



IMPACT REPORT 2021

The Young
WOMENS
Movement

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WELCOME

We are a national women's rights organisation creating transformational spaces that enable women and girls to lead the movement for change. YWCA Scotland is a feminist organisation and part of a worldwide movement of women leading change. Our vision is 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.

2021 saw a second year of adapting, evolving, growing, and learning for us as Scotland and the world continued to respond to the uncertainties of a global pandemic. Early in the year, we became an independent charity, after demerging from Ypeople Group, which we joined in 2016. We became bolder in our ambitions and more radical in our actions. Living our values led to improving our stability and sustainability, and we finished last year stronger.

Importantly, we also grew closer as a team, showing up for one another as we were all navigating this challenging period, professionally and personally. I have never felt prouder for heading this organisation, which truly embodies sisterhood.

Feedback from our community has reassured us that we are meeting their needs; supporting women and girls to learn in a safe environment, connect with their communities, and achieve their aspirations. They are taking their strengthened confidence and expansive skillsets to a variety of voluntary, employment, and community-based roles to model new ways of engaging and learning for other women across Scotland to be inspired by.

Important, too, is the growth of our team. Our National Programmes team welcomed Laurie and Amanda. Our Senior Leadership team was established to support myself steer the organisation towards greater growth and learning with the appointment of our Impact and Research Manager, Rhianna and our Business Development Manager, Kate.



I've always loved engaging in feminist and women-led projects so I was over the moon to be offered the role with YWCA Scotland. I'm an intersectional feminist, I believe in gender equality for all and will be putting my values into practice to support young women in our programmes. Amanda, National Programme Assistant



Equally important to our success in 2021 was the commitment and passion brought to our work by our Board of Trustees, Advisory Panel, and team of dedicated volunteers, who all continued to show up and deliver outstanding guidance and support despite our need to remain connected primarily through digital, distanced means. These groups came together in late 2021 for a strategic away weekend, where we re-connected, reflected and envisioned the future of our organisation.

2022 will see the publication of our new 3-year strategy. Within it, our ambitions for community-based and national activism and training will be shared, as well as our ideas for further integrating YWCA Scotland as a household name in the fight for gender equality. We will provide more training, networking, and collaboration opportunities for women and girls to meet, learn from, and become the role models they need at all ages and stages.

Among our strategic goals is a commitment to modelling and advising on the benefits of flexible ways of working. 2022 will see us sharing more about the positives, operational needs, and challenges of transitioning to a 4-day working week. We will continue to respond to feminist discourses in the media and provide experts to learn from. With council elections and the global shifts in democratic political engagement, we will educate and support women and girls to join discussions about political issues and democracy, regardless of their voting age. We will endeavour to equip everyone we reach with the tools and confidence to lead in their own ways and to engender positive change in their own lives and the lives of others.

IN SISTERHOOD,
Dr Patrycja Kupiec,
YWCA Scotland CEO

2021 IN NUMBERS

352

Self-Identifying women and girls took part in programmes in 2021

246

Have amplified their voices through participating in research, writing blog posts or producing campaigns

263

women have progressed onto other learning opportunities through our partnerships

We have paid

27

young feminist contributors for their writing, art work, training and consultancy

11

 staff

11

 trustees

21

incredible volunteers have supported our projects and programmes with their skills and expertise



EMPOWERING WOMEN TO BECOME LEADERS IN THEIR LIVES AND IN SOCIETY

Our programmes empower and support women to build connections, skills, confidence and to fulfil their potential. In 2021, we supported women to become changemakers in their local communities strengthening their sense of civic engagement, and gave them an opportunity to create innovative solutions to inequality and lead the change they want to see on their own terms. Through this process, women felt they gained the skills they needed to progress in their journeys.

YOUNG WOMEN LEAD

Young Women Lead is 6-month leadership programme that provides young women with a unique and exciting safe space to work together to affect tangible change. Working in different local authority areas across Scotland, we encourage young women's engagement with local democracy, provide training opportunities, and facilitate a group project tackling a local issue.

The programme began its fourth year in 2021 with some big changes. For the first time, we designed it to engage within local authority areas, bringing together communities to address local issues. Within the year, two project groups were established in Glasgow and Dundee with around 20 participants in each.

The Glasgow cohort focussed on training to support the participants to engage within their communities, bringing in experts in social research, community consultation and participating in digital activism. Participants also hosted Q&As with elected members from across the political spectrum.

The group's chosen project explored feminist town planning in Glasgow, with a focus on women and non-binary people's experiences of Glasgow's parks and buses. This research was conducted via survey, promoted through social media and community group engagement. The outcome is a report highlighting the issues facing women in Glasgow and recommendations for change which has been presented to Glasgow City Council.

Since its release, the report has garnered much media attention as it provided important context to the issues arising around town planning in Glasgow that resulted from COP26. Project participants were interviewed for various news outlets, including Reporting Scotland.

Findings were presented to the Glasgow Social Recovery Taskforce, and participants have gone on to present the research to panel discussions too. Dundee's cohort came together for the first time in November 2021, the group have decided to focus their campaign on sex education and gender studies in school settings.



I would love to be a councillor- it seems like such a great way to actively create positive change and to have your work be impacting your local area would be a great feeling. I really respect the job that councillors carry out and think it would be a great job to have.

Participants said the programme encouraged them to strive for more senior positions, consider a career path they had not previously, or had boosted their confidence and motivation. Young women gained valuable skills, which in some cases, has already led to a few participants progressing into more senior roles or seeking new job opportunities. For example, two participants have used their experience

on Young Women Lead on their personal statements in higher education applications, and three alumna are part of a mentoring programme that will support them into board positions. 2022 will see Young Women Lead rolled out to new local authorities; aiming to engage 100 young women in local issues, bringing groups together to connect and push for change in a local issue that they feel passionately about.

CASE STUDY - ELLIE'S STORY

Ellie (pseudonym) who is 17 and brought up in Glasgow, describes her experience of being part of Young Women Lead. The most valuable part of the program for Ellie was spending time connecting with women from different backgrounds and with different experiences, it has catalysed her to think about her future differently.

Learning and connecting

It's a great group of women and it's very inspiring, especially as I am one of the youngest in the group - to look up to all the different women in Glasgow, their different career paths, their different life experiences. It's really helped to open my mind about what I might do after school and with my degree, I'm going to study history and politics, but I know there are so many options for me out there now.

I've learned a lot and I can share the information I've learnt with other people, I've learned a lot about feminism. We recommended books to each other and talked about them. I had a base level knowledge about feminism but hearing from so many people's experiences was so amazing. I loved hearing from experts too in the training sessions

Feeling supported to contribute

My group has a perfect mix of experience and background knowledge, I decided to put myself in a group where I knew I could learn a lot about a new subject and from the women I was working with. I felt relatively inexperienced. But I was told I could ask for support and guidance if I needed it which made me feel a lot more comfortable; ready for the tasks ahead.

100% more confident

My confidence has grown so much since being part of Young Women Lead. I was proud of myself for even having the confidence to join, it was my teacher who encouraged me to sign up. I have confidence in my abilities now, I know I can work well as a group and that I have something to offer. I felt like I was part of something, and that I could join in on conversations.

It's given me so much fire, I enjoyed lobbying, and now I have the urge to make a difference, I feel like now I can do something about the things that I feel passionate about. One of the other women in the group worked for a political party, she inspired me so much. She completely changed my mindset about voting, I know that I can use my vote to make a difference and I can encourage others to as well.

EMPOWERING PATHWAYS FOR WOMEN

58 programme participants

Empowering Pathways for Women is our Glasgow focussed programme, that is accessible to all regardless of their needs or background. We deliver the programme both at our centre in Glasgow, and in community spaces as an outreach course with our partners Phoenix Futures and the Cranhill Development Trust.

Empowering Pathways works with women who are marginalised by systemic barriers. They may experience poverty and lack of opportunities; be new to Scotland through seeking asylum or refuge; experience prejudice and discrimination; be affected by addictions, violence, mental illness, family breakdown; or homelessness. We also work with women who have missed out on education and who may want to brush up on their literacy and numeracy.

The programme was designed in response to the needs of girls and women of all ages who are overcoming complex issues and experiencing multiple obstacles to building and rebuilding their lives. We work with a group of women over the course of twelve weeks to build their confidence and social connections.

Modules in the programme are 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; to speak up and tackle inequality, prejudice and discrimination and to engage in cultural and civic life.

Women receive group support and are encouraged to engage in peer support, mentoring and volunteering. The final stage in the 12 weeks course is our 'Next Steps' module, where the group is introduced to volunteering opportunities, Open University courses and college courses and we support them to think about what their next steps may be.

Women also have continued their learning journeys through our partnerships with community colleges and the Open University, where women can gain accredited learning. They have progressed on to core skills classes, ESOL courses and workshops encouraging healthy living, mindfulness and sustainability. Some have continued on to reflective events too, like scrapbooking, where participants reflected on their own life journeys.

Women have felt part of a community and a cohesive group. They have talked of feeling more confident and able to contribute in group discussions which has positively impacted self-esteem. Women have noticed changes within themselves; they are able to better articulate their needs, interests and choices and some have chosen positive pathways towards greater participation in all aspects of their lives.



I've learned that I should reduce the amount of negative inputs in my life. There are many ways of accomplishing my goals. I must get over my past since it can't define my future. I have to create my own definition of success. Helping and assisting others also helps me to become better. I understand stereotypes in women are solely meant to make our lives difficult. I should choose being active over passive whenever possible. If I want to be noted I need to do something worthy being noticed.

IN 2021, FOUR PARTICIPANTS WENT ON TO BEGIN COLLEGE COURSES, SIX BEGAN VOLUNTEERING AND TWO GAINED EMPLOYMENT.



CASE STUDY - JUSTINE'S STORY

Justine recently moved to Glasgow and took part in an Empowering Pathways for Women programme online in early 2021. At first, Justine was very quiet. She had been discriminated for her sexuality in her home country, and she felt anxious about meeting others in case she was judged. She flourished throughout the programme, and soon her confidence grew; she shared opinions and views and made connections with the other members.

Broadening aspirations

My experience with Empowering Pathways for women teaches me a lot, and it tells me that women are future leaders and as a woman we should not limit our expectations, as a woman we can do a lot of exceptional and extraordinary things either in Government, educational settings, jobs and so forth.

As a woman the sky should not be our limit, we should go beyond and search to unlock our potentials to become the best version of ourselves.

Also, to overcome our fear of the unknown, our fear that tells us we can't do it, and frankly speaking I believe the course is my starting point to put all my fears aside and become the woman I wanted to be in the next ten years. The programme has given me the opportunity and strength to aspire to be the best and let go of my fear of rejection also to become a woman of substance in society.

Building confidence and skills

Justine went on to apply to college and was successful in gaining a place at City of Glasgow College in August 2021. The course was held online, but as she had been attending the Empowering Pathways course online, she felt ready to take on other online courses.

I had a recent relationship breakup that physically and mentally drained me and the course assisted me in seeing how to become a more powerful individual in standing up for my rights, which I find very challenging. Empowering Pathways participant, 2021

BUILDING DIGITAL SKILLS

In 2021, we supported 35 women to improve their digital skills and capabilities through our supportive digital programmes delivered at our Glasgow Centre.

These programmes introduce women to basic IT - they learn the functionality of basic Microsoft Office programmes, internet browsing and online safety. Participants then progress onto our Digital Participation Skills course, where they use their new skills to design a business plan using the Microsoft Office Suite and email, presenting it to the wider group at the end of the course. We also support women to participate in the Open University Course 'Digital Skills: Succeeding in a Digital World'.

FEMINIST LEADERSHIP TRAINING

16 young women participated across four sessions.

Sessions focussed on personal journeys to leadership, defining role models, the causes of imposter syndrome and tackling it, defining values, recognising privilege, self-care and building networks, support and mentoring.

Bespoke sessions were delivered to staff and volunteers at Stirling Students Union, Kairos Women+ and Empower Women For Change.

SCOT WOMEN SKILLS

7 women took part in our pilot programme, ScotWomenSkills in 2021.

Young women face disproportionate employment challenges as a result of the pandemic. We created ScotWomenSkills to support young women under 30 in Scotland to gain confidence and leadership skills, identify their own transferable skills, feel more prepared for the job market, and build resilience in what has become a volatile and unpredictable employment landscape.

ScotWomenSkills is a free 6-week online programme designed to equip young women with skills and build a network of other young women across the country as they enter, or re-enter, the job market. We had a group of women who participated in the pilot programme, and learned and shared with each other.



I felt as though the group formed a good bond and dynamic. Sessions felt safe and welcoming, I also really liked hearing the different career paths and stories from speakers, facilitators and other attendees. it was very inspiring.



It was really helpful to know I'm not alone in this feeling. This session inspired me to apply for a position I otherwise would not have done.

YEQUALITY

169 young people participated in YEqualities courses in 4 primary schools across Glasgow in 2021 in partnership with Saint Francis of Assisi Primary, Holy Cross Primary, Saint Bride's Primary and Saint Martha's Primary.

We take a holistic approach to tackling root causes of gender inequalities, we know it requires early intervention to correct gender biases. Our YEquality programme supports young girls and boys to develop to their full potential while also working to transform unequal gendered power relations, challenge "traditional" gender socialisation processes, and improve the social position of girls and women. It offers a key opportunity to break this unjust, intergenerational cycle of gender discrimination.

YEquality is a schools programme designed to reduce barriers girls face to becoming successful learners, confident individuals, responsible citizens and effective contributors. In 2020, the programme was redeveloped to be delivered to children of all genders across primary schools in Glasgow.

The programme explores five main themes: exploring gender; bullying and digital media safety; body image and self-esteem, identifying key personal strengths; exploring inspiring women role models.

When asked what they learned as part of the sessions, young people said that they felt differently about themselves and they better appreciated their positive traits and characteristics. Below is an art piece created by one of the young people that shares what they love about themselves.



I've learned that you've to love yourself just the way you are. No one is perfect but we're all different. It's okay to be different.

I've learned to love myself even more than I already do and that's a lot!



BUILDING CONNECTIONS AND RELATIONSHIPS

The pandemic has impacted our ability to connect with each other, many of us feel socially isolated and traditional ways of making new friends or building relationships are restricted. In 2021, women across our programmes shared vulnerably and honestly that connecting with other women had been the most impactful element of their time with YWCA Scotland – The Young Women’s Movement.

Being part of a group, sharing ideas, working together towards a common goal, and learning about the experiences and stories of other women enabled friendships to grow and professional connections to be fostered. Many of these friendships and connections that sustained after programmes had ended.



I enjoyed working with a group of very motivated young women who were passionate to create change. I felt I was able to form bonds and friendships that will go beyond the programme. YWL participant, 2021

One of the key reasons why I applied for the programme was to, essentially, make friends! I moved to Dundee from Edinburgh in Summer 2020, which meant that NOTHING was open and distancing was still the mandate. Coupled with the fact that I work from home, it was really difficult to make friends without the tool of work, uni or hobby groups. YWL participant, 2021

I feel amazing!! I’ve met the most incredible human beings, and I am so excited to get to know everyone more and get stuck in with the programme. I felt incredibly safe in the space we created at the last meeting and it felt incredibly seen - it was so empowering to be able to be somewhat vulnerable and relate to other peoples experiences and struggles. YWL participant, 2021



YOUNG WOMEN DRIVING CHANGE

We believe that young women hold some of the most powerful and untapped ideas to tackle discrimination. In 2021, our young women-led programmes, research and campaigns enabled young women to make a tangible difference. They shifted public perception, gained commitments from local governments to implement changes and recommendations, influenced policy and built understanding and awareness about issues that affect all women.

Our organisational structure and planning, including our move to a four-day work week in July of 2021 set a precedent for other organisations to follow suit. We practice the same values and commitments to staff welfare and closing the gender gap in the workplace we hope to see replicated across all industries and sectors in Scotland.

We've heard from staff about how working four days per week has positively impacted their mental health, working habits and relationships.



I feel like it has fostered really productive and mindful relationships in work. Everyone is so aware of people's capacity and time now that we are 4 days and meetings are short, sweet and super productive but there is also time for general catch ups and quiet time for personal training.

STATUS OF YOUNG WOMEN IN SCOTLAND 2020/2021

Over 200 young women took part in the research

We knew that there was one area beyond all others that we needed to investigate over the last two years: young women's employment experiences and the impact of the Covid-19 pandemic. Young women have been, and will continue to be, disproportionately affected economically by the pandemic. We engaged over 200 16-30-year-olds across Scotland to understand how the pandemic has been affecting their work experiences.

Our research highlighted different ways young women in Scotland experience inequality in the workplace and how it impacts on their health, wellbeing, family life, career prospects, and lifelong financial security. The COVID-19 pandemic exacerbated these inequalities - young women who are in precarious work felt disposable and unsupported; young women with caring responsibilities struggled with having to juggle it all without recognition or support; young disabled women were putting their lives at risk by still going to work; mental health and general wellbeing suffered and was not adequately supported in the workplace.



I'm happier in my role, I feel less stressed and more rested - more focused. I've had issues with disordered sleep for a huge chunk of my adult life, but having that additional day away from a working environment allows me to recharge, something I didn't feel I was getting when working 5 days a week. It has also made me realise that I need to slow things down in my personal life too. I find it hard to be still sometimes but this has really made me reflect on the care and time I give to myself.

The report's findings highlight the pressing need for the Scottish Government, employers and official bodies to support women in the labour market, and the urgency with which Scotland must recognise and act on the persisting toxic work cultures across industries and sectors which leave young women vulnerable economically and health-wise.



I am, as always, grateful to the Young Women's Movement for continuing to research issues important to young women and for giving young women a voice. I would personally like to thank and applaud their extraordinary contribution to the economy and society as we move to recover from the pandemic and thank those who took part in this study, for sharing your stories.

Nicola Sturgeon, First Minister of Scotland



OOR FIERCE GIRLS

Oor Fierce Girls is a young women-led campaign supported by NSPCC Scotland, YWCA Scotland – the Young Women's Movement, and Dundee City Council. A core group of young women in Dundee came together to develop tailored resources to help ensure that every young woman and girl in Dundee knows what a healthy relationship looks like and where to go if they need advice or support if they find themselves or a friend in an unhealthy or 'toxic' relationship.



“

Oor Fierce Girls is a campaign which looks at promoting healthy relationships, and raising awareness of peer sexual abuse. 97% of all young women have been sexually harassed, this statistic perfectly encapsulates why this campaign is so important, and so necessary for young women across the city. I've worked with so many strong, passionate and truly fierce women on this project. It's filled me with hope about our future, and the society we will be shaping. My dream for this campaign is that, when our toolkits are released, they are a catalyst for open and honest conversations regarding relationships. My hope is that women in Dundee see their worth, their strength and their power- and I sincerely hope that this campaign allows anyone who is struggling to seek the support they so deeply deserve. Fatima, Oor Fierce Girls

The group created a set of toolkits for young people, parents and carers, and for professionals too. These were designed and developed by the young women, with participation from young people nationally, as feedback was gathered through Young Scot's membership. They have worked closely with Dundee City Council's education department, to roll out the toolkits in schools across the city.

The campaign and toolkits launched in late 2021 through an active social media campaign and coordinated distribution to schools across Dundee with support from the local council.

The Oor Fierce Girls activists have campaigned and shared their experiences nationally; they were interviewed about the campaign on the globally recognised podcast The Guilty Feminist and were heavily involved in 16 days of Activism, which aims to raise awareness about violence against women in Dundee. Engaging people creatively, a flash-mob dance in Dundee showcased the energy and excitement of the campaign.

Events with professionals like youth workers and teachers to promote the toolkits brought awareness, interest and buy-in from people excited to use the toolkits with the young people in their community.

“

I am quite willing to get stuck in by any means! I would love to be more involved in this campaign and have already emailed other local services to team up and see how we can develop this further in Perth and Kinross! Local Authority Employee, Perth and Kinross



YOUNG WOMEN RISE

Young Women Rise are a research and digital campaign group led by 10 young women from across Scotland. We support this project alongside Scottish Women's Aid, who aim to use the findings of the research to better understand young women's needs and perspectives on unhealthy relationships, domestic abuse and access to support.

The group, some of whom have lived experience of unhealthy relationships, have designed a national research project around these issues, the results of which will be published mid 2022. The group have formed relationships and channelled their experiences and passion for ending violence against women into this important research and campaign.



This campaign means everything to me. My experience shaped me to be who I am, and I'm now determined to embody power in everything I do. I can only hope that it shows other women that they have the strength within to give themselves the same love and permission to be true to who they are, plus it really helps me not fall back into a dark place! Leanne, Young Women Rise



AMPLIFYING WOMEN'S VOICES

Our online platforms, presence and community enables the women we work with to be at the forefront of driving change. Our digital strategy means we prioritise giving our platform to others, especially marginalised women and communities, so their voices are heard. We also actively work to attract new feminists to our community and promote our programmes to empower more women through our digital channels.

149	Blog posts published
385,578	Website visits
49,823	Facebook reach
2.6562M	Twitter impression
51,809	Instagram reach
20,722	YouTube reach

HOW WE USED OUR PLATFORM

This year, our social media focused on introducing our digital community to new ideas, people and opportunities. We hosted takeovers on Instagram and Twitter from Take One Action, Scottish Borders Rape Crisis Centre, Enough!! Glasgow Women's Aid, Free Pride Glasgow, The Electoral Commission and The Bothy at Glasgow Science Centre.

Highlighting organisations doing brilliant work driven by feminist values, we aim to introduce the women and girls in our community to opportunities and organisations they can get involved with for activist, personal development, wellbeing and vocational purposes.

We also hosted women on our social media profiles to promote their research, campaigns, and work to bring more women into their networks and foster community among themselves. Our own posts predominantly responded to world events including International Women's Day, Scottish issues like the parliamentary election, and taking a vocal stand on prominent feminist themes in the news including gender-based violence, trans allyship and reproductive health. We also used our social media platforms to promote the programmes and campaigns we delivered throughout the year. Our most popular post on Instagram was our 4-day week announcement, suggesting our forward-thinking operational strategy is both inspiring and exciting for our community.

Our work reached national and international audiences in 2021. We have been featured in the BBC, STV, The Times, The Guardian, Third Force News, and The Guilty Feminist.

CAMPAIGNS

#30under30

Young women consistently tell us about the importance of role models and mentors for building confidence and aspirations. Our #30under30 campaign showcases 30 brilliant and powerful young women living in Scotland; we share their stories and experiences on our blog to inspire other young women.



Mum and I were doing some research just after the start of the first Lockdown and learned that a man who had “greatly improved” our village and who my local primary school had a house named after had in fact built his fortune on slavery, so I started campaigning to get the names changed, finally a couple of weeks ago it was announced that the names are going to change. The school has also decided to create a Diversity and Equality Committee based on my campaign.
Erin McAleer, Age 11 from Paisley

#OurWorkCounts

Inspired by the themes of our Status of Young Women in Scotland report, we developed a call for creative responses from women across the country. #OurWorkCounts is a statement from women in Scotland to those with the power to ensure no one is left behind in the labour market, in the workplace, or in society.

We collaborated with 6 artists across Scotland to deliver creative responses to the report and shared the artwork on our digital channels. The work reached 36,600 people and offered us the opportunity to model our report’s recommendations in engaging and financially supporting young women, particularly important considering that many creatives were most heavily

impacted by the pandemic’s economic fallout with sector closures, job losses and limited financial aid.

THE SCOTTISH FEMINIST BLOGGER NETWORK

43 blog posts by 21 authors

Tailored training sessions delivered by our in-house communications expert and guest facilitators have equipped them a range of tools and insights, improving their blogging knowledge while also building awareness of their rights, responsibilities and safety while sharing feminist or other personal and political ideas and experiences online. Establishing the Network has broadened the range of topics, lived experiences and authentic voices of women in Scotland we amplify through our digital platforms. We have been able to reach new audiences and explore new feminist issues thanks to this committed group of bloggers.

Our digital readership and online community grows with every blog post we publish and the continuity of writers helps us to maintain consistent publication of new material to inform and inspire women and girls in Scotland and around the world.

News > Transport

Feminist Town Planning: Glasgow group campaigning to put women at the heart of safer, better city parks and buses

A collective of women in Glasgow has unveiled a manifesto for change to make the city’s parks and buses safer by embracing a ‘feminist town planning’ approach.

The Scotsman, October 2021

THANK YOU

Our heartfelt thanks to everyone who supported our work including:

Arnold Clark
 Baillie Gifford's Community Awards
 Brownlie Charitable Trust
 Charity Aid Foundation
 Esmée Fairbairn Foundation
 European YWCA
 Gamma Trust
 Glasgow City Council
 Glasgow Clyde College
 Glasgow Communities Fund
 Joseph Rowntree Charitable Trust
 Mickle Foundation
 Paul Hamlyn Foundation
 Inspiring Scotland
 Martin Connell Trust
 Robertson Trust
 Rosa Foundation
 Scottish Government
 Templeton Goodwill Trust
 Trusthouse Charitable Foundation
 Voluntary Support Fund
 WA Cargill Fund
 Youthlink (NVYO) Support Fund

We'd also like to thank our generous and loyal supporters who have given donations throughout the year, from birthday fundraisers, to programme alumna paying it forward, to mothers donating on behalf of their daughters, your support means the world to us!

If you or your organisation would like to support our work you can do so here:

www.ywscotland.org/donate/

Or by getting in touch with our amazing Business Development Manager Kate:

kate@ywscotland.org



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