

ANNUAL REPORT

2020/21



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Thanks to our Specialist Volunteers



22
funding
programmes



£21m+
managed



210k
people
supported



£4m
Covid
emergency
funding



7
new areas
of work



850+
volunteers

Welcome from our CEO



At our core, Inspiring Scotland is all about providing support to organisations to enable social impact, and this past year was no exception.

In a year of such challenge, we had to adapt to continue providing robust support to over 450 organisations across Scotland – responding to new challenges within our portfolios and sharing learnings more widely to strengthen the third sector. Despite the unprecedented challenges, we have constantly been inspired by the innovation, commitment and drive shown by charity leaders, staff and volunteers.

When the pandemic began to unfold, Inspiring Scotland took a leading role in Scotland's collaborative response, deploying essential emergency funding to over 91 third sector organisations through Covid response grants as well as our own funding, made possible thanks to private donors.

Our teams take a hands-on approach with the charities we support. This focus on relationships allowed us to direct financial resources in the most effective way whilst also supporting organisations to become stronger and more resilient. A great example of this was our weekly gatherings for charity CEOs. These gatherings were desperately needed – especially at the beginning of the pandemic – and provided a forum for third sector leaders to connect and gain a fuller understanding of issues affecting the sector. These learnings were distilled into insight reports, which we publicly shared to help identify the additional support the third sector needed.

Inspiring Scotland has grown over the past 18 months, with the inclusion of 7 new funding programmes. These new funding streams have expanded our thematic reach, from providing vital support for families in the perinatal period to delivering much needed capital green investment for island communities. We were pleased to welcome new team members to the organisation to begin our work in Equality & Human Rights.

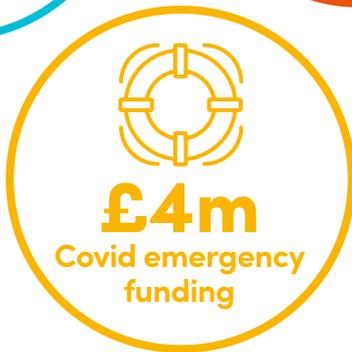
We took the bold decision to launch Willow Den, our not-for-profit trading subsidiary offering early learning and childcare in exclusively outdoor settings for 3- to 5-year-olds in Scotland. This venture really speaks to the ethos of Inspiring Scotland; we built expertise in Early Learning and Childcare through our Thrive Outdoors work, identified a lack of provision and then mobilised funding and key partners to increase availability of high-quality outdoor nurseries in Scotland. Willow Den is due to open its doors in 2021, and I look forward to sharing more news as this develops.

We know at Inspiring Scotland that obstacles are meant to be overcome, and looking back on these 12 months I am in awe of the great strides that the third sector has made to adapt and to continue to drive impact across Scotland. While we still have a long road ahead of us, and the full picture of the impacts from Covid remains unclear, at Inspiring Scotland we believe that collaboration and sharing what works will be the best way forward.

To end, I would just like to extend my heartfelt thanks to all our supporters who make our work possible – from our generous and passionate donors, to the dedicated volunteers in our Specialist Volunteer Network and the charities in our portfolios, to the third sector leaders and staff, and all the partners who have collaborated with us over the year. We look forward to continuing working towards our vision of a Scotland in which everyone is given the chance to enjoy a happy, healthy life free from poverty or disadvantage.

Celia Tennant, CEO, Inspiring Scotland

2020 at a glance



7 new areas of work

1. Perinatal and Infant Mental Health
2. Creative Communities
3. Islands Green Recovery Programme
4. Delivering Equally Safe
5. Outdoor Winter Clothing Fund
6. Shielding Social Care Workers Fund
7. Equality and Human Rights Fund



“What Inspiring Scotland offers that is most helpful is honesty, practical advice and true collaboration.”

Carr Gomm, Support in the Right Direction



Specialist INSPIRING SCOTLAND Volunteer Network



Funding programmes



Fund impact dashboard

£2.5m+

Supporting communities

	Local people building flourishing communities	£650k+	2800 people helped	9 communities supported
	Supporting and empowering communities to develop cultural activities	£950k+	1070 people helped	36 organisations supported
	Building a better, fairer, more carbon neutral economy on the Islands	£1.15m+	15 islands	21 organisations supported

£10.8m+

Supporting young people and families

	Supporting a generation of young people to flourish	£2.5m+	6000 young people helped	12 organisations supported
	Raising the attainment, ambition and aspirations of disadvantaged young people	£4.6m+	13,900+ young people helped	23 organisations supported
	Supporting disadvantaged young people furthest from the labour market	£450k	650+ young people helped	10 organisations supported
	Mentoring Scotland's Care Experienced Young People	£550k+	175+ children helped	12 organisations supported
	Supporting Scotland's children to thrive outdoors	£1.4m+	7700+ children helped	1014 early learning settings

Fund impact dashboard

£7m+

Supporting social care and mental health

 <p>Support in the Right Direction</p>	<p>Empowering people to be equal partners in their care, supporting decisions and participating fully in all aspects of life</p>	<p>£2.8m+</p>	<p>4000+ people helped</p>	<p>30 organisations supported</p>
 <p>autism Different minds. One Scotland.</p>	<p>Making Scotland a more accessible, inclusive and understanding place for autistic people to learn, work and live</p>	<p>£400k+</p>	<p>2000 people helped</p>	<p>9 organisations supported</p>
 <p>INSPIRING INCLUSION</p>	<p>Ensuring equality and opportunities for people with learning disabilities</p>	<p>£550k+</p>	<p>2500 people helped</p>	<p>6 organisations supported</p>
<p>Perinatal & Infant Mental Health Fund</p>	<p>Providing crucial help for mothers, infants and their families who are in need of mental health support</p>	<p>£600k+</p>	<p>2100 people helped</p>	<p>15 organisations supported</p>
 <p>survivors OF CHILDHOOD ABUSE SUPPORT FUND</p>	<p>Supporting survivors by enhancing third sector and community-based orgs who provide dedicated support</p>	<p>£2.6m+</p>	<p>5200 people helped</p>	<p>29 organisations supported</p>

£2.4m+

Supporting equality and human rights

We were delighted to be appointed as fund managers for the Scottish Government Equality, Inclusion and Human Rights directorate in November 2020 and to welcome staff who transferred to us from Impact Funding Partners. The funds under management have evolved and two new programmes were launched in late 2020 and early 2021. Delivering Equally Safe has replaced Equally Safe: Violence against Women and Girls and Rape Crisis Specific Funds, and the Equality and Human Rights Fund has replaced the Promoting Equality and Cohesion Fund. Funding from these programmes runs from October 2021.

<p>Equally Safe: Violence against Women and Girls and Rape Crisis Specific Funds</p>	<p>Providing refuge, front-line and crisis support for women, children and young people affected by domestic abuse and gender-based violence</p>	<p>£1.8m</p>	<p>18,700+ people helped</p>	<p>78 organisations supported</p>
<p>Promoting Equality and Cohesion Fund</p>	<p>Reducing discrimination, prejudice, and supporting engagement in public life for people and communities who share protected characteristics</p>	<p>£600k+</p>	<p>136,000+ people helped</p>	<p>56 organisations supported</p>

Our approach is driven by 5 goals



Strengthen organisations and communities

We strengthen the organisations and communities that tackle social issues so they can better address those issues and help more people.



Support, develop and connect people

We support, develop and connect the people who are at the forefront of tackling social issues so they can share their knowledge and have a greater collective impact.



Inform and influence

We inform and influence government, local authorities and public bodies so they can better understand and react to social issues faced by Scotland's people.



Encourage new ideas

We encourage new ideas and better ways of working to tackle social issues in more effective ways.



Make money go further

We make it possible for philanthropists, government, public bodies and charities to spend money more effectively in the fight against poverty and disadvantage.



Strengthen organisations and communities



By strengthening organisations and communities, we empower them to make a bigger social impact. A key theme of our support to strengthen organisations and communities during lockdown was to improve their capacity to deliver digital.

Building a digital roadmap

As a funder and partner to the third sector, we wanted to understand more about how the sector could better harness the power of digital. Our specialist volunteer Anna Halliday's excellent overview of the current digital exclusion landscape provided a starting point to guide our own work and help us understand what more we can do to support the sector. This prompted our collaboration with SCVO to support digital inclusion across Scotland through webinars and additional support services. We also worked closely with the Scottish Tech Army to support more charities to manage the transition to digital.

Connecting and supporting charity trustees

To ensure Boards were also supported throughout the uncertainties of 2020, we set up a forum connecting charity Chairs, bringing them together to understand the wider challenges facing the sector and develop solutions together.

“The forum has a great format that allows for a safe space for sharing openly some of the challenges and how they overcame them.”

Ash Mohammed, Move On

A digital health check for charities

Inspiring Scotland developed and launched an interactive digital Health Check, enabling charities to evaluate their organisational performance across key business functions, from strategy and governance to financial management and marketing. After completing the health check, advice is provided in areas where improvement is needed, helping charities create a roadmap for organisational

development. The Health Check is open to charities within and outwith the Inspiring Scotland portfolio.



Health Check

INSPIRING SCOTLAND



Support develop and connect people



Bringing together the right partners to innovate, share learnings and achieve new heights is central to our approach.

Keeping lived experience central

intandem was successful in two funding applications to support the Promise Partnership, allowing the team to recruit an intern with lived experience to keep the young person's voice at the heart of intandem's work. Input will be sought on a range of topics – from reviewing digital training for volunteers on children's rights to researching and providing recommendations on the available opportunities for mentees as they get older – supporting intandem's transition to be a more service-user led organisation.

Digital portfolio meetings provide new opportunities

Hundreds of online portfolio meetings were held throughout 2020, providing a forum for charities focused on a shared theme to work through challenges facing the sector and better understand the evolving landscape. Insights uncovered in these sessions were regularly shared digitally to support the wider sector.

These meetings also provided opportunities – allowing, for example, our survivors portfolio to understand an increased need for support during lockdown, while services were unable to go ahead face-to-face. As a group, they brokered access to use the Near Me counselling service, helping more people access the support they needed.

Giving practitioners a platform

In response to lockdown, Thrive Outdoors wanted to motivate and support practitioners to continue their crucial work supporting the mental health and wellbeing of young people through play. Thrive Outdoors established an Early Learning and Childcare working group made up of representatives from our Outdoor Nursery Social Enterprise portfolio and launched a weekly digital service providing tips and ideas on a range of topics. This content reached and supported practitioners across the sector, and had some of the highest rates of engagement of all Inspiring Scotland's social media channels.

“ Happy childminder here!
Feeling so much more confident in my abilities and I know that's filtering through to my minded children.”

Emma, Childminder

A new PIMH directory

To support NHS staff and parents to find mental health support in the perinatal period, we launched our new digital directory of Scottish Perinatal and Infant Mental Health (PIMH) services. By the end of 2020, 99 organisations have listed their services and 3,000 unique visitors had visited the directory.

You can access this directory on the Inspiring Scotland website.

Perinatal & Infant
Mental Health Fund



We share learnings with partners, government, practitioners and other stakeholders to help the wider sector benefit from good practice.

Improving self-directed support

Feeding in to a Social Work Scotland steering group developing standards to improve the consistency of self-directed support, Support in the Right Direction (SiRD) helped ensure that “access to independent support and advocacy” was added as the first of 11 standards for local authorities. This is excellent recognition of the support provided by the SiRD portfolio and will help further increase their reach.

Outdoor resources for Glasgow

Our advisory support to Glasgow City Council provided strategic and operational guidance to support high-quality outdoor experiences as an integral element of their Early Learning and Childcare offer. Our weekly virtual meetings during lockdown supported nursery leaders to develop plans for outdoor play and learning. We also produced a guidance pack with support to get back outside and resources to share with parents and families. This guidance supported over 200 providers, including all Glasgow City Council nurseries and other ELC providers in the city.

Identifying the need for change

The Learning Disabilities portfolio’s “Build Forward Differently” paper pointed out that public services were built for the system rather than the individuals that needed it. This called for a

rethink about how lived experience can support local and national policy design. Alongside Scottish Government, we are now developing a new approach to policy and service design based around people with lived experiences – using portfolio member The Assembly as the first learning disabilities parliament and engaging representatives from our Autism Advisory Forum.

Advising through lived experience

Now with 130 members, our Autism Advisory Forum allows representatives of Scotland’s diverse autistic community to advise the Understanding of Autism programme, ensuring our work is shaped and guided by the lived experiences of Autistic People. Forum members provided crucial input to Different Minds, the first national campaign on autism, refining the messaging to deliver a clearer understanding of autism to the non-autistic population.

“ Finding a way to express your views in a positive way that is actually valued, and do something positive has been great.”

Steve*, Autism Advisory Forum

Starting a movement

We continued to drive forward Scotland’s National Position Statement on Outdoor Play and Learning. Over 100 signatories have committed to embedding outdoor play and learning as an everyday activity and a fundamental part of growing up in Scotland. The position statement is complemented by a wealth of resources from the Thrive team to support organisations and

individuals to engage in more outdoor play and learning activities. **More information about the Position Statement and how to get involved can be found on our website.**





Encourage new ideas



Remote working opened up new opportunities for collaboration and sharing learnings on what works to address social issues in more effective ways.

Supporting the move to digital

When charities moved from face-to-face to remote service delivery, intandem developed opportunities for their portfolio to engage and provide support to volunteers, to allow mentoring to continue whilst social distancing. The team worked with the Scottish Tech Army to create digital training modules for charities to integrate into their own training programmes, looking at topics like how to mentor over zoom, supporting the longer-term shift to a blended mentoring approach.

Place-based learnings

As place-based working becomes more central to Government policy to tackle inequalities and regenerate cities, towns and communities, Link Up has co-founded the Place-Based Learning Exchange to support and enable continuous improvement in place-based practice. Jointly with Corra Foundation, Scottish Community Development Centre, SURF and National Lottery Community Fund, this group released Working Better Together in Place to illustrate what does and doesn't work in place-based approaches. Drawing on over 50 years of collective experience, the report will inform how we strengthen organisations and the communities they serve to deliver a better future for local people.

Inclusive leadership training

We launched our Inclusive Leaders course designed to support charity CEOs and emerging leaders, providing a range of expert speakers leading reflective sessions focusing on inclusivity with staff and stakeholders with lived experience. Key outcomes were improved communication, self-awareness and confidence.

The first cohort also completed our Future Leaders course, which has been co-designed with the Scottish Commission for Learning Disabilities for people with learning disabilities. Their feedback allows us to create an ever-more inclusive space.

“Our young person doing the ‘Our Future Leaders’ programme is now going to be part of the Social Care compact looking to inform the development of the National Care Service.”

Heather Hall, The Usual Place

Willow Den Scotland launches!

For the past 10 years Inspiring Scotland has committed to supporting children and young people to play and learn outdoors. Through this work we identified the gap in the availability of high-quality outdoor nurseries in Scotland. To help meet the growing demand, we launched our new trading subsidiary, Willow Den, to provide more opportunities for families to access the benefits of outdoor nurseries.

Willow Den aims to expand from one nursery this year to eight by 2026. [More information can be found on the Willow Den website.](#)

WILLOW  DEN
WHERE CHILDREN THRIVE OUTDOORS



Make money go further



Our growing expertise gives funders confidence that their money will be invested effectively in the fight against poverty and disadvantage.

Support from start to finish

When Scottish Women's Autism Network (SWAN) took Inspiring Scotland's digital Health Check, a number of areas were identified that needed support. Through the Specialist Volunteer Network, accountants, lawyers, HR experts, health & safety practitioners, governance consultants and an executive coach contributed to 61 hours (worth more than £12k) of non-financial support. This made a huge impact, as SWAN's income was less than £30k, representing a very meaningful amount of pro-bono support. The impact of this support can be seen in the improved cohesiveness of the staff, volunteers and Board members, and renewed their desire to keep delivering a sustainable service to autistic women and young girls in Scotland.

Getting funding where it's needed

As a result of collaboration with Inspiring Scotland, the Charles Gordon Foundation will fund one of the short-listed applicants to the PIMH Fund that narrowly missed out on funding. The Foundation will support Mind Your Head Shetland over 3 years.

Driving funding towards what works

Building on the 10-year track record of the 14:19 fund, Our Future Now has developed a vast and dynamic bank of evidence on what works to support young people into education, employment or training. When the pandemic began, Scottish Government awarded an additional £500k to Our Future Now, knowing it had the evidence and infrastructure to be able to make a substantial difference to more young people. This allowed us to support over 1,000 more 16-17 year olds, and the additional funding has been renewed for 2020/21 to continue this work.

“ Supporting The Usual Place to draft a new business plan was a great collaboration, to bring the document up to date, as part of their work to attract future funding. It's a privilege to support their work.”

Janet Johnston, Wood MacKenzie

Long-term SVN support

Inspiring Scotland's Specialist Volunteer team forged a partnership between senior executives at Wood MacKenzie and our Building Brighter Futures portfolio, to explore longer-term non-financial collaboration.

By bringing these two groups together, the charities have benefitted from the private sector expertise, strengthening them to focus

on driving impact and supporting young people into training, education and employment.

Find out more about what the Building Brighter Futures portfolio has been up to.



Building
Brighter
Futures
Fund

Thanks to our Specialist Volunteers!

Our community of changemakers has grown to over 500 professionals who volunteer their time and expertise to support charities, reaching 221 organisations across Scotland, including 90 not currently supported by Inspiring Scotland.

The network provided a range of support, from working directly with individual charities to providing webinars on a range of subjects like cyber security, community fundraising and digital communications. Their support was especially helpful as many charities found themselves relying

solely on digital channels to reach their service users. Inspiring Scotland's Specialist Volunteer team also provides a bespoke service to match charities with skilled trustees, with 36 individuals currently serving on Boards.

Our Specialist Volunteer Network

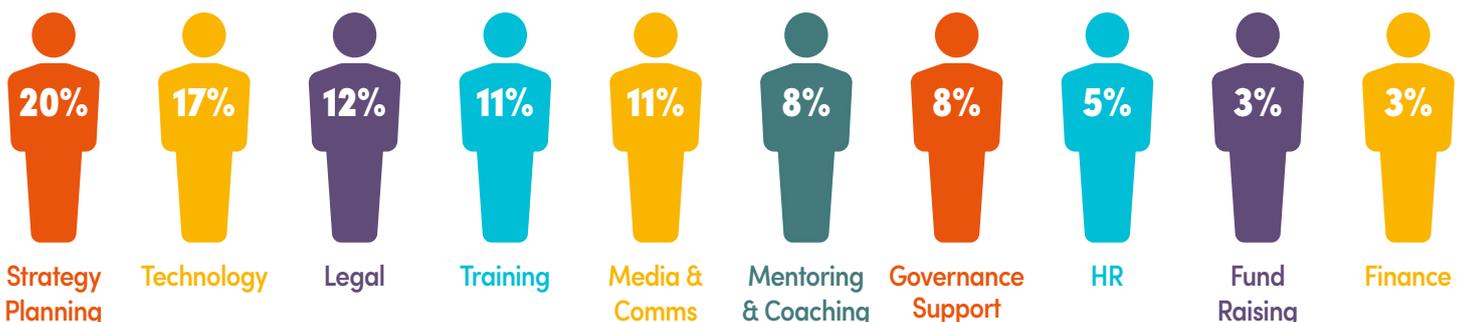


“ There has been a great mix of coaching and sharing of expertise, supporting our business plan review, better alignment and integration of our objectives, as well as identifying resource to build existing and new customer relationships, support diversifying our income and restructuring our CRM system.”

Dougie Millen, Scottish Sports Futures

Breakdown of support

(Excluding trustees)



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Image of young person supported by Move On