



The Young  
**WOMEN'S**  
Movement



OUR IMPACT



2019



# CONTENTS



DIRECTOR'S WELCOME



NATIONAL WORK



GLASGOW CENTRE



# DIRECTOR'S WELCOME



**2019** was a big year for our organisation. We closed our historic deficit, and thanks to the hard work of our team we ended the year with a **surplus**. We are grateful to all of our funders and supporters (listed on the final page of this report). We are looking at diversifying our income streams to make sure we can continue delivering our life-changing services to women, young women, and girls in a sustainable way.

We conducted the biggest **Status of Young Women in Scotland** research to date, focusing on young women's political engagement and activism. The report demonstrated that to achieve equal representation a structural and cultural change needs to happen to create a political system that truly welcomes and supports diversity of experiences and backgrounds. We are committed to advocate for this change through our work, and began to do so through our **Young Women Lead** leadership programme we ran in partnership with the Scottish Parliament, and **Scotland's Women Stand** campaign we delivered with the Scottish Government, the Scottish Parliament, and the Parliament Project.

We are also committed to making change through community-based work and this year almost **900 women and girls** accessed services and learning programmes at our **Glasgow Centre** - a fantastic achievement for a team of just four! Our programmes challenge inequality, improve employability, encourage domestic participation, promote health and access to services, welcome women new to Glasgow to the amazing Glaswegian community, and offer the opportunity to gain qualifications, to take up volunteering, or to go on to further study.

It is always a pleasure to reflect on the work delivered by our small but mighty team of staff and volunteers, a snapshot of which is presented below, and the difference it has made to lives of women, young women, and girls in Scotland in 2018/19. We are proud that our movement includes so many passionate young women who are constantly fighting to **challenge inequality**, and we will continue to stand in solidarity with them until gender equality becomes reality.

**In sisterhood,**

Dr Patrycja Kupiec, Director of YWCA Scotland - The Young Women's Movement

# NATIONAL WORK

## STATUS OF YOUNG WOMEN IN SCOTLAND

**Status of Young Women in Scotland (SYWS) is our annual research, which gives a platform for young women's voices on the change they want to see**

This year's report was our biggest Status of Young Women in Scotland research to date with **487** young women participating in it. We worked hard to ensure that the report includes views of a diverse group of young women, including young women from rural and urban Scotland, young women with a disability or long-term condition, young women with experience of the care system, BAME young women, and LGBTQ young women. Together, we explored young women's engagement in politics, representation and activism in Scotland.

The research uncovered some common themes regarding the limitations and barriers facing young women. While so many young women are involved across a wide spectrum of meaningful activities, they highlighted the persistent limitations and barriers they are facing, such as a sense of under-representation, a lack of appropriate opportunities, and the feeling that the current political system is not designed to encourage and facilitate young women's involvement. Examples include a lack of maternity leave available for local councillors and the demands of the roles in public office do not fit well with the societal expectations on women or with having a family.



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



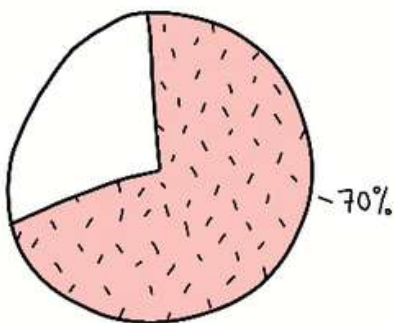
Nicola Sturgeon

*"I am grateful to the Young Women's Movement for creating a platform for young women to have a say on these issues. The richness of women's experiences should be heard and when they are the understanding and decisions of our political institutions are all the better for it."*

'On average it cost a person eleven thousand pounds to run for a seat in the last general election... if the structures aren't in place to encourage diversity then how can you ever truly get it'



THEY WOULD LIKE MORE OPPORTUNITIES TO ENGAGE IN POLITICS



'Structural issues are at the heart of it. Lack of maternity leave, lack of financial ability to run [for office]'

'Invite female, BAME, disabled, LGBTQ+ MSP's, local councillors etc. in to show young people that politics are for everyone. Show them people who look like them, and it might open up the idea in their mind that they can do it too...'

'We need to change the way we talk about female politicians, clamp down on online hatred'

# YOUNG WOMEN LEAD

Young Women Lead was created from a need to address the underrepresentation of young women in politics. Young women in all our diversity are underrepresented, underemployed and so often unheard in Scottish politics and the Scottish Parliament. Only 35% of MSPs and 25% of councillors are women in Scotland. Out of the 45 women in our Parliament, only 2 are under 30 years old. If Parliament reflected the population of Scotland, we would have 20 young women MSPs. Young Women Lead aims to provide a safe space for up to 100 young women to become active political citizens and promote women and equality in politics.

20% of young women in Scotland aged 16-29 identify as an ethnicity other than white. Not a single member of the Scottish Parliament is a woman of colour. Not a single member of the Scottish Parliament is a woman with a visible learning or physical disability. Structural inequalities mean that not only are young women who experience intersecting layers of discrimination underrepresented in politics, but they are hidden in so many different areas of Scottish society today. Through Young Women Lead, a diverse group of participants have gained leadership skills and with access to Parliament staff and facilities, they were supported to make their voices heard and engage with politics, the Scottish Parliament and their local communities.

We have now delivered two years of this leadership programme and we saw first-hand the positive impact it has had on the lives of young women who participated in it, especially with regards to improved political engagement and confidence building.


**Now I feel like I have the confidence and skill set to take up space, unapologetically and I can and will influence change so that more young women can feel empowered to take up space in political spaces that are traditionally male dominated, or any scenario! I think the feeling of belonging is something really important, at the first meeting I was a bit unsure, as I didn't really know anyone and was unsure about what we were doing, and in all honesty, I didn't really feel like I 'belonged' in parliament - being only 14. Whereas now, I feel like I do belong and it is my right to have my voice heard.**

BECCIE, 14





# YOUNG WOMEN LEAD REPORT



**81%**  
of respondents told us  
family income and  
disposable money  
impacted on their  
relationship with sport




This year, Young Women Lead Committee launched an investigation into the relationship young women have with sport and physical activity, with particular regard to issues that might prevent participation. Their survey received over 600 responses to the general survey, and 257 responses from teachers. In addition, the participants supported by our staff held a focus group with a group of Girl Guides (aged 10-14). Participants interviewed body positivity and sport experts too, to hear their views, and met with service providers to hear what was working well.

The results of the investigation were published as a report, and presented to the Scottish Parliament at a meeting chaired by Christina McKelvie, Minister for Older people and Equalities. Since then the participants shared the report with over 70 MSPs, third and public sector organisations, and media outlets, and with our support want to continue sharing their research to make sure it affects change in Scottish schools.



**53%**

of respondents advised that their  
enjoyment between primary and  
secondary school declined.



**56%**

of the pupil responses cited body  
confidence as a barrier to participation.



# 30 UNDER 30

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

In the most recent report one young woman said:

**“Relatable young female role models need to spear head the representation campaign!”**

30 Under 30 began in 2016 when we noticed that 30 under 30 lists rarely included women from Scotland, and we knew of so many inspiring young women that should have been featured! So, we have set up our own list to highlight the amazing young women of Scotland. This year’s list is the fourth edition and features incredible young women and non-binary people from, or living in, Scotland.

#30UNDER30

SCOTLAND'S FOURTH EDITION



RAZANNAH HUSSAIN



“ONE SMALL STEP CAN CHANGE THE WHOLE WORLD. YOU’RE NOT JUST CHANGING THINGS FOR YOU, YOU’RE CHANGING THEM FOR EVERY OTHER GIRL OUT THERE.”

CHARLOTTE AND FIONN DUFFY-SCOTT



“BE BROAD AND INCLUSIVE IN YOUR FEMINISM - THERE IS NO PRIDE FOR SOME OF US WITHOUT LIBERATION FOR ALL OF US.”

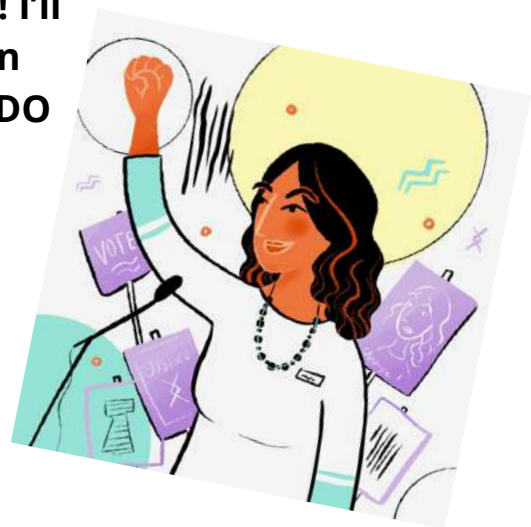
# SCOTLAND'S WOMEN STAND

**We co-founded Scotland's Women Stand campaign to empower women of all ages and backgrounds to stand for election, so that we don't have to wait another 100 years for equal representation to become reality.**

In partnership with the Parliament Project and the Scottish Government we have run Scotland's Women Stand a 9 month campaign and event at the parliament to support and empower women of Scotland to stand for political office. Over the course of the campaign political women from all over Scotland shared their views on politics and activism, demystifying the political process and allowing women to see a route for themselves. Whether it's standing for office as an MP, or registering to vote, the aim was to motivate women to get involved and see their voice as an essential part of political life in Scotland.

The #ScotWomenStand campaign culminated with an event for 400 women at The Scottish Parliament on September 7, the biggest women only takeover of the Scottish Parliament, with a goal of pushing for more change from political parties and institutions to encourage a wave of women to come forward to stand for election.

**'I'm the organizer for my local SNP branch after attending the event last weekend! I'll be in charge of campaigning during an election, which is a big deal, but I CAN DO IT!'**



# SOCIAL MEDIA

Our digital channels aim to empower young women and women in Scotland. This year we were able to employ a Digital Officer to support this goal. We created a new digital strategy 2019-2022 with three main aims in mind:

- Giving our platform to others, especially marginalised women and communities, so their voices are heard
- Attracting new feminists to our community
- Promoting our programmes to empower more women

Popular themes when it came to impressions and engagement included women in **politics** and our Young Women Lead programme, Status of Young Women in Scotland research and Scotland's Women Stand campaign, 30 under 30 campaign, participation in **sports** and **body positivity**. Takeovers from our young women members and partner organisations and community groups received high engagement. Our social media following grew across all of our social media channels – from 1878 to **2139** on Facebook, 6819 to **7955** on Twitter, and 2958 to **3645** on Instagram. Our audience on our two most popular platforms, Instagram and Twitter, is mainly young women (90% and 78% respectively).

## TWITTER



6.4 Tweets per day (avg.)

118K Tweet impressions per month (avg.)



## INSTAGRAM



207 Instagram posts

44 likes per Instagram post (avg.)



# BLOGGING

This year, we have expanded our blogging activity with the support of two volunteer blog editors. We have also partnered up with The Feminist Fringe to provide a boost for the narratives that are so often missed during Edinburgh Fringe.

THE FRINGE  
THROUGH  
FEMINIST-TINTED  
GLASSES

THE FEMINIST FRINGE

In partnership with



We have also launched a paid **Black History Month** opportunity for four black women to contribute to the blog in October to ensure that it truly represents our community as a platform to promote diverse voices discussing diverse topics that are important to young women in our movement

COULD YOU LOVE ME MORE?



BY AISHA JANKI AKINOLA

NAIJA NO DEY CARRY LAST



BY ISKOMIA DIANNE OKOLO

BECOMING WOKE WITH THE REST OF THEM



BY ELLIE LEVY

6 BLACK WRITERS WITH  
CONNECTIONS TO SCOTLAND



BY NAILAH KING

# NATIONAL WORK



## KATIE, IDENTIFIES AS WHITE

Being a participant on the Young Women Lead 2018/19 programme was an absolute privilege, not just as I was able to create a dynamic network with like minded women but also for how much it taught me about myself. I have always felt passionately about politics, specifically around ideas of equality in Scotland. Until YWL I had never felt brave enough to use my own voice to make the world a better place. I have always suffered with a crisis of confidence and worried about taking up too much space in most aspects of my life. To be in a supportive environment and told that our voices mattered is such an invaluable moment that I will always be grateful for. My initial trepidation that I was not as impressive or accomplished as my peers slipped away while I was being constantly built up for my own unique skills. From someone who was scared to walk in and introduce herself to a room I somehow found power in my voice. I used it over and over to point out what was important to me and people started to listen and encourage me. I have developed skills such as researching, writing and team work and gained new skills such as public speaking and confidence in my own ability.

This programme has encouraged me to try things I would have told you 6 months ago would be impossible for me. It sounds crazy but being able to do a social media takeover and talk to a camera off the cuff is such a big deal to me. I was incredibly nervous prior to this and found myself trying to talk myself out of doing one but I am so glad I pushed myself out of my comfort zone. I was told by a colleague at work recently that he noticed how much my confidence has increased as I am being much more vocal in meetings whereas previously, I would have waited and told someone my idea quietly afterwards.

I think a big part of leadership is challenging yourself and knowing that you have tried and even if it doesn't work out you are equipped with the tools to manage that uncertainty. Uncertainty is something I really struggle with and causes me great anxiety so being able to be at peace with this even just in one aspect of my life is a huge breakthrough.

It was gaining this belief not just in myself but in the idea that I should be heard in the Scottish Political system that has encouraged me to apply for the Gordon Aikman Leadership Programme being run by Scottish Labour. I hope to continue the learning I have started on the Young Women Lead Programme and apply this further to get more involved in the political system. Whether I am successful with gaining a place or not, the Young Women Lead Programme has provided me with a priceless opportunity which I know will change the course of my life.



“

## OLIVIA, IDENTIFIES AS BLACK

The leadership skills I feel I have learned is that the space you are in, I as a person matter, my voice counts and not to doubt myself too much. Its innovative and creative to speak about my point of view about a particular topic which can start conversations on how to tackle that specific issue and together we can support in how to combat and break barriers for women in all aspects in life, especially in physical activity in which we are now focussing on so we can achieve gender equality and to increase in female participation in sports and physical activity. However, I do still recognise I'm a work in progress as I have moments where I can't think quickly on the spot or lack self-confidence. It's a self-esteem issue which also linked to my mental health at times, anxiety creeps up to me occasionally and I feel I can't control my nerves. It is something I have been battling with since I was a teenager, but recognising it, by wanting to grow and build that leadership skill is one of the main reasons why I applied to this programme which I feel eternally grateful that the Young Women Lead team accepted me into. Each meeting I have come into I genuinely feel more open to share my ideas, even though there have been hard days now and again due to balancing full-time job and the programme, but I believe this journey has shaped me into the woman I am today.

”



**Maxine Cairney**  
@MaxineCairney9

Great day at @ScotParl with the young women lead 2018-19 committee @youngwomenscot, last year I would hide away from recordings of any kind and most photos, thanks to ywca and Scottish Parliament I have gained confidence in public speaking. #WhatFear 🤝  
#ScotWomenRise



# Empowering Pathways for Women

**Empowering Pathways for Women (EPW) is accessible to all regardless of their needs or background. It was designed in response to the needs of girls and women of all ages who are overcoming complex issues and experiencing multiple obstacles to the building and re-building of their lives.**

EPW is delivered across Glasgow, the programme designed to **strengthen** women's choices and **participation** in all aspects of their lives. Women are supported to shape their life journey and fulfil their potential; to experience a sense of **belonging**; raise their **aspirations**; and to speak up and tackle inequality, prejudice and discrimination; to **engage** in cultural and civic life.

Women new to the city with barriers such as language, orientation, lack of access to key information about our city, its dialect and services are encouraged and supported to participate in the project.

Women whose first language is not English are able to access ESOL classes to enable them to develop their language skills.

Literacy/numeracy barriers are addressed, the materials and content of EPW programme was developed to enable women faced with these barriers to be able to participate.

Women participate in accredited learning delivered in our Glasgow centre by our partners.

## **The programme is particularly helpful for:**

- Women on the margins because of poverty and the lack of associated opportunities
- Women who are new to the country, perhaps seeking asylum, refugees, or migrants
- Women experiencing prejudice and discrimination
- Women affected by addictions, violence, mental illness, family breakdown and homelessness
- Women who have missed out on education and who may want to brush up on their literacy and numeracy
- Women participating in the programme included women from the local, BME communities, asylum seekers, refugees, migrant women and women referred from specialist organisations across Glasgow. Women received one-to-one support and were supported to engage in peer support/mentoring/volunteering.

**659** women participated in this year's EPW programme, with **70%** of participants from **BAME** backgrounds.



## OUTCOMES

**Women experiencing multiple obstacles can often become invisible in our communities. Through participating in our programme women became better equipped to engage in culture and civic life and became more confident individuals, more able to express their thoughts and opinions, and were more likely to effectively contribute to and influence public life**

**As a result of engaging in the programme, women have:**

- Strengthened their sense of belonging within the safety, support and encouragement of their peer group
- Increased confidence, self-esteem and aspirations, meaning they are articulating their needs, interests and choices, and their voices are heard
- Chosen positive pathways towards greater participation in all aspects of their lives

“

### NDEY, A NURSE FROM GAMBIA

I enjoyed this class very much. I gained my confidence and made new friends. Angie is the best facilitator I've ever met. I have learn a lot and I enjoyed every second in the session, I wish we could continue. I wish we have more sessions so I can learn more about female stereotypes.

”

“

### AHLAM, A DIPLOMAT TO THE UK FROM YEMEN

I really enjoyed. It was very interesting courses especially to know more about the Human Rights and life in Glasgow. I enjoyed to make a life book. It take me back to good moments in my life and will try to continue to make other life book with my best friend in Glasgow. I am so happy that through the course I get chance to meet new women and learn more about them and the traditions of their countries. I am so excited to know more about The Young Women Movement and their amazing work in Glasgow.

”



## “ RATO, A HOME MAKER FROM NIGERIA

This was a great course, very educative and very informative. Every week I was looking forward to Thursday for this class. I have learned so much about female stereotypes, Scotland/UK politics and human rights in the UK. I learned so much from this course and I will be able to exercise or use the information on my day to day basis. I learned so much about different types of human rights and how they can be exercised. I learned about the absolute and qualified rights. Angie is a good facilitator and I believe she does this from the heart because she is passionate about. This course built my confidence and improved my level of communication.

”

## “ SELAM, A TEACHER FROM ERITREA

Amazing course with brilliant teacher

I think it was essential course. I was enjoy it, learn more about women equality, about rights, articles of rights, popular/familiar persons that have any change in women equality in different ways, making a book of life.

I learn more about politics specially Scotland Parliament, who are the members, what are their responsibilities on the law – many things in this course.

I can't explain my words Ange.

I am confident now to sharing ideas with anybody. I know my rights ...

Communication with anybody from different country and culture. Made new friends. All in all I like many things from this class. Thank Ange with your lovely smile.

”



Cllr Jen Layden @JenLaydenSNP · Nov 18

Great afternoon spent with @youngwomenscot empowering pathways group. Encouraging to see young women interested in local government & getting involved in politics. ❤️ this project



Cllr Christina Cannon

Through participating in the project women were supported to take up employment, volunteering opportunities, move on to formal education by enrolling in local colleges and additional community accredited and non-accredited learning courses in our centre

Throughout the 12 month period **303** women accessed our 'Succeed in Learning' courses. In addition, **466** women participated in events.

Progression of women participating in our services included:

- **71** women advanced into formal community education courses within our centre.
- **39** women gained places or enrolled in local college courses.
- **15** women took up employment opportunities.
- **33** women took up volunteering opportunities.



**YWCA Scotland** ✓ @youngwomenscot · Nov 13

Ahlam completed our Empowering Pathways programme alongside Sahileya, and took part in the @ScotWomenStand event. We are loving watching her rise. @Ange\_B75

 **Scottish Parliament** ✓ @ScotParl · Nov 8

Ahlam spoke with the Standards, Procedures and Public Appointments Committee as part of the Committee's scrutiny of the Scottish Elections (Franchise and Representation) Bill. You can find out more about the Bill at [ow.ly/iKjs50x4uLO](https://ow.ly/iKjs50x4uLO)

### Refugee Communities

I need this right, I need to feel that this place is my place as much as anyone in here. I should have equal rights the same as anyone in Scotland.

- Ahlam Al Bashiri speaking to the Standards, Procedures and Public Appointments Committee



# OUTREACH PARTNERSHIPS

In 2019, 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:

- Aniyiso
- Saheliya
- Cranhill Development Unit
- 3D Drumchapel
- Lambhill Stables
- Phoenix Futures (Residential unit)
- Ruchazie Parish Church



**Stella from Nigeria, one of our volunteers was inspired to write these two wonderful poems:**

**Rising from the ashes**

Down and out in darkness and ashes.  
Knocked down by life betrayed by myself.

A glimmer of light over me arose.  
A star of hope calling out my name...

Arise Stella! Your best life's ahead

And so I arise, unable to resist.  
Gazing on my star, I begin to revive.

Like gold through fire, I'm coming out strong.  
Ready to achieve, ready to Impact.

You saw me descend,  
NOW WATCH ME ARISE!

**The time has come**

The time has come once and for all to settle the debate,  
Am I deserving or am I not?  
Can I become or can I not?

It all began with the sowing of a doubt,  
'In the land of the blind, a one eyed man, really is king'

Over many years I worked hard at it,  
I got better 'n' better till I dared to believe,  
By many measures, yes, indeed I am worthy.

Then came the curveball, knocked me to my knees,  
Down and out in darkness and ashes,  
I began to despair.

I gave in to darkness, attracted more of same,  
Unkind to myself,  
That's what I have been  
Unfaithful to the light dwelling in my heart

But now I arise, ready to achieve,  
Not knowing the path ahead of me,  
But this I've resolved, a promise to me,  
One-eyed or two,  
Be happy with me,  
Show to myself, much love and care!



**“EPW made a significant impact in the lives of the women who participated. Not only have they built new friendships but have learned about inspiring women in Glasgow’s history, of local and national political issues effecting women and of the voice they have in politics relating to their personal and family lives.**

**Many have also developed personally as a result of this course having grown in confidence, self-esteem and empowered to the point of feeling they can now take a volunteering role within 3D and their local community. They particularly enjoyed the life-books sessions which, when visiting I noticed the complete quiet, calm and intent atmosphere in the room while they were completely absorbed in their creations. The facilitator was warm, friendly and inclusive to all involved. And offered support when required.**

**I would recommend to all community organisations that if given the opportunity to partner with YWCA to deliver this course to accept it wholeheartedly as it absolutely lives up to its name creating Empowering Pathways for Women”**

*- MICHELLE CLARK, PARENT PATHWAYS 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*





YGIRLS

**YGirls 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 provides safe and empowering single sex spaces, building **confidence, self-esteem** and raise **aspirations** as well as challenge inequalities. The programme engaged with girls P7 in their final year at primary schools across Glasgow preparing to make the transition to secondary school.

**221** girls were supported to make change in their lives through participating in YGirls courses in 14 primary schools across Glasgow.

The programme explores **5 main themes:**

- **Exploring Gender** – girls identify key issues and concerns of the girls in the group and begin to look at the role of gender.
- **Bullying and Digital Media Safety** – girls look at what bullying looks like in the digital age, and how to prevent it, and staying safe online.
- **Body Image and Self Esteem** – girls are able to recognise the importance of giving and receiving positive messages and will have some tools and strategies to build their self-esteem.
- **Leader in Your Own Life** – girls are able to identify their own strengths and the qualities that can help them to become a 'Leader in Their Own Life.'
- **Inspire Me** – girls are able to talk confidently about positive female role models and their qualities and achievements, often overlooked by society due to gender.



**GIRLS**  
SUPPORT  
**GIRLS**



“

“I have learned that society’s expectations don’t define me”

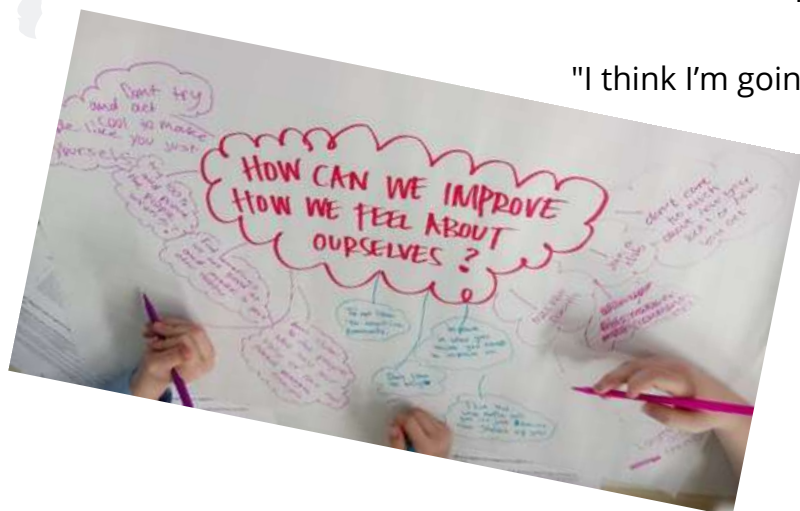
“I have learned what self-esteem means and what it can be like with people”

“I will think about being a good role model

“I will think about what job I will do when I’m older because I can do any job I want”

“I have learned how to stay safe online”

“I think I’m going to help people with low self-esteem”



”



- Sunnyside
- Our Lady of Peace
- Quarry Brae
- St Bride’s
- St Cuthbert’s
- St Teresa’s
- Royston
- Dunard
- Glasgow Gaelic
- Haghill Park
- St Stephen’s
- Sandwood
- St Frances of Assisi

**“The most useful thing about the YGirls program is the promotion of self-esteem and confidence in young girls and encouraging them to think about how women in jobs can be perceived.”**

ST. FRANCIS OF ASSISI PRIMARY SCHOOL

**“The YGirls programme was good fun for the girls. Everyone enjoyed the topics and learned a lot too. The Facilitator was really good at finding interests and ways to involve the girls in group discussions. She was great at encouraging the girls to look at certain situations differently.”**

OUR LADY OF PEACE PRIMARY SCHOOL

**“The teachers report that they could see the girls grow in confidence and this was reflected in class work.”**

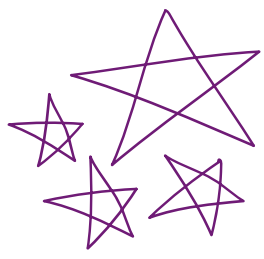
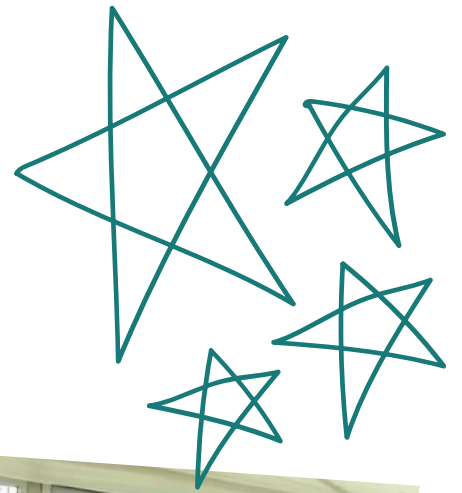
SUNNYSIDE PRIMARY SCHOOL

# OUR FUNDERS AND SUPPORTERS:

**Esmee Fairbairn Foundation  
Paul Hamlyn Youth Fund  
Scottish Government  
Impact Funding Partners  
Glasgow City Council  
Scottish Government  
Voluntary Action Fund  
West Learning Partnership  
Robertson Trust  
Youthlink (NVYO) Support Fund  
Hugh Fraser Foundation  
Cruden Homes  
Maxime Power Tools Scotland  
WA Cargill Fund  
PF Charitable Trust  
Templeton Goodwill Trust  
Martin Connell 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  
Gamma Trust**

**THANK YOU**





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@YoungWomenScot

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