



BRIDGES PROGRAMMES

**ANNUAL
REVIEW
2009 - 2010**



Contents

Taking down the Barriers

The Reality is we can't do it alone

Innovation

Developments

Growth

Empowerment

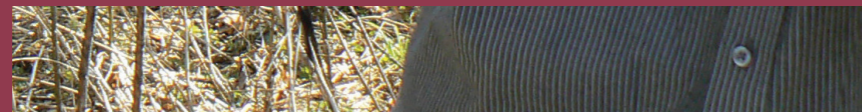
Success

Accounts





Taking down the Barriers



Our whole focus at Bridges is finding ways of getting people over or around the barriers they face in re-entering the labour market and making a transition into Scottish society. The biggest barrier is understanding the labour market and having direct experience of it. That is why our approach to work experience and work shadowing is so successful in aiding clients' social and economic integration.

For people who have been out of the labour market for some time it is an invaluable tool to assist people to make informed decisions about their future. It can help with the other major barrier language acquisition. Bridges clients' English is benchmarked when they join us and throughout their time with us, so we can measure the improvement their involvement with us provides, whether it is being on a vocational ESOL programme or just practicing their English with a mentor.

Our employer partners are the key to this process. By providing experience, a chance to practice their English, informal and realistic careers advice, they can help clients understand the opportunities that exist. Bridges clients are flexible and resilient - they have to be. We encourage those qualities when we are looking at people's futures, after all, it's what employers are looking for in a workforce.

Our work based programmes give people an opportunity to show what they can do, demonstrate their potential, and for those still waiting on a decision about staying in the UK, provide meaningful and useful activity while they are waiting.



The Reality is we
can't do it alone

Bridges works with lots of partners, not least our 50 plus **employers** from across the private, public and third sectors. Employers engage with us in a wide variety of ways including developing specific elements of our programme. And our employers get recognised for their support. In the past four years five Bridges employers have been nominated for awards under the Glasgow Business Diversity Recruitment Awards Scheme with two winning the award outright and three being awarded a best practice recognition.

We have strengthened our partnership with **Contract Scotland**, a specialist engineering and construction recruitment consultancy and now have a dedicated construction advice service for people with a background in that industry.

We work closely with the Refugees into Teaching project, **RITES**, based at Strathclyde University, with Bridges holding the chairmanship of it for most of last year.

Further Education Colleges in Glasgow have been at the forefront of support for asylum seekers and refugees. Our **Life Skills programme** has formed part of the 16 plus ESOL curriculum at **Anniesland College** for three years, and we have developed our range of vocational ESOL classes with the **Metropolitan College**. Education is a key element for many of our clients and we are in our fourth year of our **Open University** programme. Bridges hosts a secondee from the OU as our Higher Education Advisor and in the last 12 months 18 clients have accessed a variety of their courses.

We formed a partnership and project with **Rangers and Celtic** football clubs to create the **Vibrant Glasgow** programme a mixed age, year long life skills and empowerment project.

We have partners in seven European regions as part of our transnational work with **IMPART** to improve the participation of Migrants and Refugees into the workplace.

In 2010 we formalised our working relationship with the **Employability Forum** in London forming a UK wide task force to help finance professionals get back into work.



Innovation



Trying out new things and adding new ideas to existing projects has always been a feature of Bridges. Always responding to the needs of our clients, and the issues that they are facing, we are forever on the look out for new approaches, partnerships and solutions.

In 2009 - 2010 **Equipped for the Future (EFF)**, our successful employability programme, entered its fourth year with an even wider selection of employers working with us and we introduced some generic vocational ESOL support into the programme.

Over 70% of our clients have leave to remain and work, and so our support has changed to reflect this. We now have a greater emphasis on employment outcomes with a wider range of job tasters, work trials, face to face support from employers including, one to one advice, mock interviews, CV help and placements. In 2009 - 2010 despite a recession and difficult economic conditions Bridges managed to find employment, for over 25% of our eligible clients. Our employer participation is crucial to our success and employers, as well as clients, make it clear that our innovative approach works. **At Bridges we don't just prepare the client for the workplace but we prepare the workplace for the client.**

This year saw a huge increase in the amount of **vocational ESOL** support we provided with our partners the **Metropolitan College** providing courses alongside employment and training opportunities in Social Care, Customer Care and Construction. Our approach was highly commended by the Scottish Government in the research it undertook into ESOL spending in Scotland in early 2010.

And in 2009-2010 we began work on an innovative programme of support for clients with a background in financial services joining forces with agencies across the UK to form a **Finance Professional task-force** co-ordinated by our London based partners the **Employability Forum**.



Developments



Part of Bridges' success in the **last eight years** has been our ability to change and develop to meet the changing circumstances and needs of our clients. 2009-10 saw the extension of our vocational ESOL programme which now encompasses social care, customer care and construction and which in 2010-2011 will include teachers and finance professionals.

We developed a whole new youth programme **Vibrant Glasgow** in conjunction with Rangers and Celtic Football Clubs.

We developed a **dedicated advice service for people with a construction background** to take advantage of some of the public funded large construction projects taking place in the South of the city and in the East for the Commonwealth Games.

We developed and increased our work to support employers by providing **training and guidance on matters of discrimination and awareness raising about the issues facing our clients.**

Bridges continued to influence the European employment agenda for asylum seekers, refugees and migrants, working on the **transnational learning platform, IMPART**, to promote anti-discriminatory practices in the workplace with partners in Germany, Spain, Sweden, Flanders, Greece, Estonia and England. Maggie Lennon, Bridges' Director spent five weeks on secondment in Berlin working for the lead partner in the IMPART partnership for the **Commission for Integration and Migration of the Berlin Senate**, supporting that work and developing the partnership's mainstreaming strategy.

Bridges continues to sit on the **Scottish Government funded** advisory group looking at the support mechanisms to recognise migrant and refugee learning, skills and qualifications.



Growth



As Bridges enters its ninth year, it seems incredible that we continue to grow our staff our services and our client group. It is testimony to how much need there is for the specialist service we provide.

People still come to the UK seeking shelter and sanctuary. People from overseas still need their skills and qualifications recognised, supported and adapted for living in the UK. Mainstream services still need the specialist knowledge and expertise that Bridges has such a strong reputation for. The economic downturn still needs weathered and new strategies for coping with it still need developed.

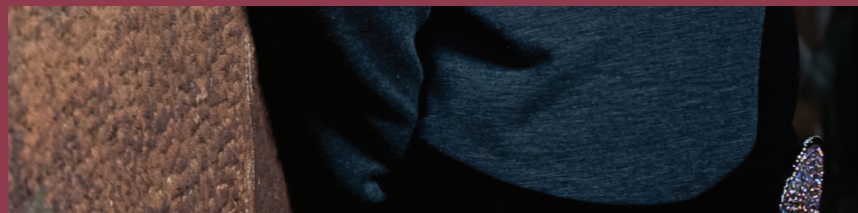
The Trustees and staff are not short of ideas or energy or commitment We continue to operate in a rapidly changing environment, but if our clients have taught us anything, it s to be flexible, not to give up and always to have hope.

Behind our ideals and our hard work are our team of Trustees and our dedicated staff which grew by two in 2009-10: Maggie, Suki, Liz, Jonathan, Regine, Rose, Tiff, Tony, Fiona, Patricia, Elena, Colin and Campbell. Between us, the staff speak 16 languages, with over half the staff being multilingual. Three are trained English for Speakers of Other Languages (ESOL) practitioners, and we have a combined 36 years experience in this sector.

We are well placed to take Bridges into the next few years meeting whatever challenges we face.



Empowerment



Bridges continued its twice a year **Empowerment Programme** of support for some of our more vulnerable clients, helping women develop personal action plans to identify their next steps, whether ESOL classes, college courses, finding a mentor, volunteering or moving into employment. The themes explored over 6 weeks are: identity, confidence, assertiveness, time for themselves and planning for the future.

2009- 2010 saw the launch of **our mentoring programme** for the women on this course and we have 7 mentors available to offer one to one support, 6 from the indigenous community and one former client.

Our empowerment support for young clients continued with our partners Anniesland College through our **Life Skills Courses**, which we extended to 16 weeks, providing support around self awareness, opportunity awareness, skills awareness and education and employment support. Our young people also benefit from a mentoring programme.

In 2009 -2010 we developed our Life Skills support project into a mixed age year long project for adults and young people together **with Rangers and Celtic football clubs** incorporating healthy living, sports coaching and IT support called **Vibrant Glasgow** and funded by Comic Relief.



Success



In the last 12 months Bridges has developed and increased the number and type of support packages we deliver. Some of the main outcomes were:

43 young people have been involved in the youth programme with half completing successful work placements

73 adult placements were arranged in the year

26 women went through our empowerment programmes

44 clients went through our various employment support programmes

18 clients accessed Open University courses

Over 70 clients took place in our vocational ESOL support programmes

26% of our clients who were eligible for employment got into work

2 employers were awarded **Glasgow Recruitment Diversity Awards** for their work with us.

We Inaugurated the **Maureen Clark Awards** for exceptional achievements made by an adult and a youth client in the face of real barriers. These awards were made in recognition of the outstanding contribution Maureen Clark made to our board of Trustees between 2005 and 2009 when she stood down from the board. Sadly Maureen died after a long battle with cancer earlier in 2010.

For a small organisation we continue to deliver a quality service providing value for money for our funders.

THE BRIDGES PROGRAMMES (REGISTERED NUMBER : SC352017)

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE ACCOUNT)

FOR THE PERIOD ENDED 31 DECEMBER 2009 INCOMING RESOURCES

| | Notes | Unrestricted Funds 2009 | Restricted Funds 2009 | Total Funds 2009 |
|---|-------|----------------------------|--------------------------|---------------------|
| | | £ | £ | £ |
| INCOMING RESOURCES | | | | |
| Incoming Resources from generated funds:- | | | | |
| Investment Income | 2 | 2 | - | 2 |
| Incoming Resources from charitable activities:- | | | | |
| Grants | 3 | 70,821 | 230,760 | 301,581 |
| Donations | | - | 510 | 510 |
| Other | | <u>3,028</u> | <u>-</u> | <u>3,028</u> |
| TOTAL INCOMING RESOURCES | | <u>73,851</u> | <u>231,270</u> | <u>305,121</u> |
| RESOURCES EXPENDED | | | | |
| Charitable Activities | 4 | 60,291 | 229,922 | 290,213 |
| Governance Costs | 5 | <u>511</u> | <u>7,062</u> | <u>7,573</u> |
| TOTAL RESOURCES EXPENDED | | <u>60,802</u> | <u>236,984</u> | <u>297,786</u> |
| NET INCOME/(EXPENDITURE) | | | | |
| NET INCOMING/(OUTGOING) | | | | |
| RESOURCES FOR THE PERIOD | | 13,049 | (5,714) | 7,335 |
| Transfer from ICS Programmes Ltd (formerly The Bridges Programmes Ltd) | | <u>53,660</u> | <u>19,173</u> | <u>72,833</u> |
| Fund Balances at 31 December 2009 | | <u>66,709</u> | <u>13,459</u> | <u>80,168</u> |

The results for the period derive from continuing activities and there are no gains or losses other than those shown above.

THE BRIDGES PROGRAMMES (REGISTERED NUMBER : SC352017)

BALANCE SHEET AS AT 31 DECEMBER 2009

| | Notes | 2009 | |
|--|-------|-----------------|---------------|
| | | £ | £ |
| FIXED ASSETS | | | |
| Tangible assets | 8 | | 2543 |
| CURRENT ASSETS | | | |
| Cash and bank balances | | 59,247 | |
| Debtors and prepayments | 9 | <u>66,542</u> | |
| | | 125,789 | |
| CURRENT LIABILITIES | | | |
| Creditors: Amounts falling due within one year | 10 | <u>(48,164)</u> | |
| NET CURRENT ASSETS | | | <u>77,625</u> |
| TOTAL NET ASSETS | | | <u>80,168</u> |
| CAPITAL AND FUNDS | | | |
| Unrestricted funds | 13 | 66,709 | |
| Restricted funds | 14 | <u>13,459</u> | |
| | | | <u>80,168</u> |

The financial statements are prepared in accordance with the special provisions of the Companies Act 2006 relating to small companies and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board and signed on its behalf on 8 July 2010.

The Bridges Programmes

Pearce Institute

840-860 Govan Road

Govan

Glasgow

G51 3UU

Tel: 0141 445 4464

Fax: 0141 445 4463

admin@bridgesprogrammes.org.uk

www.bridgesprogrammes.org.uk

Company Number 352017

Scottish Charity Number SC036344

Design by Dunning www.creatingsparks.com

