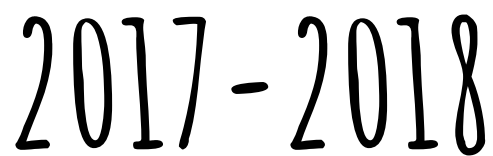


The logo for 'The Young WOMEN'S Movement' is centered within a white speech bubble. The text 'The Young' is in a simple black font above the word 'WOMEN'S', which is written in large, multi-colored letters (purple, red, yellow, green, blue). Below 'WOMEN'S' is the word 'Movement' in a smaller black font. The entire logo is set against a large, dark red speech bubble background.

The Young
WOMEN'S
Movement

The word 'EVIDENCING' is written in a black, all-caps, sans-serif font inside a white speech bubble. This speech bubble is part of a larger blue speech bubble shape that overlaps with the other two bubbles.

EVIDENCING

The years '2017-2018' are written in a black, all-caps, sans-serif font inside a white speech bubble. This speech bubble is part of a larger orange speech bubble shape that overlaps with the other two bubbles.

2017-2018

OUR VISION 2018-2021

YWCA Scotland – The Young Women’s Movement has a bold vision:

LEADERSHIP

YOUNG WOMEN LEADING DESIGN

DRIVING CHANGE

We want to live in a world where every woman can shape her own life journey and fulfil her potential, where the voices of women are heard, respected and celebrated.

We help bring this about by creating women and girls only ‘safe spaces’ – a model that has been developed and practised by the YWCA movement worldwide. This applies a human rights-based approach to ensure that women, young women and girls are at the centre of their own empowerment.

Our movement is diverse and intergenerational, open to all women with a focus, right from the outset in 1855, on women aged under 30, whose voices are often not heard in our unequal society. We work with girls and women experiencing multiple disadvantage, but our work is not designed for crisis intervention. It is personal growth and development.

Our work is founded on a strengths-based approach which values, respects and amplifies the voice and contribution of young women, something that is systematically marginalised in our unequal world.

We create opportunities for young women to question and reflect together in a process of positive inquiry where we value our own experiences and knowledge, develop our confidence, and learn from one another, strengthening our voices as women.

We have a track record spanning a century and a half. It has weathered the seasons of change; it stands the test of time. We have done so through constantly re-inventing itself whilst sustaining its core values and purpose. We are on a three-year journey of change re-energising a movement with a strong history dating back to 1855. We are excited to see what the future holds for us and for young women as role models and leaders in Scotland.

LEADER

DRIVING
CHANGE

YOUNG
WOMEN
LEADING

VOICES

The work of our development centre

We provided a platform for the voices and experiences of young women this year through our strategic governance, projects, events, publications, and through social media engagement.

Directing the strategy and governance of The Young Women's Movement is our board of voluntary directors, also known as 'trustees' and 'company members'.

We currently have 9 board members, all are women under 40 years old. 50% are under 30 or were under the age of 30 at the time of their appointment.

BOARD
OF
TRUSTEES

ADVISORY
PANEL

In order to ensure that we listen to the voices of young women in our movement in every area of our work, we assembled a Young Women's Movement Advisory Panel.

Made up of 25 young women from across Scotland, aged 14-30, the panel meets quarterly to share ideas, opinions and expertise on everything we are up to – from social media to strategy.

"Being on the Advisory Panel has definitely improved my confidence and my skills in organised discussion and meetings, which I think will serve me well in the workplace or help me to put my ideas forward confidently."

YASMIN, 24



Status of Young Women in Scotland (SYWS) is our annual research, which gives a platform for young women's voices on hidden and taboo conversations including experiences of racism, mental illness, gender-based violence and discrimination.

The report responds to a gap in research broken down by age, gender and geography, and an especial lack of research highlighting young women's voices on their experiences.



SYWS is a powerful tool for change and continues to influence media, service delivery and education in Scotland.


Nicola Sturgeon, Scotland's first woman First Minister, provided a foreword to the report, stating:

"I believe that young women in Scotland can and should choose their own futures and pursue their own dreams. They shouldn't be held back by outdated ideas about what women should or shouldn't do. Gender equality isn't just good for women, it's good for all of us."



This year the report will investigate political engagement, participation and activism. Together with the Advisory Panel we have chosen this topic to mark the celebration of 100 years of some women getting the vote in the UK, and the increased engagement across the globe of women in various movements such as #MeToo and #TimesUp.

We launched a survey for this report earlier this month, and we have had more than 300 responses from young women in Scotland already.



YOUNG WOMEN LEAD

Young Women Lead was borne out of the SYWS research, where young women told us that leadership roles often seemed unattainable, and more so when young women are rarely seen in positions of authority.

We gained funding through the Scottish Government to hold a programme in partnership with the Scottish Parliament, which aims to strengthen participation and visibility of young women in a political space.

Over next three years Young Women Lead will create a new peer network of diverse young women across Scotland who share the same **passion for gender equality and leading change.**

Participants will engage with local politicians, organisations and other young women in their local area as part of this programme, developing relationships and strengthening communities.

Piloted in 2017/18 the programme is already making an important change for young women in Scotland tackling sexual harassment in Scottish schools.



I'M FED UP OF HEARING
ABOUT THERESA MAY'S SHOES

"If you had told me in May 2017 that in a year's time I would be sat in a committee room in a meeting getting live streamed on the Scottish Parliament's official social media channels, I wouldn't have believed you. If you had told me that I would have met so many wonderful, kind, inspiring women and have a robust feminist professional network, I wouldn't have believed you. If you told me that I would have a platform to share my work and ideas and have these listened to politically, I would have laughed in your face and told you to stop lying to me.

A lot can change in a year. Let's see what else we can do."

CATRIONA, 23

Together with Young Women Lead participants and the Parliament Project we brought 100 women, aged 16-86, together for a networking and vision-building event to celebrate Scottish suffragettes and to make a plan of action to raise the numbers of women (of all ages) to take their place in our Parliaments and local and community councils across the country.



We have now received funding from the Scottish Government to do a young women-led takeover of the Scottish Parliament next year to build on the legacy of this event, and start putting some of these bold and audacious plans into action.



This year we have also published a poetry pamphlet featuring voices of never before published young women who tried poetry for the first time, edited by a young woman (and one of our 30 under 30 nominees last year), and designed by a young woman.



30 UNDER 30

One of the most frequent topics brought up in SYWS was role models.

One woman summed it perfectly:
***"We need more role models;
you can't be what you can't see!"***

The idea for 30 under 30, a list of 30 amazing young women either from Scotland or living here now, was inspired by this.

The series received extremely positive press coverage on local and national level (The Herald, BBC News, BBC Radio Scotland, Daily Record etc.), and it is going to be our flagship annual campaign aiming to inspire girls and young women in Scotland and beyond.



30 Under 30 Women THE SCOTLAND EDITION

The Young Women's Movement achieved increased press coverage this year, with **features and mentions across press and radio.**



PRESS

These included The Sunday Herald, Telegraph, The Times Literary Supplement, The Times Educational Supplement, The Scotsman, The List, Third Force News, The National, Children in Scotland Magazine, CommonSpace, BBC Social, and BBC Radio.

We launched #ScotWomenStand in partnership with The Parliament Project on the 100th anniversary of The Parliament (Qualification of Women) Act which allowed some women to stand for election to Parliament in the UK.

This campaign builds on the success of our Young Women Lead programme and 100 for the 100th event, and aims to create an infrastructure of support, resources, and true representation to encourage more young women to be politically active and engaged, and to stand for election.

The #ScotWomenStand campaign focuses on 7 steps women can take to getting elected:

1. VOTING AND BEING REGISTERED TO VOTE
2. UNDERSTANDING POLITICS & DEMOCRACY
3. DEFINING YOUR POLITICAL PURPOSE & ALLEGIANCES
4. DECIDE YOUR GOAL – WHAT SPHERE OF GOVERNMENT?
5. FIND YOUR VOICE – OFFLINE & ONLINE.
6. BUILD YOUR TEAM
7. HOW TO RUN A CAMPAIGN

The campaign is supported by the Scottish Government and the Convention of Scottish Local Authorities.

Equalities Minister Christina McKelvie MSP said about #ScotWomenStand:

"This year marks 100 years of some women's right to vote and to stand to become a member of Parliament. We have celebrated the progress that has been made towards women's equality over the last century and commemorated the brave and tenacious women who made it possible.

Now we must look to the future which is why I am supporting the ScotWomenStand campaign to encourage more women, from all backgrounds, to get involved in politics and stand for election. I fully support this campaign and hope it helps lead to greater representation of women across all levels of government."





We worked hard this year to continue to develop an engaging, positive social media presence that shared young women's voices and celebrated their achievements. We wanted to ensure that our digital presence is both inclusive and intersectional.

Our goal has always been to create an online presence that makes young women feel seen, heard, and represented. So, with that in mind our social media is predominantly in the hands of our movement, with regular takeovers from young women.

Popular themes when it came to impressions and engagement included women in politics, mental health, diversity, sexual harassment, and body positivity. Positive, inspirational and humorous messages received high engagement. Our social media following grew across all of our social media channels – from 773 since the last impact report to 1878 on Facebook, 3000 to 6819 on Twitter, and 323 to 2958 on Instagram. Our audience on our two most popular platforms, Instagram and Twitter, is mainly young women (90% and 74% respectively).

TWITTER



3.3 Tweets per day (avg.)

183K Tweet impressions (avg.)



INSTAGRAM



46 Instagram posts per month (avg.)

60 likes per Instagram post (avg.)



BLOGGING

This year, our feminist blogging network featured over 100 blog posts by the members of The Young Women's Movement. Topics ranged from sex education and mental health, intersectionality to period taboos, and social media to reflective pieces on storytelling and poetry.

Our feminist blogging network gained 15 regular contributors, and we featured pieces by 33 young women members.

12TH OCT
WHAT'S SO BAD ABOUT "THE OTHER GIRLS"? BY SEONAI DH
 Written by Seonaídh McGuire | Gender Stereotypes
 "I'm not like the other girls" is a phrase I grew up hearing in movies. We all wanted to be that quirky outcast girl who...
[Read more »](#)

19TH OCT
POLITICS OF THE EVERYDAY BY BETH
 Written by Beth Amelia Cloughton | Gender Stereotypes, Politics, Violence against women
 There are periods in life when a call to action is needed; where collections of people are mobilised to protest. But what happens during the...
[Read more »](#)

21ST SEP
AN OPEN LETTER TO THE MAN WHO SPIKED ME BY SEONAI DH
 Written by Seonaídh McGuire | Violence against women
 Content note: Description of the experience of being 'spiked', reference to sexual assault. I woke up this morning lying next to a bucket but I...
[Read more »](#)

25TH OCT
DEAR ME... AT 18 BY NEW BLOG EDITOR LAURA
 Written by Laura McKendrick | Inspiring, Self Love
 As the latest volunteer blog editor, I wanted to make my first blog post as an editor an opportunity to get to know more about...
[Read more »](#)

We have also launched a new #TBTMightyWomen blog series to celebrate inspiring women through history - looking back on those whose shoulders we stand upon in our actions for positive social change.

#TBTMightyWomen
 "AS FOR THE CHARGES AGAINST ME, I AM UNCONCERNED. I AM BEYOND THEIR TIMID LYING MORALITY AND SO I AM BEYOND CARING."
 Funmilayo Anikulapo-Kuti
 #TBTMightyWomen

Inspiring Women Throughout History
 "I'M LOOKING TO NO MAN WALKING THIS EARTH FOR APPROVAL OF WHAT I'M DOING."
 Shirley Chisholm
 #TBTMightyWomen

@ScotWomenStand
#TBTMightyWomen
KATHARINE 'KITTY' STEWART-MURRAY
 The first woman elected to represent a Scottish seat at Westminster.
 #ScotWomenStand

#TBTMightyWomen
 "I AM LIKE A DROP OF WATER ON A ROCK. AFTER DRIP, DRIP, DRIPPING IN THE SAME PLACE, I BEGIN TO LEAVE A MARK, AND I LEAVE MY MARK IN MANY PEOPLE'S HEARTS."
 Rigoberta Menchú Tum
 #TBTMightyWomen

DEVELOPMENT CENTRE

“

ESME, 20, IDENTIFIES AS WHITE

My experience with YWL has been absolutely amazing and totally life changing. I have had the chance to be inspired by and form friendships with other passionate and politically engaged young women which has been incredibly empowering. Activism and fighting for gender equality can sometimes feel quite lonely and hopeless but having this supportive network of amazing women has empowered me to be brave and proactive in making change in the world.

I studied politics at Higher at school but I have learned so much more about the parliament and the Scottish political system than I knew before which has encouraged me to become much more engaged in politics and consider a career in it in the future. The programme also gave me confidence and knowledge to apply for a job otherwise I probably wouldn't have felt capable to do which I'm really excited to say I have been offered it. As Highland Youth Convener, I will be the official voice of young people in the Highlands and work with the Highland Council and their partners to ensure young people are being considered throughout decision making.

I will certainly be using the work I did with YWCA Scotland about political outreach and sexual harassment in schools as part of! I cannot thank the team at YWCA Scotland enough for the amazing opportunities I have had over the last year and I am looking forward to continuing being part of their work in other capacities!

”



“

NAZIYAH, 24

The Young Women Lead (YWL) programme allowed me to gain a better insight into how barriers affect young women and girls in schools from all around Scotland through our involvement and research in the field of violence against women and girls. Albeit only one contribution in this ongoing struggle, we were able to come together as a team to drive for change, which was inexplicably beautiful and empowering. We came together from a wide range of experiences, backgrounds and ways of life, and our mutual battle to see a safer future for our younger generations created more than just a report or meeting – we were bound in a sisterhood of strength, courage and compassion. It has been an honour to meet such phenomenal women, whom I would liken to modern-day warriors, and I truly believe that we will all take the skills, energy, and contacts we gained through this programme further into our futures. For any young woman who wishes to be a part of a beautiful movement of power that drives for positive change within our society, I couldn't recommend this programme enough.

”

“

AUDREY, 29, IDENTIFIES AS MIXED

The experience of being on the Young Women Lead programme was a game changer in my life. I gained new self-esteem, which has enabled me to have more confidence in going out into the world, speaking up, and paving the way for others. I never saw the opportunity about me, rather, it was about the women who couldn't be there. Whose voices are so incredibly valid, yet all too often silenced, unheard, or un-sought-out. It is by advocating for others that I have been able to combat silencing social anxiety, and this programme let me have the opportunity to do exactly that.

Now, I am so honoured to pass this on to the next cohort, as the Programme Coordinator. As well as to send inspiration, and a sense of having role models to my own sister, niece, and young cousins - all young women of colour, living in a country with a toxic presidential administration.

With social media, we are able to send messages of solidarity, accountability, and empowerment around the world. It's an essential element in this movement.

”

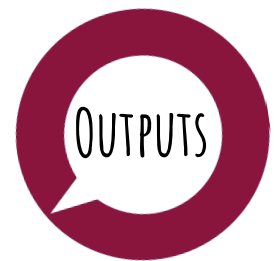
Empowering Pathways for Women

YWCA Scotland's Glasgow Centre, based in the Wellpark/Kirkhaven Enterprise Centre, is a warm and lively space for women seeking conversation, friendship and new learning opportunities.

The Glasgow Centre has built its reputation over many years as a learning centre responsive to the complex and changing needs of the diverse population of women in the city who are building and re-building their lives. It is focused on women who come together to open up and increase their life choices which may include work or study.

The programmes provided to open up pathways for women in our Glasgow Centre are supported with funding from Glasgow City Council and the Scottish Government's Equality Fund.

THE QUANTITATIVE DATA ON WHAT WE DO



During 2017-18, 499 women participated in our Empowering Pathways for Women programme, 25% of which were delivered for women with ALN (adult literacy and numeracy) support needs.

Our 'Succeed in Learning' accredited courses were delivered to 156 women in our centre collaboratively with three colleges, Glasgow City College, Kelvin College and Clyde College.

These courses included ESOL (English for speakers of other languages), basic – advanced ICT, Care, Health & Wellbeing, Community Achievement Awards and Essential Skills for Work.

'Succeed in Learning' progression:

- 51 women advanced into formal community education courses within our centre
- 34 women progressed and enrolled in local colleges
- 14 women took up employment opportunities
- 34 women took up volunteering opportunities
- 2 women took up opportunities to apply for the new BME Political Shadowing Scheme run by Coalition Racial Equalities and Rights (CRER), both women were successful in reaching the interview stage
- 6 took up work experience positions
- 1 woman was nominated and achieved the John Wheatley/Kelvin College Award for Community Achievement level 5
- 4 women joined community groups
- 10 women progressed and enrolled on Wise Group employability courses - Steps to Excellence
- Women were referred by 27 agencies across Glasgow.

From March 2017-2018, Glasgow Centre took its Empowering Pathways for Women programmes out to 9 organisations in the community.



THE QUALITATIVE OUTCOMES

Differences made, that derive from what happens as a result of our work.

The learning programmes increase women's employability, encourage democratic participation, promote health and access to services, and offer the opportunity to gain qualifications, to take up volunteering or to go on to further study. We use a number of tools to gather information and review our services, including session evaluations, learning plans and consultations at learner forums and open days.

The key outcome for our local and national partners is to promote equality and diversity and to reach women who face multiple barriers to participation. The 499 women coming to the centre included black and ethnic minority women, refugee and asylum seekers, and representatives from community and voluntary groups. The Glasgow Centre supported women to learn English, literacies and numeracies.

Our aspirations for women in Glasgow who come to our centre are that they will feel a sense of belonging, that they will feel able to shape their life choices and tackle barriers, and that they will feel that their voices are heard.



SENSE OF BELONGING

When I first came to YWCA I wasn't sure if I would like it, but I gave it a go. I joined the Come and Natter group, but I just liked to sit quiet and listen rather than talk. Once I got to know Margaret the volunteer for the group and the other women in the group I felt ok and got used to them. Because it was a small group I felt alright as I find it hard with a lot of people around me and my anxiety can be bad. When I was used to staff and women in YWCA I wanted to try something new so I started the Empowering Pathways course to help my confidence, talk more and try and be part of a bigger group. I found it hard at first because it was a big group and women I didn't know, but everyone was friendly and helped me to join in. I had bad days but I still came to class and sat until I felt alright to join in with things. I enjoyed coming to the class every week and felt more confident in myself. I am really enjoying volunteering and am looking forward to continuing this after summer holidays because I like to help when I can. I feel good when I come to YWCA because I am not judged and enjoy being here. The staff are supportive and make me feel welcome. I am grateful for everyone for giving me a chance to grow and feel useful. I am also happy I have achieved my goals for my community achievement awards with support from Heidi at YWCA and Sharon at Kelvin College. Thanks for everything.



“

SHAPING YOUR LIFE CHOICES

Honestly, this has been one of the best things I've ever done. If it wasn't for this course I wouldn't be where I am now. I have a lot more confidence and I've made loads of changes in my life – good ones! I've had the confidence to take on the housing association about ongoing issues in my flat and I didn't let it go this time like I always did. I remembered about my voice being valuable, just like you told us, and important. So now things are fixed and my kids are a lot happier and safer.

I've really got into my volunteer job here. I've been running the 'Baby Basics & Toddler Togs' programme here for people who need clothes for their children with KM. It's gone from strength to strength. It's brilliant that we can help people who need it. I've got loads of new ideas and me and KM are gonna be turning this into a social enterprise. I need to say thanks for helping me realise that I can do this. I've got loads more confidence and I know that we can make this work. As well as that, I'm designing a new logo and flyers. I'm doing my level 6 community achievement award and I've been doing every course I can so that when my youngest is in school I've got a better chance to get a job. I've always worked but after dealing with domestic violence for so long I had no confidence whatsoever. None. The Empowering Pathways changed all of that.

”



In 2017 – 2018, we took our Empowering Pathways for Women programmes out of the centre, working with a number of organisations to reach women in Glasgow's diverse communities.

We worked with:

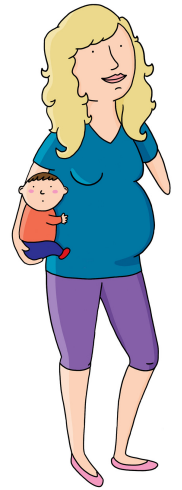
- 3D Drumchapel
 - Lambhill Stables
 - Phoenix Futures (Residential unit)
 - The Women's Centre
 - Bridges Project
-
- NG Homes 'Pitstops Project'
 - Govan Community Project
 - The Scottish Refugee Council
 - Emmanuel Christian Ministries



"The women who took part in Empowering Pathways here at Lambhill Stables all got a lot out of the experience. The topics covered over the weeks have surprised and inspired them.

Some realised they knew more than they thought they knew and are more ready to enter into conversations about politics or current affairs. The tutor kept the tone relaxed and inclusive. The sessions were fun and the women enjoyed them greatly."

**- AILEEN MACDONALD-HACK,
SOCIAL INCLUSION OFFICER, LAMBHILL STABLES**



"The majority of women have gone on to progress in either college or volunteering opportunities since completing the Empowering Pathways for Women programme. One woman in particular K has even completed a 1,500 word essay as part of this course. This is an absolute triumph for her and a huge achievement as she was reluctant to engage in any writing until we discussed ALN classes with her. She found the confidence to access this support and is going from strength to strength. I am delighted for her!"

**- GILLIAN JAMIESON, VOLUNTEER DEVELOPMENT
CO-ORDINATOR, 3D DRUMCHAPEL**

"YWCA were very flexible in their approach in working with us and they took our clients' needs and experiences into account in the planning and delivery of the course. All the women who attended enjoyed themselves and reported an improvement in their confidence and self-agency. As a result we have arranged for a full empowerment course to be held at our organisation.

Our plan is to continue working together with YWCA and explore how we can include women who cannot presently attend this course because of childcare constraints. We cannot wait for the new course to begin."

- ESTHER MUCHENA, SCOTTISH REFUGEE COUNCIL



NEXT STEPS: Following an extremely positive reception, it is our plan to extend this way of working in partnership over the coming year.

YGirls

During 2017-2018 we piloted our schools programme – YGirls, which was designed to respond to the barriers to girls becoming successful learners, confident individuals, responsible citizens and effective contributors.

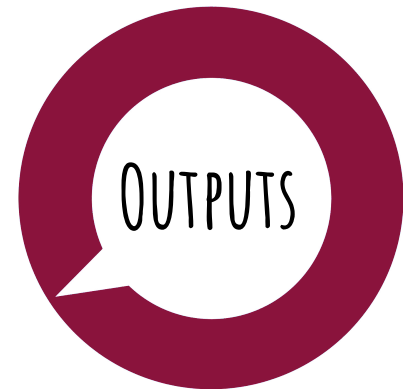
YGirls supported schools in their gender equality duty, to compliment and support the delivery of the Curriculum for Excellence and ultimately raise the aspirations and achievements of girls.

The YGirls programme engaged with girls P7 in their final year at primary schools across Glasgow preparing to make the transition to secondary school.

THE QUANTITATIVE DATA ON WHAT WE DO

During 2017-18:

- Our YGirls programme was designed, 5 key themes in the programme were designed and piloted: Exploring Gender; Bullying and Digital Media Safety; Body Image and Self-esteem; Leader in your Life; Inspire Me.
- 406 girls participated in a 5 week YGirls programme across Glasgow.
- YGirls programmes were delivered in 21 primary schools across Glasgow.



THE QUALITATIVE OUTCOMES

Differences made, that derive from what happens as a result of our work.

The YGirls programme provides safe and empowering single sex spaces, building confidence, self-esteem and raise aspirations as well as challenge inequalities.

Monitoring and evaluation of the programme was carried out during and at the end of each session. A number of tools were used to gather thoughts and review our services including evaluated responses from the girls on particular questions on each subject covered. At the end of each session, the facilitators used the Y-tool, asking the girls three questions:

- 1. Something you learned?**
- 2. Something you found tricky?**
- 3. Something you will think about?**

We know that national outcomes for education and attainment – through the Curriculum for Excellence and Getting it Right for Every Child – are enhanced by giving girls the benefit of time spent with their peers, using critical thinking to recognise and challenge gender inequality.

“

“...I will think about trying harder now that I’m more confident...”

“...I found nothing tricky. And I found it easy to find my inner self...”

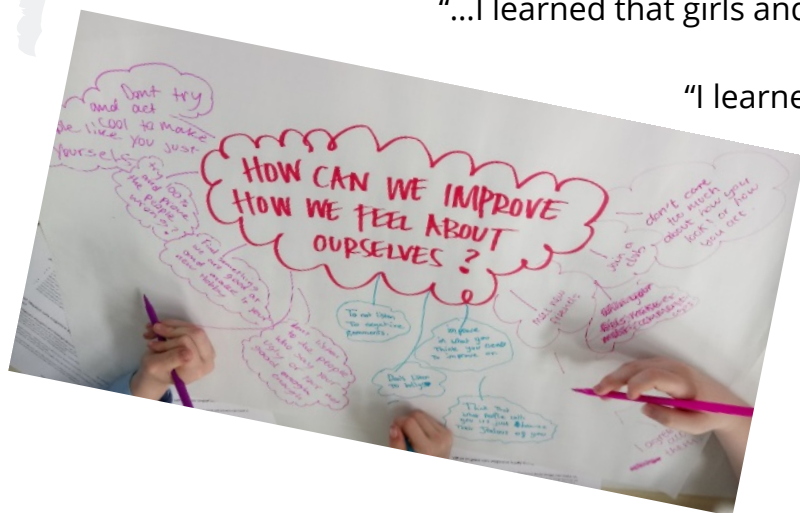
“...I will think about everything I can do and not compare myself to any boy or girl...”

“...I think that this lesson has given me the chance to be honest and be who I am...”

“...I learned that girls and boys should be fair and equal...”

“I learned to have confidence in myself...”

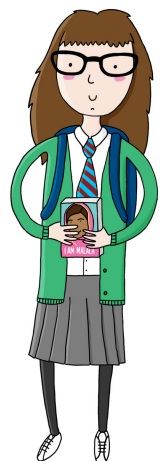
”



- Sandwood
- St Joachim’s
- Our Lady of Peace
- St Martha’s
- Royston
- St Bride’s
- St Francis of Assisi
- Sunnyside
- Glasgow Gaelic
- St Teresa’s
- St Clare’s
- St Roch’s
- St Mungo’s
- Wellshot
- Camstradden
- Cadder
- St Stephen’s
- Haghill Park
- Dunard
- St Cuthbert’s
- Quarry Brae

NEXT STEPS:

The success of the work with girls in schools is attributable to the collaboration of primary schools across Glasgow. We are now working to develop the programme for P7 boys and extend our work with primary schools beyond the pilot programme with Glasgow Life.



GOING FORWARD

We are almost at the end of our journey, four years into our Five-Year Development Plan 2017-19. Our organisation has changed a lot over the past year, and we're excited to grow and develop in the coming years. We know that facilitating safe spaces for women and girls to come together is precious and empowering and we have seen the difference that these groups have made to our members.

The safety and sense of belonging is articulated by a participant in our Glasgow Centre:

"I entered the doors of Glasgow Centre and never looked back. I was fortunate to meet a group of warm friendly faces who accepted me for who I was unconditionally. From the very first day I cherished the core support and education of women who came to YWCA from all walks of life.

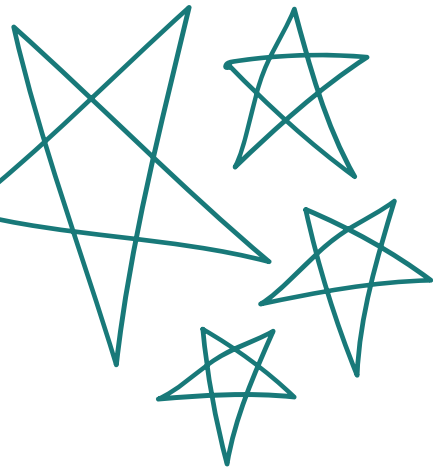
This in turn brought tremendous satisfaction for me because my early days in Glasgow were lonely and uneventful. I truly believe that YWCA is a great outlet to voice your concerns and help you climb that next step towards building your confidence."

This report presents only a partial picture of a much bigger story. It is not always easy to measure and evidence the impact that safe spaces make upon the lives of girls, young women and women, but this is the challenge we are taking on.

In order to understand better the impact of our work, we are always creating more efficient systems to capture statistics so that we can say more about the profiles of our members and participants. We are also creating records of the stories participants and partners tell us about their experiences; we want to understand the impact not just as we see it but through the words of our members. We are determined to find intelligent indicators which give us a better picture of the difference for each girl, young woman and woman on her journey with us.

We're committed to a society in which girls, young women and women feel able to shape their life journeys and fulfil their potential; one in which the voices of women are heard, respected and celebrated. In order to achieve this, we will work hand in hand with our partners to design safe spaces for girls, young women to come together.

WITH THANKS TO OUR FUNDERS AND SUPPORTERS:



**Esmee Fairbain Foundation
Glasgow City Council
Scottish Government
Voluntary Action Fund
West Learning Partnership
Robertson Trust
Big Lottery Fund (AFA)
Youthlink (NVYO) Support Fund
Hugh Fraser Foundation
Cruden Homes
Maxime Power Tools Scotland
Miller Beckett & Jackson
WA Cargill Fund
PF Charitable Trust
Templeton Goodwill Trust
Thomas & Mary White
Church of Scotland
Andrew & Mary Elizabeth Little Charitable Trust
Clyde College
Glasgow Council for the Voluntary Sector
City of Glasgow College
Glasgow Community Planning Partnership
Kelvin College**



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