

A photograph of two young women laughing joyfully, looking upwards. The woman on the left is wearing a red sweatshirt with a white and black striped collar. The woman on the right is wearing a yellow hoodie. They are standing in front of a large, vibrant, abstract mural with various colors like red, yellow, blue, green, and purple. The mural features bold, expressive brushstrokes and shapes.

# INSPIRING SCOTLAND

**For a Scotland without poverty or disadvantage.**

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**10**

Active social-impact funds.



**300**

Charities supported.



**£140m**

Funding managed.



**200,000+**

People supported across Scotland.

**We are social problem-solvers.**

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# Our History

**When Inspiring Scotland was formed in 2008, we wanted to tackle some of the long-term, entrenched social problems faced by Scotland's people and communities.**

Problems such as poverty and long-standing deprivation have caused deep-rooted, self-perpetuating inequalities among our communities, leading to long-term unemployment, poor health, and diminished opportunities. We wanted to change that.

To do this we adopted the venture philanthropy model of long-term financial support matched with tailored development support to the charity sector – and pioneered it in Scotland. This model helps charities to increase the scale of the work they do and therefore have a greater impact on the people they help.

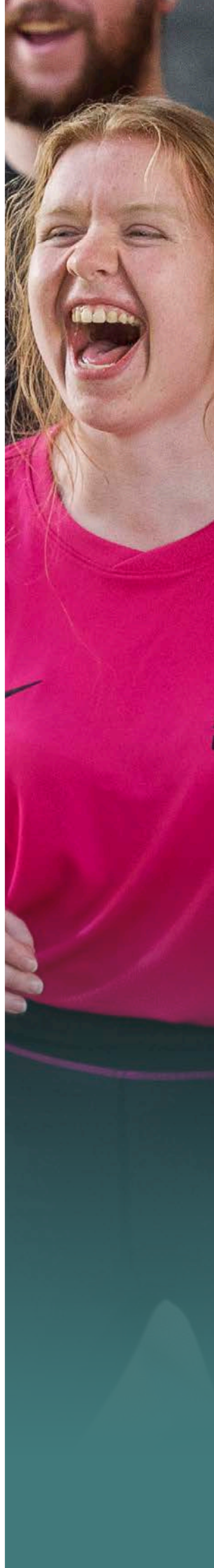
We knew to make this model successful we would need to build networks and foster greater collaboration between organisations and the people who work for them, to build long-term strategic partnerships between the voluntary, public, private and academic sectors, and to increase long-term funding and to develop skills within the voluntary sector.

We raised money from private individuals, businesses, trusts and foundations, Scottish Government and local authorities and invested it in funds addressing specific themes, nurturing partnership through shared goals and interests.

We identified organisations tackling these deep social issues and invested time, money and expertise in them, establishing close working relationships and cooperative networks. We helped organisations to maximise their social impact in these areas and rigorously evaluated performance to continuously improve and develop.

We did all this with the aim of helping essential charities to become extraordinary charities, enabling them to deliver the greatest possible social impact and change the lives of our most vulnerable and disadvantaged people and communities in Scotland.

**And we still do.**





# What we do



Through our thematic funds, we bring together the right people and organisations to design innovative solutions.



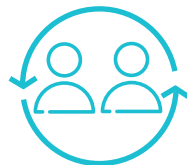
We raise and manage funds, and support charities to leverage more.



We work with charities in the communities most in need and build strong partnerships with government and business to maximise our impact.



We study, research, evaluate, learn and share our knowledge, helping charities to prove successes and become more effective.



We connect businesses and charities to create lasting solutions. Our network of professional volunteers lends vital expert assistance to Scotland's charities, helping them to build capacity and overcome problems.



We want to make Scotland a better place and each thematic fund, and every person, organisation and network within it, works towards that goal.

# How we work

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## We identify and solve deep-rooted social problems.

Through our thematic funds, covering issues from youth employment to childhood health and wellbeing to community development, we work with and fund the organisations and people who can have the greatest impact.

We work closely with each organisation's staff, building trusted relationships over the long-term to gain a deep understanding of the charities' aims, ambitions and challenges. We understand what is important to them but are also able to challenge them to think differently to improve practice. Our highly-experienced team of Performance Advisors are able to tailor support to each charity's unique circumstances and help them to develop their work and, ultimately, to support more people in need.

To complement that support, we developed a network of pro bono supporters – professionals and experts with a wide array of skills and experience – who can help our charities with one-off projects or commit to continued organisational support. Pro bono support has been invaluable in helping charities across all our funds to achieve ambitious organisational change but also to react quickly to unexpected issues without impacting on performance.

We want to make Scotland a better place and everyone at Inspiring Scotland and at each organisation we support works towards that goal.



# Our funds

We bring together the right people and organisations to have the greatest impact.

## Youth employability

### 14:19 Fund

Opportunities for our young people.

Established in 2008 as our first ten-year thematic fund, 14:19 helps some of the most disadvantaged young people aged 14 to 19 in Scotland. Nearly 35,000 young people have been helped into sustainable employment, education or training and thousands more have been given the confidence and skills to change their own lives for the better.



**63,187**  
Young people supported.



**32,937**  
Positive destinations.



**£50m**  
14:19 Fund investment.



Investing in Scotland's young people.

CashBack for Communities is a unique Scottish Government programme launched in 2008 which takes funds recovered from the proceeds of crime and invests them in free opportunities for young people. Inspiring Scotland has worked as the delivery partner since 2012 and, in 2017, launched phase 4 with a stronger focus on helping tackle Scotland's inequalities.



**2m**  
Activities for young people delivered since 2008.



**£92m**  
Committed by Scottish Government from the proceeds of crime.



**32**  
Local authorities covered.



Building  
Brighter  
Futures  
Fund

Unlocking the skills and confidence to succeed.

Launched in 2018, the Building Brighter Futures Fund aims to support disadvantaged young people furthest from the labour market by providing education, training and employment opportunities throughout Scotland. Inspiring Scotland manages BBFF on behalf of Hub Community Foundation.



**10**  
Organisations supported.




**£1.3m**  
HCF funding invested.


# Children & young people



**Supporting Scotland's children to thrive.**

Playing and learning outdoors is fundamental for all our children to achieve their full potential, boosting health, wellbeing and development, and is a universal right. Since 2010, we have supported the development of outdoor childcare, community play and Active Play in primary schools, and are working to embed outdoor play and learning into the fabric of Scottish life.

 **67,000+**  
Children have accessed free outdoor play.

 **70**  
Local play organisations supported.

 **£8.5m**  
Play fund investment.

## Active Play

Active Play is programme of outdoor play for primary schools which promotes greater physical activity for Scotland's children. A blend of physically active games and unstructured play, Active Play also helps children to learn and develop skills and improves confidence and self-esteem.

 **142**  
Primary schools across three local authorities have taken part in the Active Play programme.

## Play Rangers

Play Rangers provide opportunities to access free play within a community - on street corners, in local parks or woodlands. The sessions are free and facilitated by local play workers who encourage children to play freely and safely in their own communities.

 **65,000+**  
Children have participated in Play Rangers since 2010.

## Outdoor Early Learning

Inspiring Scotland is working to establish outdoor play as the critical catalyst for healthy childhood development and a fundamental part of growing up in Scotland. In partnership with Scottish Government, we are supporting the expansion and development of outdoor nursery provision.

 **484**  
Children per week have nursery outdoors in three locations in Glasgow.



**Mentoring Scotland's young people.**

Established in 2016, intandem supports some of Scotland's most vulnerable young people by helping them to build a consistent, trusting relationship with a positive adult role-model. intandem is a national mentoring scheme which mentors children aged 8-14 who are looked after by their local authority but live at home.

 **101**  
Active matches.

 **201**  
Children & young people referred.

 **236**  
Volunteers have completed training.











# Community Development



**Supporting Scotland's people & communities.**

Through Link Up, people living in some of Scotland's most deprived communities are working together to end generations of disadvantage and poverty. Link Up helps local people establish social groups in anything from peer-led recovery cafes to cycle clubs to weekly knitting groups, giving them the confidence and self-belief to influence positive change for themselves.



**18,375**

Participants.



**1,160**

Regular community volunteers.



**10**

Communities across Scotland.

## Social Care

**Support in the Right Direction**

**Innovation Fund**

**Support to be engaged, informed and included.**

This fund supports projects to make Self-directed Support a reality for the people of Scotland. Self-directed Support empowers people to be equal partners in their care and support decisions and to participate fully in all aspects of life. It allows people, their carers and their families to make informed choices on what their support looks like and how it is delivered. From October 2018, Inspiring Scotland is working with 30 organisations across Scotland providing independent support for people who may need social care



**12,000+**

People supported each year.



**55**

Projects supported.



**£13.8m**

Scottish Government funding invested.

## Innovate Autism

**Strengthening resilience.**

We want a Scotland where autistic people are respected, accepted and valued. Through Innovate Autism, we are supporting charities who help autistic people and their families to lead more meaningful and satisfying lives. Since 2016, Inspiring Scotland has worked alongside Scottish Government to support 38 charities, strengthening their resilience, leadership and impact.



**38**

Charities supported.



**6,000+**

People supported.

## Survivor Support

### Access, choice & control.

Survivor Support helps the victims of childhood abuse, ensuring they have access to, and control over, support and services to help them enjoy a happy healthy life. In partnership with Scottish Government, we fund and support a portfolio of charities that work with those affected by the negative consequences of childhood abuse, and strive to expand the capacity and capability of these vital charities.

 **2,000**  
People supported each year.

 **24**  
Charities supported.

 **£3.9m**  
Scottish Government  
funding invested.

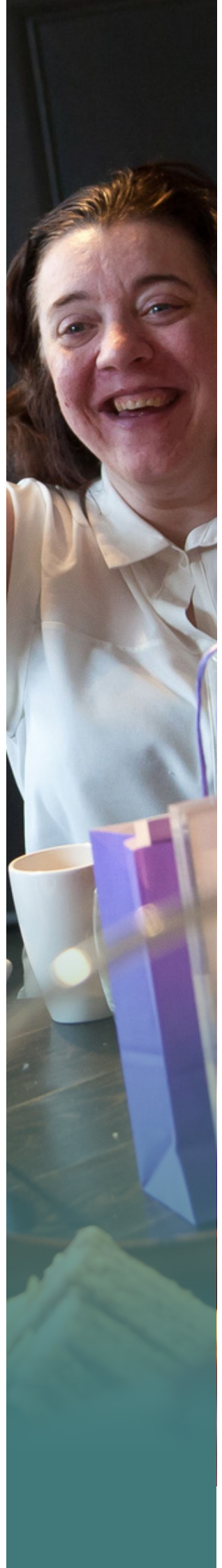
## Learning Disabilities

### Support for a more satisfying life.

Inspiring Scotland funds and supports key charities, social enterprises and organisations that are central to Scottish Government's Keys to Life strategy, helping people with learning disabilities to lead more meaningful and satisfying lives. Since October 2017, this fund has focused on working with leaders to strengthen organisational development and improve sustainability and resilience across the portfolio.

 **6**  
Charities supported.

 **£500k**  
Scottish Government funding invested.





# Pro Bono

**We connect businesses and charities to create lasting solutions.**

Our network of professional volunteers lends vital expert assistance to Scotland's charities, helping them to build capacity and overcome problems. Our strong connections with the private sector – both individuals and businesses – allows us to access a deep and varied pool of expertise.

Our pro bono volunteers are lawyers, business managers, accountants, HR professionals, photographers, leadership coaches, marketing specialists, and much more.

All our pro bono supporters lend their time and knowledge because they share our vision and our values and want to help the voluntary sector to transform the lives of the most disadvantaged people and communities in Scotland.



**320**

Pro bono volunteers.



**£1.8m**

Value of pro bono work provided to charities.



48% Board development & governance support

12% Business planning & organisational design

11% Training & room hire

9% Finance

8% Mentoring

6% HR & employment law

3% Legal

1% Fundraising

1% Marketing

2% Property

# Support & Advice

## **We support essential charities to become extraordinary charities.**

Supporting charities through our funds is only one way we support the sector. We also help organisations to develop and improving the way they work through our Support & Advice consultancy service.

We have been working with charities since 2008 and know that running a charity can be challenging. We also know that in these turbulent times organisations have to be the best at what they do to attract funding and create the greatest impact.

## **Our Support & Advice consultancy services include:**

### **Strategy workshops**

Helping organisations to hone their vision and mission and developing strategic approaches to achieve those aims. We can also support organisations to communicate their ambitions effectively and to identify, engage and influence stakeholders.

### **Building a case for investment**

Many charities struggle to articulate the impact of their work to potential funders and investors and can miss out on vital financial support as a result. We work to support organisations to evaluate their impact, develop a funding pipeline, and create a theory of change which conveys their ambitions to funders effectively.

### **Cost benefit analysis**

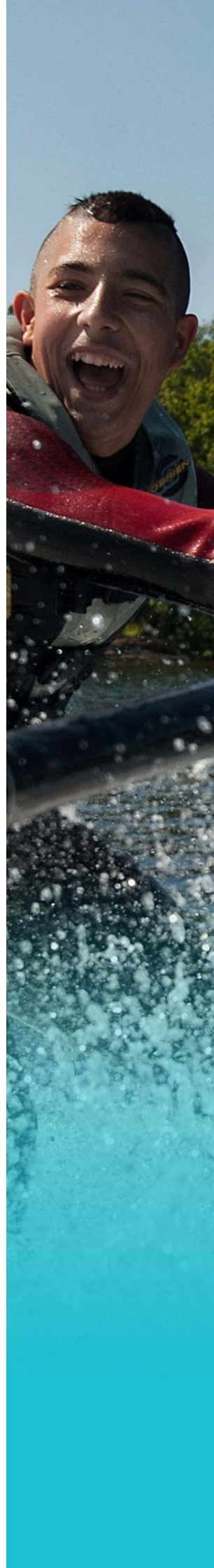
Putting a value and price on the essential support services that charities provide can be challenging, but demonstrating the savings these interventions can have for the public purse is a highly effective way to build the case for investment. We support organisations to create a robust analysis of how cost-effective their work is.

### **Organisational health check**

Using our 10 years of experience working with hundreds of charities across Scotland, we have developed a health check for the organisational strength and resilience of charities. We can help to spot the warning signs which can indicate vulnerabilities, and support charities to strengthen their resilience, so they can continue their vital work.

### **Fund management**

We can bring all of our experience together and help other funders and foundations invest and manage their funding effectively, supporting everything from identifying social issues to managing applications to hands-on charity support. Inspiring Scotland runs several funds on behalf of Scottish Government and Building Brighter Futures Fund on behalf of Hub Community Foundation.



A portrait of Celia Tennant, Chief Executive of Inspiring Scotland, smiling. She has blonde hair and is wearing a dark blue top with a large circular necklace. The background is a solid teal color.

# Thank you

**In 2018, we marked our 10th birthday. And today, we are looking ahead to the next 10 years.**

Inspiring Scotland started with a bold idea, a small group of determined staff and a handful of visionary investors who helped us launch our first fund and help 35,000 disengaged and disadvantaged young people into education, training or employment over a decade.

Today, we run ten funds, we work with dedicated and talented staff at more than 200 charities across Scotland and can draw on the experience and expertise of more than 320 pro bono volunteers so that, together, we can help hundreds of thousands of people across Scotland build a better future for themselves and their communities.

Over that time, the essence of how we work has remained the same: people working together, investing in vital organisations, developing bold ideas, listening, learning and solving problems. Striving together for a better Scotland for all.

But we are not there yet. We are looking to the next 10 years. And we are committed to a Scotland without poverty or disadvantage.

It will take big, challenging ideas. Ideas that can be tested, developed, reworked and tested again. It will take effective innovation and the collective knowledge and experience of people and organisations across Scotland.

It will need bold, far-sighted, long-term investment from committed leaders, organisations and individuals. Like those who invested in Inspiring Scotland and the 14:19 Fund 10 years ago.

It will need belief, compassion and determination from all of us, together.

Over the next 10 years, it will take people. People willing to do whatever it takes to build a better Scotland, a Scotland without poverty or disadvantage.

We are going to be here for the people of Scotland, but we know we won't be doing it alone.

On behalf of Inspiring Scotland and the thousands of people whose lives have been transformed during our first 10 years, and those we commit to helping over the next 10 years, thank you.

A handwritten signature in black ink, reading 'Celia'.

Celia Tennant, Chief Executive, Inspiring Scotland





**For a Scotland  
without poverty or  
disadvantage.**

# INSPIRING SCOTLAND

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