



# PAVILLION AGM 2019

7TH OCTOBER 5.00PM

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# Introduction

Often my job is to plan for worse case scenarios, funding bids, capital works and health and safety, look at how we can improve.

So, it always gives me great pleasure pulling together stories and numbers from the previous 12 months. It's a reminder of the positive things that are happening on a daily basis in The Pavillion.

- More capital improvements this year, focussing on the toilets in particular.
- A total of 415 sessions were delivered last year, of which 166 were senior drop-in and 122 were junior drop-in.
- Interestingly, 1171 was the amount of session hours dedicated to the many activities run.
- Issue based focus through contributing towards the Attainment Gap
- Girls Group, our first and very successful programme aimed at a single sex group
- Towards the end of the year tested a concept called the Game in partnership with other projects.

Please read on we are very proud to show you our years' work.

The Pavillion (Greater Easterhouse) was established in 1999, with the support of Blairtummock Housing Association, as a youth project operating across Greater Easterhouse. The purpose was to provide a safe, alcohol and drug free, environment for children and young people aged 8-18 years, where they could socialise and take part in activities.

"The Pavillion" is the operating name for The Pavillion (Greater Easterhouse), a Company Limited by Guarantee, whose objects are:

- 1. To provide, in the interests of social welfare, facilities for recreation and other leisure time occupation available to disadvantaged young people resident within Greater Easterhouse ("the Operating Area") with a view to improving their conditions of life.*
- 2. To advance education among the residents of the Operating Area, and in particular to increase public knowledge and awareness of issues relating to healthy living, and the detrimental effect of any form of addiction, including without prejudice to the generality, drug, solvent and / or alcohol addiction.*
- 3. To promote training in skills of all kinds, particularly such skills as will assist residents of the Operating Area in obtaining paid employment.*
- 4. To promote, for the benefit of the residents of the Operating Area, the protection of people and property and also the encouragement of public safety (including fire and road safety, and crime and general accident prevention).*
- 5. To promote, establish, operate and / or support other schemes of a charitable nature for the benefit of the residents of the Operating Area."*



# PROGRAMMES & ACTIVITIES

## Drop-In Sessions

Providing 3 junior drop-in and 4 senior drop-in sessions each week for young people 8 – 18 years, Pavillion has a fairly packed programme of activities, offering Arts & Crafts, Music, Cooking, Fitness, Hair & Beauty, Pool, Air Hockey, IT & Digital workshops to name just a few.



A total of 275 young people participated in the drop-in sessions last year, taking part in activities that promote good mental health & well-being and tackle current youth issues.



## Brunch Bunch Sessions

A brand-new service offered by Pavillion for a younger age group, providing fun activities alongside a nutritious breakfast and lunch each day for children aged between 5-8 years during school holiday breaks. This was made possible with the provision of a new fund from Glasgow City Council's Holiday Food Programme and was extremely popular, with a total of 58 children attending last Summer, October and February School Holidays.



## Little Rascals

Local parent-led, parent & toddler sessions. A total of 13 babies and toddlers accessed the sessions, sharing experiences, parenting tips and advice over breakfast and positive play.



## Girls Group

Funded by the proceeds from the Tampon Tax administered by Foundation Scotland, The Girls Group formed as a by-product of developments from the drop-in sessions. 29 young girls have met each week to discuss issues that they feel affect them, offering peer support and advice and have even managed to squeeze in a couple of residential trips, sharing experience and fun.



## Social Enterprise

Delivered both in the club and St Benedict's Primary School, teaching the principles and ethos of social enterprises locally. The project saw our budding entrepreneurs making products to sell at Winterfest in Shandwick Shopping centre and Fusecon in Fuse. The school groups developed superb products to showcase to a panel of Dragons at their annual Dragons Den Event.

## Alton Towers

Last year saw a bus load of excited Pavillion members take to the road and head for Alton Towers.

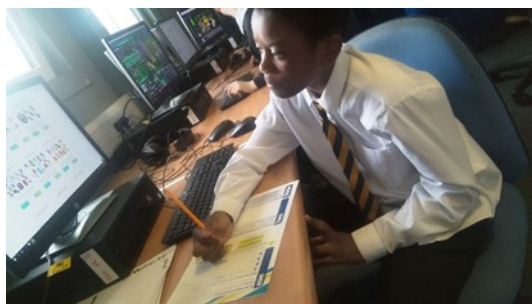
Leaving at 1am, arriving at the Park for 8am, to meet their Fuse counterparts, the young people proved to be amazing ambassadors for Pavillion with one objective in mind – to have fun, and fun they indeed did have. The weather started off lovely but soon turned to heavy downpours but Pavillion members did not let that dampen their day trip. Needless to say, we had a bus load of extremely tired young people on the way home.



## Adult Provision

We try to provide fun and useful activities for the adults in our community through open days, coffee mornings, our weekly job club supported by Connect Community Trust and a weekly adult cooking class provided by Axis Health Hubs.





## **Attainment – Create, Support and Inspire programme (Ciaran Shearer, Michelle Haggerty)**

Supporting young people to attain has been a significant achievement at Pavillion, proving that youth work has a contribution to make to their lives. Create, Support and Inspire is the strap line chosen as we felt it best fit the way our young people are supported by the youth workers at Pavillion, to create and develop their own projects, inspiring their peers on

the journey.

Using the drop-in sessions as the platform, the project worked with over 100 young people ranging from ages 10 to 18. Youth Achievement uses everyday activities to self-reflect, identify key learning using self and peer reflection, supporting the young person to journey through each stage, including participation and even designing and delivering their own projects. Examples of workshops included:

- **Cooking healthy meals on a budget**

Children as young as 10/11 learned to identify components of a healthy meal to cook. Learning basic skills such as using knives and cookers safely, food hygiene as well as the fun in creating meals from scratch such as chilli, curry, soups and pasta.

- **Organising Pool Tournaments**

The young people at Pavillion show a great enthusiasm for playing pool so this proved a fantastic opportunity for them to develop their organisational skills through setting up pool tournaments, group work to discuss rules, designing the advertising and promotion and even inviting the Pavillion Manager; Gerry to play the winner. At the end of the workshops they had learned how it feels to win and lose at a game as well as the importance of sportsmanship.



- **Music**

We challenged our young members to learn an instrument and provided workshops on guitar, keyboard and drums. Many young people were attending regular workshops and learning to play an instrument which was helping develop self-esteem and confidence as others would positively comment on how they were developing.

- **Social enterprise**

Delivered in St Benedict's with the upper school years, teaching young people all about social enterprise through group discussions and eye-opening research as they learned about the ethos of social enterprise. Resulting in a wide range of superb ideas from our budding entrepreneurs show cased at the annual Dragon's Den Event. Each group done a fab job working in their groups to work through the concept stage right through to presenting to the Dragon's.

As a result, the following awards were achieved:

- **Hi5 Awards: 30**

- **Dynamic Youth: 45**

## **Pavillion Volunteering Programme (Leeann Kearney)**

Another fantastic year for the Pavillion volunteer programme. We recruited and worked with 22 volunteers across the project. All volunteers took part in training. Courses covering:

child protection,  
internet safety,  
anti-bullying,

Issue based training including alcohol and drugs were completed by all volunteers. Some volunteers went on to further training and these included:

- First aid certified training,
- REHIS food hygiene certified training,
- Youth Award training,
- Autism awareness training,
- Community achievement award training,
- High 5 training and sexual health training workshops.

A small number of volunteers took part in Investors in young people development days. Volunteers supported junior drop in sessions, senior drop in sessions, schools programmes, job club activities and community activities.

Volunteers have gained saltire awards for the hours they have put into their volunteering, they have completed high 5 awards, DYA and Youth achievement awards.

They worked on a number of programmes and developed skills in planning, time management, programme development and group work skills. Programmes centred on music, drama and fitness. Some of the junior participants even managed awards which were administered by the volunteers.

Volunteers were given support on a quarterly basis through 1-2-1 sessions and took part in group work and training sessions every 2 months. This supported the volunteers to progress in their role and to enhance their skills further. Some feedback from a couple of volunteers in their own words.

### **Young volunteer Male - 14**

*“My name is John; I am 13 years old and I volunteer with The Pavillion.*

*I have been volunteering for a year and a half and I spend my time assisting in the junior sessions and with the primary 1 – 3 holiday clubs.*

*Since I have started my volunteering, I have learned so much. I have learned how to organise and plan activities, I have helped to do Youth-bank funding bids and attended interviews to apply for money for our club, I have done interviews with Clyde 1 radio speaking about the clubs and the funding we have received and I have completed my first aid training with British Red Cross. I also have the same opportunities to learn and grow as the staff team with invites to training, team meetings and development days.*

*I feel volunteering has helped me grow in confidence and I feel a valued part of the team in The Pavillion.*

*My name is R and I am 20 years old. I have been attending Pavillion for about 9 years as a member and I began volunteering in The Pavillion 1 year ago supporting the junior and senior clubs. I am currently studying HND in coaching and developing sport at Anniesland College and have recently completed my lifeguard training. I also have 2 part time job's in the retail sector.*

*I have gained a lot of skills through my volunteering role and completed various training courses including Child protection training, health and safety at work, REHIS food hygiene and first aid at work. I have also completed a dynamic youth award and I am currently working on my level 5 community achievement award for a residential that myself and another volunteer planned and arranged for our junior members. I have recently passed my driving test and became an active champion with Active East.*

*I enjoy volunteering in The Pavillion because I have gained lots of new skills and taken part in different activities. I have grown as a person and my confidence in my own ability has increased as I have been able to run and develop sessions for the young people in the club with the support of staff. I am very enthusiastic about sport and fitness and try to encourage the younger members to take part in sports sessions as it is good for their health and wellbeing”.*



## Our Funders



Foundation  
Scotland



**CORRA**  
FOUNDATION

communities  
**trust**



**THE  
NATIONAL  
LOTTERY®**

**AWARDS  
FOR ALL  
SCOTLAND**



**Garfield Weston**  
FOUNDATION



**cashforkids**

**CLYDE 1**

**CLYDE 2**



# IMPACT

**361** Total visitors to Fuse

**155**

Senior members

**120**

Junior members

**58**

Brunch Bunch

**11**

Little Rascals

**29**

Girls Group  
participants

**104**

School  
Programme

**93**

Social Enterprise

**763**

Hours of  
volunteering

**75**

Awards gained

**81**

Adult Learning &  
Branching Out

**23**

Adults in Cooking  
Class

One word which describes working for  
Pavillion/Fuse?

Mentimeter



30

**10**

# HOW DO WE MEASURE & COMMUNICATE OUR IMPACT?

## Monitoring and evaluation framework

We use an online system to gather and collate information, this is called Upshot®. We feed information into Upshot that we gather in our session plans, feedback reports, accreditation updates and registers. The register lets us know who attended the drop-in clubs and what activities they took part in throughout the session each day. The session plans are a staff planning and communication tool to plan what activities they will deliver in each session, what resources they need including staff and also feature a feedback and observations section to share at staff meetings. The purpose of the feedback and observations is to communicate any highlights or issues from each session. We also use this section to gather feedback from the young people, to let us know how they enjoyed sessions or what else they would like to take part in within the club. The Attainment officer has regular support meetings with all staff and peer mentors who are supporting young people through accreditation and updates Upshot through the Timelines section – each individual has a profile created where everything they have taken part in, photo evidence and accreditations are logged. We can create an individual report of each young person over the last few years, showing us their journey through Pavillion and Fuse. A recent addition has been QA visits on both organisations to ensure standards are kept as high as possible. The Board are invited to view the initial reports and commit to shadowing the staff on these visits.

## COMMUNICATION

Keeping people informed, being fully inclusive and having equal access to opportunities are key when trying to develop a team and maintain a team. The Pavillion team include the Board paid and unpaid staff as well as volunteers young and old. To this end we:

- Ensure all team members have an email address
- Ensure all team members have access to training, development days and team meetings
- Ensure all team members are invited to the 4 development days per year
- Ensure all team members are invited to the team meetings

In addition:

- We may create smaller forums to deal with certain areas of the business in more detail. Senior Youth Workers for the clubs and projects which will deal with programmes delivered out with the Pavillion.

### Management

- There will be 9 Board meetings per year

# WHAT DO OTHERS SAY ABOUT PAVILLION?

## Partners feedback

*"I am delighted to see the continued progress of The Pavilion within the local community. The direct work with our young people, particularly supporting learning in Homework classes and the new introduction of a mental health worker, addresses the direct need of the children in the local area. I am pleased to note the good work of The Pavilion is now filtering into a number of local schools who will most certainly reap the benefits of the support and contribution of both services".*

**Tony Byatt**  
**DHT**  
**St Benedict's RC Primary school**

*"YouthLink Scotland were delighted to work in partnership with Pavillion Youth Café this year, to share their practice through our Link magazine and National Youth Conference. Their youth work practice is an excellent example of how youth work is closing the attainment gap and achieving positive outcomes for young people".*

**Marielle Bruce**  
**Youth Work and Schools Partnerships Manager**  
**YouthLink Scotland - The National Agency for Youth Work**

*"BBC Children in Need recognises the difficulties that can lead to mental ill health and it is fantastic that Pavillion will use our funding to make a positive difference for children and young people."*

**Paul Liddell BBC Children in Need**

*"I liaised with the Pavillion earlier this year as part of a wider feature for STV News on Easterhouse and its legacy. I was struck by the close-knit community of the club – and the positive attitude of the youngsters and their mentors. Many of the young people were delighted to go on camera, which shows how much confidence has been instilled in them during their activities at the Pavillion. It's clear that the Pavillion plays a central, positive, role in their lives and is a force for good."*

**Kaye Nicolson**  
**Reporter**  
**STV news at 6**

*"Blairtummock Housing and Pavillion have worked together closely for many years. The work they do with local young people is inspiring and we are keen to build ever stronger links in the future".*

**Eddy Ferguson**  
**Community Regeneration Manager**  
**Blairtummock Housing Association**



*"A fantastic project which enables the young people in our community to thrive and develop as active and positive role models."*

**Cllr Maureen Burke**

*"Another great year working with Pavillion. True partnership work brings great rewards on a local level, with the sharing of ideas and bringing together of creative and interesting youth work developments. We are looking forward to working together over the next year"*

**Pauline Smith CEO Connect Community Trust**

*"Glasgow Kelvin College has worked in partnership with Fuse since it was first established in 1999.*

*The College provides support in many ways.*

- The College provide a CLD worker on three evenings per week to provide support for the learning centre, supporting access to College certification, resources and tracking young people's progression. This enables the College to extend its reach to young people based on their Pavillion membership;*
- The Pavillion learning centre, which is part of the John Wheatley Learning network provides Fuse members, partners and staff access to digital opportunities through the Internet and creative and office software. Technical and service support is also provided for the learning centre;*
- The College works with The Pavillion to support wider youth services planning in the context of local arrangements as part of the Glasgow North East Strategic Youth Alliance;*

*The College supported Pavilions 'Game Pilot' which was delivered June 2019, by developing a database which was used to record output.*

*The Pavillion supports the College through its services which, using the facilities above, enable local people to reach College learning services who would otherwise be unlikely to access them. The College regards The Pavillion as a valuable and exemplary partner"*

**Stuart Lowe**

**Glasgow Kelvin College**

# FINANCE REPORT

## The Pavillion (Greater Easterhouse)

### Detailed Statement of Financial Activities for the Year Ended 31 March 2019

	2019 £	2018 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Other trading activities</b>		
Fundraising events	-	200
Shop income & hall hire	2,276	3,240
Reimbursement of expenses	-	2,166
Programme delivery	-	5,060
	<hr/> 2,276	<hr/> 10,666
<b>Charitable activities</b>		
Grants	114,890	86,454
	<hr/> 117,166	<hr/> 97,120
<b>Total incoming resources</b>		
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Purchases	2,519	3,093
<b>Charitable activities</b>		
Activities	5,230	5,170
<b>Support costs</b>		
<b>Management</b>		
Wages & NI	57,183	68,076
Insurance	1,518	-
Utility costs	5,018	4,396
Postage and stationery	119	205
Sundries	179	734
Repairs & maintenance	1,425	2,419
Hygiene & cleaning	2,763	1,922
Travelling expenses	6,193	1,252
Training costs	547	231
Freehold property	4,462	4,462
Improvements to property	2,300	-
Fixtures and fittings	1,775	1,211
Loss on sale of tangible fixed assets	313	-
	<hr/> 83,795	<hr/> 84,908
<b>Finance</b>		
Bank charges	60	60
<b>Governance costs</b>		
Examination	2,280	2,520
Payroll processing fees	850	919
	<hr/> 3,130	<hr/> 3,439
<b>Total resources expended</b>	<hr/> 94,734	<hr/> 96,670

# THE TEAM

## Volunteers

Erin Chricton  
Logan Carruthers  
Liam Young  
Keigan Bain

## Staff

Gerry Baldwin - Manager  
Leeann Kearney – Volunteer Coordinator  
Jordan Shaw – Youth Health Worker/Sessional Staff  
David Purcell – Sessional Staff  
Emma Granger – Social Enterprise/Sessional Worker  
Ciaran Shearer – Awards Worker/Sessional Worker  
Lauren McMillan—Admin/Sessional Worker  
Conor Coyle - Modern apprentice  
Peter Ramsay – Sessional Worker  
Stacy Nelson – Sessional Worker  
Michelle Haggerty – Pavillion Advisor (Attainment/Girls Group)

## Board of Trustees

Tracy Slaven  
Elizabeth Geary  
Debbie Hamilton  
Paddy Hanrahan  
Neil Patterson  
Mary Campbell  
Tony Byatt  
Agnes Bell  
Gayle Minnis

## New Appointments

Rosemary Dickson