	(86,784)		(82,590)	
<b>NET CURRENT ASSETS</b>		<u>486,832</u>		<u>445,555</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>496,056</u>		<u>459,417</u>
Defined benefit pension scheme (liability)/asset		-		(308,000)
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>		<u><u>496,056</u></u>		<u><u>151,417</u></u>
<b>CHARITY FUNDS</b>				
Restricted funds:		7,843		
Unrestricted funds excluding pension (liability)/asset	488,213		459,417	
Pension reserve	-		(308,000)	
Total unrestricted funds		<u>488,213</u>		<u>151,417</u>
<b>TOTAL FUNDS</b>		<u><u>496,056</u></u>		<u><u>151,417</u></u>

The financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Trustees on 16 August 2016 and signed on their behalf, by:

**Allan Dick**  
Trustee



LOTTERY FUNDED



ENGAGE  
RENFREWSHIRE

Engage Renfrewshire  
10 Falcon Crescent, Ferguslie Park  
Paisley PA3 1NS

t: 0141 887 7707

e: [info@engagerenfrewshire.com](mailto:info@engagerenfrewshire.com)

[www.engagerenfrewshire.com](http://www.engagerenfrewshire.com)



Facebook: [/engagerenfrewshire](https://www.facebook.com/engagerenfrewshire)

Twitter: [@EngageNews1](https://twitter.com/EngageNews1)

## Our Board:

The Directors who served the company during the period were:

- Allan Dick
- Gordon McGuinness
- David Hoey
- Gloria Murray
- Graham Bell
- William Clark
- Helen Simpson

ENGAGE RENFREWSHIRE (A company limited by guarantee)

REGISTERED NUMBER: SC 120101

RECOGNISED AS A SCOTTISH CHARITY - CHARITY NO SC018453