

CASHBACK TOWARDS NEW FUTURES ANNUAL REPORT 2023/24



RANGERS
CHARITY
FOUNDATION



TOWARDS NEW FUTURES

INTRODUCTION

The Rangers Charity Foundation is proud to participate in CashBack for Communities phase six and to continue our work alongside other CashBack partners in making a difference for some of Scotland's most vulnerable young people.

Our programme, CashBack for Communities - Towards New Futures, continues to re-engage people aged between 16-24 with current or past convictions or who have experience of the criminal justice system, and help them move towards a more positive future including employment, training, or further education.

The project is delivered within our Ibrox Community Hub at Ibrox Stadium and works in partnership with several Scottish prisons, secure units and social work departments, as well as a range of other referral partners to target and support young people from the local area and beyond.



TOWARDS NEW FUTURES



The Rangers Charity Foundation provides expert employability support for people aged 16-24 on release from various prisons as well as for young people who have experience of the criminal justice system. Our recruitment and referral processes continue to expand significantly, with recent additional partnerships created with Diversion From Prosecution (Social Work) which allows us to have a wider reach when supporting vulnerable young people and improving their opportunities of realising their aspirations.

During year one of phase six of CashBack, we delivered four programmes, each lasting eight weeks (four full days per week) and continued our long-term person-centred aftercare to ensure that opportunities for progression and one-to-one support continued beyond course delivery, creating a lasting relationship which supports each candidate towards their new future. This first year of phase six we have engaged with 86 candidates, exceeding our strategic target of 56.

Our aftercare support mechanism also includes ongoing support from our Trauma Counselling Service which continues to be a crucial ingredient for the course participants.

The bespoke course content has proven to not only enhance candidates' pathways towards the world of work and further education/training, but better prepares them

for reintegration back into society by providing the necessary support and nurture to improve confidence, resilience, self-esteem, and general physical and mental wellbeing.

The course curriculum continually evolves in collaboration with the participants and contains opportunities to achieve numerous awards such as SQA First Aid at Work and First Aid for Mental Health. The 'Pitchin' in programme' (in partnership with Police Scotland) and PAT-testing certificates through a new volunteering partnership with Govan Appliance Project are also available for candidates.



The programme content continues to have a person-centred approach that focuses on the individual and what their requirements are to allow them to continue their journey once they are ready to integrate back into community life after serving a custodial sentence or help divert them from travelling in that direction. This includes enhancing their employability skills such as: constructing a CV, preparing for interviews, building confidence, resilience and self-esteem.

A vital part of the course continues to be the input from our employer engagement partners who provide work opportunities in line with the candidate's employment aspirations. This area of the programme continues to expand allowing for pathways within different work sectors.

KEY CASHBACK PROJECT DELIVERY STAFF

The Rangers Charity Foundation has a core staff of 25 who are supported by up to 15 part-time community coaching staff to deliver our life-enhancing work.

KEY PROJECT STAFF



Community Programmes Manager, Jamie Duncanson

Jamie joined the Foundation in May 2017 having previously worked within Glasgow City Council's education services for 14 years. He leads our secondary education and employability programme development and delivery, an area which continues to enjoy significant growth and impact. Jamie was instrumental in establishing the Foundation as an SQA accredited centre, which hundreds of young people and adults have now been able to benefit from. Jamie manages our CashBack – Towards New Futures programme, working alongside and supporting staff on a daily basis.



CashBack Coordinator, Andy Gordon

Andy has been a staff member for the Foundation for six years, delivering numerous programmes over that period. He stepped into the role of CashBack Coordinator in 2023 after working on the course as a Community Executive. Andy is also a qualified SQA assessor and has a special interest in supporting young people with complex needs and backgrounds in reaching their potential, providing empathetic and structured support.



Community Executive, Ross Lyon

Ross joined the Foundation as a Community Executive having previously worked at Rangers Football Club for five years delivering various community projects and working within the Club's Soccer Academy. He works alongside Andy and assists with the daily delivery of the CashBack programme and provides another point of contact for course participants and partners.



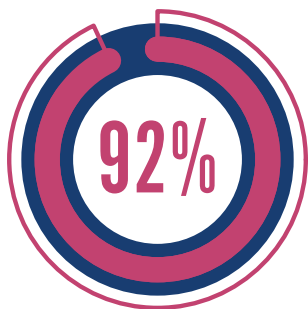
Trauma Counsellor, Jane McLean

Jane joined the Foundation in September 2021 and has become an invaluable asset, offering one-to-one and group counselling to programme participants who may have a need for additional support. This valuable in-house service further enhances our person-centred support for people facing barriers who attend our CashBack programmes.

OUTCOME HIGHLIGHTS

OUTCOME 1

Young people are diverted from criminal behavior or involvement with the criminal justice system.



Young people report that their own participation in antisocial and/or criminal behaviour as reduced.



Young people feel less inclined to participate in anti-social and/or criminal behaviour.

OUTCOME 2

Young people participate in activity which improves their learning, employability and employment options (positive destinations).



Young people gain an accreditation for a new skill.

OUTCOME 3

Young people's health, mental health and wellbeing improves.



Young people report they are aware of risks and impacts of substance abuse.

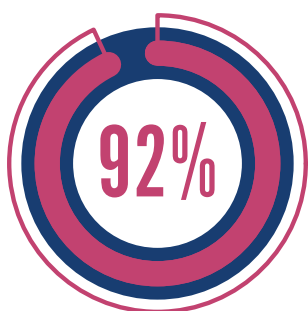


Young people report evidence of participation in physical and sporting activities.

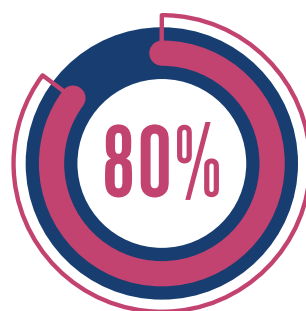
OUTCOME HIGHLIGHTS

OUTCOME 4

Young people contribute positively to their community.



Young people report feeling their contribution, links with communities and social interaction are improving.



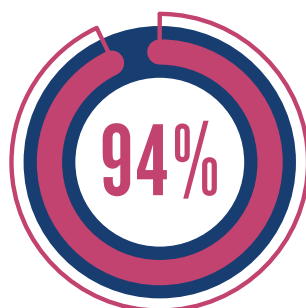
Young people report increased motivation to positively influence what happens in their community.

OUTCOME 5

Young people build their personal skills, resilience, and benefit from strengthened support networks and reduce risk taking behavior.



Young people report feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations).



Young people report positive changes in their behaviour (e.g. reduced risk taking/ increased understanding of risk/better ability to make positive choices/ improved understanding of rights and responsibilities).

POSITIVE DESTINATIONS



Young people attain a post-course Positive Destination after successful completion of the programme.

OUR IMPACT

Our target was to work with 56 young people in Year 1. We worked with 86 young people (53% above target) and all outcome indicator targets have been exceeded.

Outcome	Indicator	Actual (%)	No of YP in Year 1	End of Y3 Target
Outcome 1: Young people are diverted from criminal behaviour or involvement with the criminal justice system.	Young people report that their own participation in antisocial and/or criminal behaviour as reduced.	92	73	118
	Young people feel less inclined to participate in anti-social and/or criminal behaviour.	92	73	118
Outcome 2: Young people participate in activity which improves their learning, employability and employment options (positive destinations)	Young people gain an accreditation for a new skill.	100	86	118
	Progression outcomes after completing of the programme; the number of participants gaining/taking up: Modern Apprenticeship/Employment.	32	11	34
	Progression outcomes after completing of the programme; the number of participants gaining/taking up: Training/Work Experience.	132	45	34
	Progression outcomes after completing of the programme; the number of participants gaining/taking up: College/University	135	8	17
	Progression outcomes after completing of the programme; the number of participants gaining/taking up: Volunteering.	44	15	34
Outcome 3: Young people's health, mental health and wellbeing improves.	Young people report an increase in feelings against SHANARRI indicators: Safety, Health, Achievement, Nurture, Activity, Respect, Responsibility, Inclusion.	82	65	118
	Young people report their mental health has improved and they have a more positive outlook on life.	87	69	118
	Young people report they are ore aware of risks and impacts of substance abuse.	98	78	118
	Young people report they are less inclined to engage in harmful drugs and/or alcohol use.	95	75	118
	Young people report their confidence has improved.	91	72	118
	Young people report evidence of participation in physical and sporting activities.	100	79	118
Outcome 4: Young people contribute positively to their community.	Young people report their perception of their neighbourhood improves.	80	63	118
	Young people report a heightened sense of belonging to a community .	80	63	118
	Young people report feeling their contribution, links with communities and social interaction are improving.	92	73	118
	Young people report increased motivation to positively influence what happens in their community.	80	63	118
	Hours of volunteering contributed by participants.	62	736(HRS)	1180(HRS)
Outcome 5: Young people build their personal skills , resilience, and benefit from strengthened support networks and reduce risk taking behaviour.	Young people report feeling more resilient (e.g. believing in yourself, taking things in your stride, being determined, being self-disciplined, being optimistic, adapting to different situations).	91	72	118
	Young people report positive, supportive networks – including improved relationships with family, friends and peer mentors.	86	68	118
	Young people report increased access to appropriate services.	94	74	118
	Young people report positive changes in their behaviour (e.g. reduced risk taking/ increased understanding of risk/ better ability to make positive choices/ improved understanding of rights and responsibilities).	94	74	118

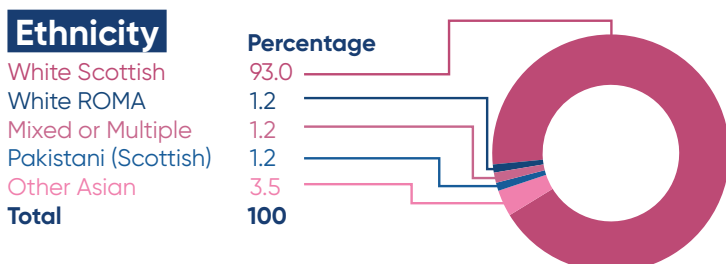
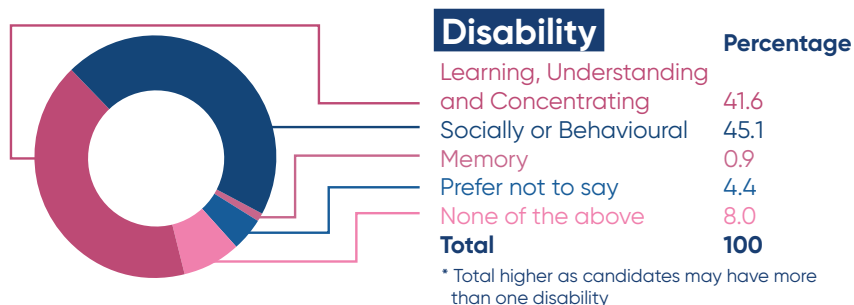
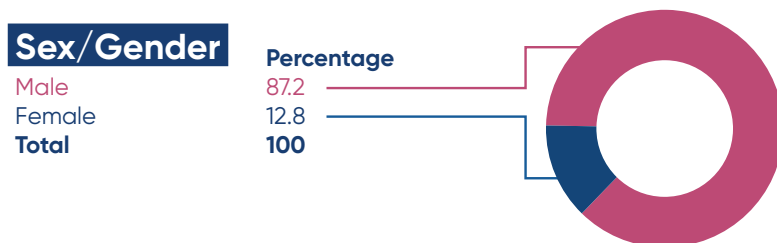
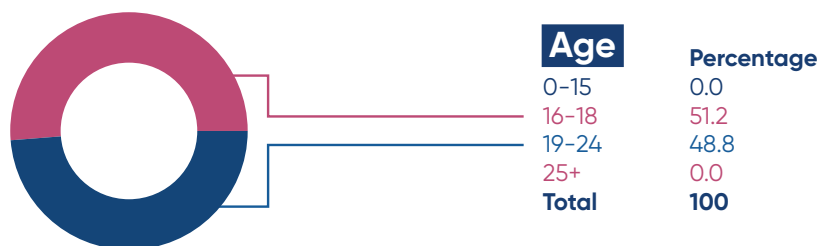
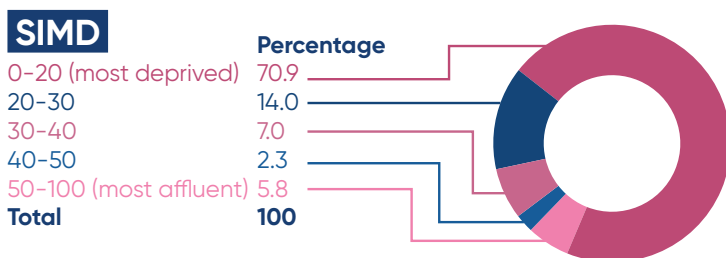
Positive Destination Breakdown	Young people attain a post-course Positive Destination after successful completion of the programme.	79
	Modern Apprenticeship/Employment.	11
	Training/Work Experience.	45
	College/University	8
	Volunteering.	15

*86 people participated in the first year of whom 79 completed the survey

OUR PARTICIPANTS

In total, 86 participants completed the CashBack course in 2023/24. A summary of their protected characteristics is shown below.

In addition, 61 candidates were from the most deprived areas in Scotland and 47 advised that they had a disability that affected their learning, understanding or concentration.



FINANCE

Local Authority Spends	No. of participants	Spend
Falkirk	3	£4,337
Glasgow City	52	£75,187
East Renfrewshire	15	£21,688
Renfrewshire	5	£7,230
South Lanarkshire	11	£15,905
TOTAL	86	£124,347

FINANCIAL BREAKDOWN

Spend VS Budget	Actual	Budget
Salaries & Expenses	£102,577	£102,577
Qualifications	£5,964	£5,964
Kit	£2,800	£2,800
Facilities	£1,600	£1,600
Management & Marketing	£11,406	£11,406
TOTAL EXPENDITURE	£124,347	£124,347

We have completed this year's programme within our planned budget.

COMMUNICATIONS SUMMARY



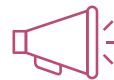
The Foundation remains committed to promoting the CashBack programme to potential candidates and referral partners as well as to sharing the empowering messages and successes that have already had a life-changing impact with Foundation and programme stakeholders, networks and the wider public.

There is a dedicated programme page on the Foundation's website and our communications team regularly share case studies and success stories from the programme. With over 130,000 followers across social media platforms for the Foundation and many more following Rangers Football Club, news of CashBack's success continues to reach a wide audience.

The participants' football matches against Police Scotland remain a popular fixture on the calendar, with news stories being picked up by print and digital media.

Siobhian Brown MSP, Minister for Victims and Community Safety visited the programme and met with staff and previous candidates. She was impressed with the transformational impact that the course has had on young people coming through the criminal justice system and the opportunities that are presented to give them the best chance of succeeding in life.

Douglas Hutchison, Director of Education for Glasgow City Council also visited Ibrox Stadium to meet staff and candidates and praised the CashBack programme's success.



52 social media posts



7 e-newsletters opened 16,689 times



10 website stories



1 video case study



4 external newspaper stories



1 STV news feature



1 ministerial visit



1 piece in the Foundation's Annual Review



197,130 social media impressions



26,671 social media engagements



738 CashBack web page hits

CASE STUDY

LIAM'S STORY



Liam Kennedy attended the last block of the Foundation's phase six – year one CashBack delivery. Thanks to the programme, he has managed to create a better outlook for himself and now has a clear plan of what he wants to do in life.

Summarising his experience before CashBack, Liam said:

"I came out of care in 2021 and my life was kind of going up and down when I was in there, so it was hard when I came out from having all the support 24/7 to then ending up on my own."

"I was living in supported accommodation, but I was kind of left to my own devices and when that was the case, I maybe wasn't making the best life choices at that time. I was looking at going into the Army but I ended up in a bit of trouble and that resulted in me having a criminal record so that was no longer an option for me."

"After that, I was jumping from job to job just getting through the week so I could go out at the weekend, which again in hindsight wasn't the best thing to be doing."

Liam joined the CashBack programme and settled into the swing of things quickly and became a natural leader within the group of participants.

Speaking on the change he sees in himself, Liam said:

"Coming to this course, it's given me a totally different outlook on life. The staff have been amazing. They've been helping me with college applications and with a personal training course. CashBack has really helped me pinpoint what I want to do with my life."

"The programme gave me the kind of push that I think I needed to get back onto the right path. When I was coming here, I still wanted to go out and enjoy my weekends and stuff like that, but the staff really helped motivate me and make me see things differently and made me realise that I could be doing a lot more with myself."

"It has helped me put the foundations down for a better future and it's something I'm determined to make work now that the course is at an end."

Liam also had positive words to say about the Foundation's CashBack delivery staff. "Andy and Ross were huge in helping me get onto the right path. Just having them guide you through things and treating you well really goes a long way."

"I'd encourage anyone to come here to CashBack and to grab the chance with both hands. I didn't expect this programme to be as much of a help as it has been, but if you have an opportunity to do that, you've got to take it."



CASE STUDY

AARON'S STORY



Aaron's journey from criminal justice involvement to volunteering with Glasgow Street Aid and securing full-time employment saw the 17-year-old turn his life around through participation in the CashBack programme.

Aaron took time to reflect on his experience and on how he was feeling before he started the eight-week course:

"Prior to starting on CashBack, I was feeling a bit nervous because I didn't know who was going to be there and if I was going to get along with people, but I was absolutely fine when I got here."

"I've been involved in the criminal justice system, and I spoke to my Mum, and she wanted me to change my behaviour and how I acted."

"It was originally my social worker that found out about the course, and they spoke to my Mum about it and then I said to myself 'that sounds good' and if I could possibly get employment out of it then that's something I wanted to get involved in."

Aaron also explained why the Foundation's approach to delivery, made all the difference.

He said: "The way the staff help you with things really made all the difference for me. They know how to get everybody talking and get you working on things that will make a difference for you."

"Andy and Ross' approach to the course is different to anything else that I've had experience with. They're more joyful and more interactive compared to teachers and lecturers. The best thing is they're just straight up with you."

"The people that I had met on the course really made me want to come back and Andy has been really good with me and made me want to keep going. I think the way the course is delivered would make anyone want to stick at it."

Aaron added: "Knowing that I could come here and work towards qualifications was a big positive for me. Being able to put those on my CV and then that being able to help me apply for jobs has been great."

With new qualifications and an up-to-date CV, Aaron decided to volunteer and help out in the community.

He said: "Originally because of my involvement in the justice system I thought that it would be good to give back to the community. I was just browsing social media and I saw this post of these people in hi-vis vests out on the streets helping people and it was Glasgow Street Aid. I applied to work in the ambulance control room and after a couple of weeks I heard back that I had been successful so yeah, it's just me trying to give back for how I behaved in the past."

After successfully completing the CashBack programme, Aaron wanted to encourage others to achieve what he has.

He said: "I've got the confidence to go and apply for jobs and things now. My CashBack experience has been amazing, and it's helped me turn things around. I'd recommend it to anyone."

CASE STUDY

MICHAEL'S STORY



Michael Bowden completed the Foundation's CashBack programme in 2021. He successfully applied for a job but unfortunately was made redundant in early 2023.

As part of the course, Foundation staff keep in touch with graduates to ensure that they are continuing their positive trajectory.

Thanks to the Foundation's CashBack aftercare availability, Michael was able to get back in touch and advise his situation had changed and he was now looking for another job. Michael was able to find employment once again and thanked Foundation staff and the CashBack programme for being able to do so.

Speaking about the aftercare process Michael said:

"When I lost my job, knowing that I could contact the Foundation and come back here was really important because there's not many other places like that, where you can go back somewhere and get help again and you're not being left to things yourself, but Andy and Ross took time out of their days to help me and I really appreciate that."

"The aftercare part of CashBack is really approachable because as soon as I got in contact with the staff, they were more than happy to help."

Michael also took time to look back on his previous experience with CashBack:

"At the time I wasn't really engaging with school or college or anything and I thought to myself 'why not' because it should help get me a job and qualifications."

"I found that I was treated more like an adult in here which I found really helpful, and it made learning a bit easier for me. It also really helped me get out and meet other people instead of sitting in the house."

"Being able to get those qualifications the first-time round was really helpful in loads of ways too. It was obviously something that I could work towards and that would help me improve my CV and help me with applying for jobs, but it also gave me something to get out of bed for and motivate myself for."

Speaking about Michael's journey and engagement with programme, Cashback Coordinator Andy said: "Unfortunately, Michael informed me that he was being made redundant and would need assistance in finding new employment."

"The decision was made to re-engage Michael in the ongoing CashBack course, providing us with a good opportunity to further improve his CV throughout this time. Michael was eager to quickly return to work, and we reached out to one of our outstanding partners, Buchanan Orthotics, who informed us about some modern apprenticeships which were available in a closely related industry to his previous position."

"We then discussed the opportunity with Michael, which he was very receptive towards. Michael attended an interview and was then offered a month's trial before being offered a permanent full-time contract – where he is now again flourishing."

PARTNER CASE STUDY



Frank Lorimer
Mentor, Wheatley Group

At the Wheatley Group, one of our main focuses is to try and help young people get back to work, education or further training. One of the programmes we have been working with the Rangers Charity Foundation is our environmental programme. The purpose of the environmental routes initiative is to give trainees basic skills and knowledge to go out and flourish in our Neighbourhood Environment Teams (NET).

NET general duties include grass cutting, close cleaning, bulk up-lift, hedge trimming, and clearing bin sets. Each NET van operates with five members of staff which consists of one team leader, two permanent members of staff, one changing lives trainee and one apprentice.

As part of our recruitment process, we love to work with our engagement partners. The Foundation reached out to rekindle our partnership and it's grown from strength to strength. The partnership enables us to support course participants to environmental routes opportunities.

One of the main reasons we enjoy partnering with the Foundation is the information and preparation that the course participants have already received from the Foundation staff. Before we present to the CashBack candidates, Andy and Ross give them information about the support we can provide, which ensures that the young people are briefed and have the opportunity to decide if they are interested in what we can offer them.

I was given an opportunity, to come along and discuss the programme with potential trainees which includes giving them the rundown on what Wheatley has on offer for young people, and any potential opportunities with training and employment. This is delivered in a group setting followed by one-to-one meetings for any young person interested in working with us.

When commencing the environmental routes programme, each young person is invited along for four weeks of training which is broken down into two weeks which are training room based where they will go through: health and safety, first aid, manual handling, Chartered Institute of Housing (Level 2) and a tool training day. This is then followed by a further two weeks of placement working out in one of our vans.

Trainees are also provided with additional support on the course, which includes workshops from, Nil By Mouth, and the Credit Union, and also a mental health awareness session. On successful completion of the four weeks, two avenues are available; for 16-19-year-olds a two-year modern apprenticeship and for over 20s our Changing Lives initiative which is a one-year paid placement.

We currently have two former Cashback participants completing an apprenticeship with us and both programme graduates have completed their four-week training programme. We can see the difference in their confidence and motivation, to continue learning and progress through their apprenticeship.

We are hoping to continue the strong partnership between ourselves and the Rangers Charity Foundation to enable us to continually support CashBack programme participants. The trust between myself and the Foundation staff is key to long-term continued success, and I just want to say thank you for their professionalism and support, allowing us both to give these young people a better chance to progress and improve their futures.

CASHBACK PORTFOLIO COLLABORATION

We regularly collaborate with a number of CashBack Partners, including:

- Access to Industry
- Action for Children
- Barnardo's
- Police Scotland (VOW Project)
- Scottish Football Association
- Scottish Sports Futures
- Venture Trust
- National Autistic Society (NAS)

An integral part of the course content is our wider partner collaboration which enhances not only accreditation but offers extensive support with employability, further training, and further education pathways. We have increased our partnership working significantly over the last year, which has provided our course participants with the opportunities they require to progress. Strong partnership work has included liaising with:

HMP Addiewell	HMP Barlinnie	HMP & YOI Polmont	HMP Greenock	Glasgow Housing Association
Quarriers	Govan Appliance Project	Timpson	MyBnK	Buchanan Orthotics
Chamber of Commerce	Diversion from Prosecutions	Youth Court	Community Justice Scotland	City of Glasgow College
Citizens Advice Scotland	Disclosure Scotland	Kibble	Govan Thriving Place	St Paul's Youth Forum
Search Consultancy	Towards Better Futures	OCS	G4S	Wise Group
Open University	Jobs and Business Glasgow	Rosemount Lifelong Learning	NHS Scotland	Street League
The Lennox Partnership	Department for Work and Pensions	Scottish Fire and Rescue Service	Robertson Group	Rangers Football Club
South Lanarkshire Social Work	Glasgow Social Work	Skills Development Scotland	Hamilton Park Residential Unit	St Mary's Kenmure

SCOTTISH GOVERNMENT POLICY CONTRIBUTION

FAIR WORK

The Rangers Charity Foundation remains committed to and believes that it is compliant with the following Fair Work First criteria in a way that is relevant and proportionate to the organisation:

- **Appropriate channels for effective voice**
- **Payment of the real Living Wage**
- **Investment in workforce development**
- **No inappropriate use of zero hours contracts**
- **Oppose the use of fire and rehire practice**
- **Action to tackle the gender pay gap and create a more diverse and inclusive workplace**
- **Offer flexible and family friendly working practices for all workers from day one of their employment**

CLIMATE CHANGE

A wider range of methods are used within Ibrox Stadium and the Training Ground that are aimed at lowering our carbon footprint, such as:

- **Using an ongoing project of swapping out all existing Incandescent lamps, fluorescent Lamps, and Mercury vapour lamps replacing them with LED.**
- **Monitoring power supplies using data loggers to identify high power usage and rectify where required.**
- **Stadium hot water is now supplied by the point of use rather than hot water storage cylinders.**
- **Using a thermal imaging camera to identify heat loss and hotspots on electrical distribution equipment.**
- **Installing PIR motion detectors complete with timers.**
- **Reducing gas consumption significantly by installing an AC heat pump system within the hospitality suites, dressing rooms etc.**
- **Removing all gas appliances from kitchens and installing electric induction cooking.**

Edmiston House has been designed to meet Glasgow City Council CDP5 policy, and is an all-electric building for this purpose. When the National Grid decarbonization is complete (projected to be 2035), this will mean it is a Net Zero Carbon building.

Throughout the Cashback Programme specifically, the Foundation supplies each young person, if they haven't already got one, a free 'Young Scot' card which will give anyone under the age of 22 free bus travel, helping towards meeting our net-zero targets.

The partnership with St Paul's Youth Forum (SPYF) enables each interested participant to be supplied with a working bike, which will be refurbished throughout their scheme.

Foundation staff members car share where possible and have a flexible working framework, allowing home working when applicable.

We also deliver workshops highlighting the importance of net -zero, emissions and the impact it has on the environment as well as trying to build a climate-resilient and natural future.

SCOTTISH GOVERNMENT POLICY CONTRIBUTION

TACKLING CHILD POVERTY: BEST START, BRIGHT FUTURES

Our Cashback 6 Programme is contributing to the Scottish Government's child poverty plan by providing an adaptable, person-centred project that strengthens wellbeing while addressing short-term needs and supporting long-term aspirations including employment and other positive destinations.

We also aid our young people by providing 'Bikeability' which is a partnership in line with SPYF, where each young person is given an opportunity to repair, rebuild and own bikes which have been donated. Furthermore, we also provide participants with food, travel expenses and a tracksuit, as well as linking them with various routes of funding which may include the Wee Bursary and ILF fund.

CHILDREN'S RIGHTS WELLBEING IMPACT ASSESSMENT (CRWIA) SUMMARY

Our Cashback Phase 6 – Towards New Futures programme meets and contributes to the furthering of The United Nations Convention on the Rights of the Child (UNCRC) in a range of ways. One way we do this is when constructing policies and initiatives, we prioritise the fundamental rights of the children, ensuring their voices are heard and their well-being is safeguarded.

Below we have an example of Article 39 – Recovery from trauma and reintegration, and ways we amend the programme to ensure all young people have a positive and lasting experience.

ARTICLE 39: RECOVERY FROM TRAUMA AND REINTEGRATION

Most of our candidates have had significant adverse and traumatic childhood experiences, leading to several challenges and barriers in life, including mental health issues, homelessness, poor physical health, substance and alcohol abuse and involvement in the criminal justice system. In recognition of the trauma that our candidates have experienced, they have access to our in-house counselling service, which is based within our premises and continues to be accessible to candidates even after the course is completed. We feel that the counselling service is a crucial element for the CashBack – Towards New Futures programme, not only offering one-to-one trauma support and group work, but also providing a platform for the candidates to feel more confident and self-assured in playing an active role in their communities as well as in wider society.

Below is the Rangers Charity Foundation Children's Rights Wellbeing Impact Assessment.

<https://www.rangerscharity.org.uk/wp-content/uploads/2022/11/Children-Rights-Wellbeing-Impact-Assessment-December-23.pdf>

OTHER SOFT OUTCOMES

The Foundation's CashBack programme continues to be a support mechanism for the most challenging and vulnerable young people, who reside within some of the most deprived Scottish Index for Multiple Deprivation areas and come to us with numerous barriers. Many candidates have ongoing issues with substance and alcohol abuse and may experience homelessness or reside within care homes. In these cases, employment may not be a realistic or suitable progression route for these young people and soft skill development or ongoing support with other areas including the Foundation's Counselling Service, remain the priority. Examples of other critical support provided in Phase six include:

- Ongoing dialogue with the candidate's referrer e.g. social worker
- Referral to other required services through e.g. Alcoholics Anonymous, Rosemount Lifelong Learning and Young Parent Service
- Provision of at least one meal a day and travelling expenses
- Linking candidates in with our homelessness partners Glasgow City Mission
- Access to the "Wee Bursary" project that can support with alleviating poverty
- Ongoing Trauma Counselling
- Provision of appropriate reference and diversion from prosecution in court cases
- Workshops from Citizens Advice Scotland and MyBnk Scotland on managing finances



OUR PARTNERS

An integral part of the course content continues to be our ever-expanding partner collaboration which enhances not only accreditation opportunities but offers extensive support with employability, further training, further education and volunteering pathways. We have continued to increase our partnership working significantly over the last year which provides our course participants with the opportunities they require to progress towards their aspired goals. Strong partnership working has included liaising with:

- Access to Industry
- Acton for Children
- Addiewell Prison
- Apex
- Bell Group
- British Army
- Buchanan Orthotics
- Chamber of Commerce
- Citizens Advice Scotland
- City of Glasgow College
- Community Jobs Scotland
- Community Justice Glasgow
- CSM Facilities
- Department for Work & Pensions
- Developing Young Workforce
- Disclosure Scotland
- Diversion from Prosecution
- Dumbreck Decorators
- Elderpark Workspace
- Empowering People
- Enable
- Garrion
- GeoAMEY
- Glasgow City Council – Towards Better Futures
- Glasgow Clyde College
- Glasgow Kelvin College
- Glasgow City Mission
- Glasgow University
- Good Shepherd Centre
- Govan Appliance Project
- Govan Thriving Place
- Hamilton Park Avenue
- HI Healthcare
- HMP Barlinnie
- Impact Arts
- Inspire Scotland
- Jobs & Business Glasgow
- Kibble
- Lillias Centre
- McTaggart
- Ministry of Defence
- MoveOn
- MyBnk
- NUCO
- Open Gates
- Open University
- Polmont Young Offenders
- Pursuit Marketing
- Quarriers
- Rangers FC
- Robertsons Construction
- Rosemount – Lifelong Learning
- Scotsman Hospitality
- Scottish Engineers
- Scottish Fire & Rescue
- Scottish Sports Futures
- Scottish Qualifications Authority
- Skyrora
- Social Work Services
- Springboard
- St Mary's Kenmure Secure Unit
- STARS
- Street League
- The Lennox Partnership
- Tigers
- Timpson
- Trained Up
- The Wee Bursary
- West College Scotland
- Wheatley Group
- Wise Group

YEAR 2 PRIORITIES

Priorities going forward for the remaining two years of phase six are to:

Continue to evolve and enhance provision by increasing partner and employer engagement

.....
Continue to offer our crucial aftercare support mechanism for current and previous CashBack participants to gauge their current status and wellbeing

.....
Maintain our delivery reach to candidates by utilising our new referral sources within other local authorities

.....
Use our bespoke communication materials to promote the course to referral partners, including prisons



ORGANISATIONAL OVERVIEW

OUR MISSION

The Rangers Charity Foundation exists to be a force for good on behalf of the Rangers Family, showing compassion to those in need, tackling inequalities and creating opportunities for people of all ages to change their lives for the better.

The Rangers Charity Foundation continues to deliver its varied charitable work across seven key thematic pillars. We are a Foundation for Potential, Healthy Lives, Everyone and Anyone, Our Local Community, A Better World, Dreams and Giving. Our focus, as part of our existing strategy, is to make a lasting and meaningful difference and we do this principally via a broad range of community programmes and local, national and international charity partnerships. In addition, we aim to be as generous and compassionate as possible by responding to thousands of requests from people seeking to raise funds for causes close to their own hearts and providing special experiences for those who are in need of a boost.

OUR VALUES

- Compassionate
- Open
- Inclusive
- Committed to excellence
- Confident custodians



FOUNDATION HIGHLIGHTS FOR 2023/24

1. We exceeded expectations in year one in phase six of our CashBack programme delivery, building upon the success of phase five work to make a positive and lasting difference for some of Scotland's most vulnerable young people.
2. We were able to champion and assist a range of local, national and international charity partners, including: Glasgow Children's Hospital Charity; Glasgow City Mission; The Simon Community; British Heart Foundation; BRAVEHOUND; Military Matters and UNICEF UK.
3. Our Wider Achievement programme for secondary school pupils who may be disengaged from school benefitted 242 pupils from 21 schools across five local authority areas – the highest number of schools in a year to date.
4. Cumulatively, over 3,000 primary school pupils across Glasgow have benefitted from a range of tailored educational programmes focused upon health and wellbeing and diversity and inclusion, delivered by our inspiring community coaches.
5. We have continued to arrange for letters of support from first team players to be sent to those affected by illness, bereavement and difficult circumstances and provided Dream Day experiences for those in need.
6. We launched a pilot project of a new free football programme for young adults with a learning disability called Count Me In.
7. Our Trauma Counselling Service continues to enhance and provide tailored and invaluable expert support to a range of participants attending our programmes.
8. In addition to our Armed Forces Fund, the Foundation has coordinated Armed Forces Day and the annual observance of Remembrance at Ibrox as well as enjoying a second partnership event in Glasgow with TAPS, an American charity supporting bereaved military families.
9. The Foundation's Hub in the Community initiative is based in four secondary schools with dedicated Hub Officers delivering a range of programmes and one-to-one support to pupils who may be at risk of disengaging from their education or who need additional support to help fulfil their potential.
10. With a fantastic new 3G pitch and internal building upgrades well underway, the rejuvenation of the Ibrox Community Complex is set to further strengthen the Foundation's presence and capability within the local and wider community.





RANGERS CHARITY FOUNDATION

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