

**HOME
START**

Renfrewshire
and Inverclyde

**21
22**

Annual Report



Our Values

Time Respect Choice Responsive Trust Inclusive Empathy Non-Judgemental





Vision

Developing a trusting relationship with the family in which time can be shared and understanding can be developed: the approach is adaptive to take in to account each family's different needs.



Mission

To give emotional and practical support, and friendship, to help parents with young children, in order to give every child the best possible start in life.

To help parents grow in confidence, strengthen their relationship with their children and widen their links within our local communities.



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Welcome from our Co-Chairs

This has been an important year of growth and development for Home-Start in both Renfrewshire and Inverclyde. Our staff and volunteer team have doubled in size, we have moved into great new premises in both areas and most importantly the support we provide to local families continues to expand to meet the needs of the local community.

We moved into our new Family Hub spaces in the centre of Paisley and Greenock in the summer of 2021. What a difference this has made to being able to provide a permanent Home-Start welcome to our weekly group gatherings, which have become even more popular as we emerge from the pandemic and families want to be together to help their wee ones build their social skills. The new office spaces have also been perfect for volunteer training, peer to peer support sessions and much brighter working environments for the whole team.

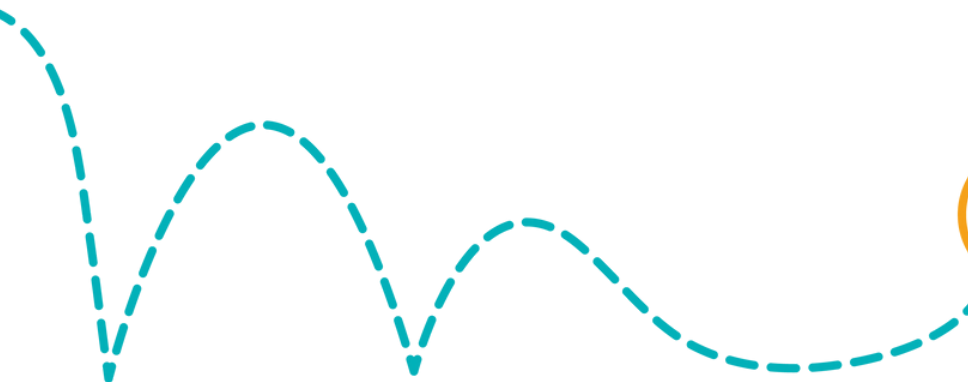
Success in securing increased funding has meant we have considerably expanded the staff team, including the addition of Wellbeing Support Workers across both areas, operating alongside our Family Coordinator; working with families and ensuring volunteers are well supported. Our service would not be possible without the ongoing commitment and determination of volunteers who support some of the most vulnerable families in our community. We thank them, and all those involved in the successful delivery of our services in Renfrewshire and Inverclyde.

We will continue to work with the Councils and Health & Social Care Partnerships in Renfrewshire and Inverclyde to ensure we Keep The Promise. The principles of The Promise, the Scottish Government's commitment to care experienced young people, are deeply embedded in Home-Start's non-judgmental and family led approach. The services we offer aims to provide a form of scaffolding around families; a framework of individualised support which comes from the belief that parents, children, and their families are central to their own development. We pursue a whole family, compassionate approach where we stand alongside families, supporting them to flourish.

Over the past year as well as many new starts to our team we have said farewell to some staff who have moved on from the organisation. The Trustees wish them well and thank them all for their commitment and heart felt enthusiasm for all that we do. We particularly thank Manager Iain McDonald for his achievements in driving the organisation forward. His departure to pastures new provided the opportunity for the board to reflect on the management team structure and we were delighted to welcome Carol Gemmell as Director for the organisation in the summer of 2022.

We are continually looking at ways to work with all parts of the community to enable this vital model of volunteer led support to thrive, please reach out to us to find out more, you would be very welcome in the Home-Start Family.

Innes Turner and Jim McEleny



2021/22 In Review

We began the year facing significant challenges in the aftermath of the COVID pandemic but, with a dedicated staff team, board of trustees and our volunteers, we made definite progress towards all of our agreed priorities.

Early on in 2021, we saw a rise in referrals where mental health and isolation/loneliness were the main contributing factors, which we believe is a direct result of COVID. With successful funding applications to Inverclyde Council and the Scottish Government Community Mental Health Wellbeing Fund we were able to grow our staff team, increasing capacity across both areas, accommodating the rise in referrals.

Referrals across both areas remained high throughout the year with an increase of 30% on the previous year. Where funding allowed, some of the team took on additional hours to support these increases but it was the addition of new groups in both areas that enabled us to start working with the families in a group setting whilst they were waiting on a volunteer to be matched with them.

Recruitment of new volunteers after the pandemic started gradually we believe this was due to people re-evaluating their priorities after lockdown. However, we recruited and trained a further 26 volunteers across both areas. We hope that moving on from the legacy of COVID more people will want to share their time and volunteer, and this is something that we will address in future recruitment campaigns.

In support of our aim to increase the number of volunteers, we have been awarded funding from The Impact Funding Partners – Volunteer Development Fund allowing us to recruit a dedicated Volunteer Development Officer who is based in Inverclyde. They will be getting active amongst the community and being an ex-volunteer themselves, will be able to talk from experience when they are promoting the benefits of HSRI volunteer.

Investment in our volunteers continued with more training opportunities. Face-to-face training sessions resumed when guidelines allowed. We were able to offer additional training in areas including Perinatal Mood Disorder, Domestic Abuse Awareness, Theraplay, Cervical Cancer Awareness and Money Matters Budgeting which the majority of our 76 volunteers participated in.



2021/22 In Review



The Volunteer Development Fund also allowed for us hold a volunteer celebration. This gathering was held in Greenock with over 45 of our volunteers and staff from EE in Greenock, who had volunteered their time with us. This was a wonderful celebration for all and allowed volunteers from both areas to mix in a social setting and chat about their experiences with us.

Our fundraising activities during 2021-22 were still impacted by the aftermath of COVID. HSRI has previously relied heavily upon significant sums of money raised through fundraising events, namely the Glasgow Bash and a Ladies Afternoon Tea. We are hoping to re-instate some of these events next year.

We have been fortunate to mitigate part of this loss of fundraising funds by way of individual and organised donations. We were overwhelmed by the generous donation of over £7,000 from Mr and Mrs Blair of Renfrewshire, who in place of wedding gifts asked guests to donate to HSRI via a Just Giving page.

We continued our funding partnerships with STV and Cash for Kids and with the grants provided by them, we purchased and distributed supermarket shopping vouchers to our families. This was in addition to the Scottish Government Winter Fuel Grant with which we again purchased supermarket vouchers to support families in financial hardship.

With a growing staff team, in the summer of 2021, both our Inverclyde and Renfrewshire offices moved in to new, larger premises in Greenock and Paisley. This allowed us to expand on the success of our current groups and maximised our core, befriending service.



Our Impact in 2021/22



Children Supported

450



Volunteer Hours

8,361



Families Supported

211

76

Volunteers



246

Group Sessions



97

New Referrals



Groups - Renfrewshire

Walk and Talk I enjoy meeting other mums



Meeting at The Fountain Gardens in Paisley, the group was made up of a member of staff, some volunteers and families.

This was great a **opportunity** to get families out of the house, fresh air and to chat with other mums. We also provided a closed Facebook group which was a **safe space** for everyone to communicate.

Mums who came along said it encouraged them to get up and out of the house in the morning.

They enjoy **meeting other mums** and getting a chance to chat. One of the mum's, who was previously very anxious loved coming along to the group. She made **friends** there who she began to see out with the group.

Encouraged by her progress at group, she also went along to two of the Renfrewshire Adult Learning groups which gave her more **confidence** in her parenting and as a support to other mums.



 It just sets me up for the day 

Our dedicated perinatal group in Renfrewshire takes place on a Monday morning and is a chance for expectant parents and parents/carers with babies up to a year old to come together for a cuppa and a chat.

It's an opportunity to talk to other mums about the particular highs and lows that come in that first year, or just have a social chat - and a hot cup of tea!

We also often do craft activities around certain seasonal events throughout the year and there are always volunteers on hand to help with the little ones.

Parents report that they find the group a really safe, non-judgemental space and for some, it's the only time they get to chat with other new parents.

Everyone is really supportive of one another and are always keen to build each other up and celebrate each other's successes.



Bumps and Babies

Groups - Renfrewshire



Renfrewshire Families Together Project

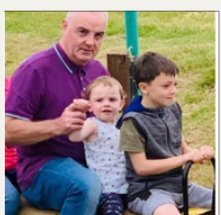
A collaborative project funded by Renfrewshire HSCP. We partnered with KLAS Care, Renfrew YMCA, The Star Project, and One Ren to deliver groups supporting parents and children that had been adversely affected by the Covid pandemic.

The sessions were delivered in Linwood and Renfrew to maximise accessibility for families, and to allow us to draw on the learning and development expertise of our partners at Renfrew YMCA and KLAS Care.

Each week families came together in both locations for a program of activities designed to encourage imaginative play and support social, physical, and neurological development. Families were able to spend quality time together, building new friendships through peer support, reducing loneliness and isolation, and improving mental health.

The holistic approach of this project enabled staff to help parents facing multiple challenges, such as food insecurity and social anxiety, by accessing essential support through signposting and access to one-to-one guidance.

The Renfrewshire Families Together Project supported parents, and children, through the transition of limited social contact to being part of a community. The trusting relationships build during this project have had a lasting legacy with many of the families keeping in contact out with the group setting, using their increased confidence to provide peer support and encouragement for each other.



Our Renfrewshire Dad's Group continues to provide a safe space for dads, and male carers, to come together in a supportive environment to reduce loneliness and isolation and strengthening attachment between dads and babies/young children through fun activities.

These weekly sessions are delivered at KLAS Care in Linwood which provides a wonderful outdoor space for everyone to explore and play.

Thanks to donations from local businesses we were able to take the dads and children on trips to local soft play; Pandemonium. This gave the children an opportunity to explore a new environment, burn off some energy and have some fun!

The parents have said that the group helped to strengthen the bond between them and their children, as well as providing a space to spend quality time together.

Dad's Group

As we moved through 2022, we were supporting some of the dads and their children with the transition into school, as well as welcoming new families into the group. Providing support for families at these times of change helps to build resilience, and confidence.



Groups - Inverclyde

Perinatal Group

Inverclyde Perinatal Group started in November 2021, with 8 families that attended regularly. The group is a wonderful support for the families and is invaluable to our first-time parents for them to ask questions in a safe and non-judgemental environment.

Families have been given advice to each other with such things as dairy allergies, weaning, teething, sleeping patterns and about their own mental health struggles.

The Group has enjoyed visits from Emma & Myra from Inverclyde Public Libraries. During their visit, the families participated in book bug and enrolled in the Library. There was also an opportunity for mums to take part in an 8-week course, **Blank Canvas** (please see feature on Blank Canvas for more information).



Parents Group

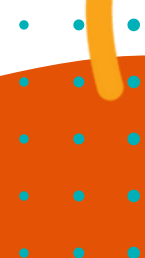
Everything we do as a group is centered around discussions in group and we plan activities together 6 weeks ahead of sessions.

The group has enjoyed a variety of speakers including Save The Children, Period Poverty, Live Active and a local community connector from Your Voice who offered the parents the opportunity to sign up for free gym membership for a year.

Some of our parents have also had the opportunity to attend a Cook School at Stepwell where they made a variety of dishes that can be cooked on a budget.

Parents group provided the opportunity for parents to support each other in a safe and relaxed environment over tea/coffee and the group has stated that they never want to lose that, as it creates the atmosphere for natural conversations and peer support to take place and friendships to be formed.

Arts and Craft sessions are popular and within group, we creatively produced masterpieces that are reflective of the varying seasons and significant dates in the calendar, such as Calendar Making/ Valentines Day/ Easter/Halloween and Festive paintings and ornaments.



Groups - Inverclyde

Funding from **Foundation Scotland** allowed us to develop and implement a **Families Group** in Inverclyde which was launched in January 2022. This group gives families a safe place for peer support and learning and development in a non formal setting.

Case Study



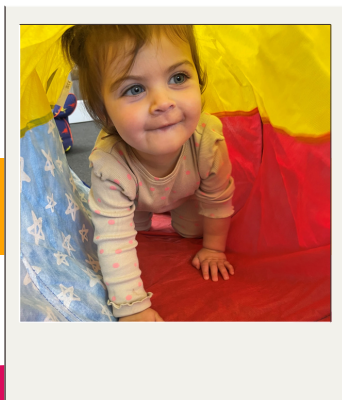
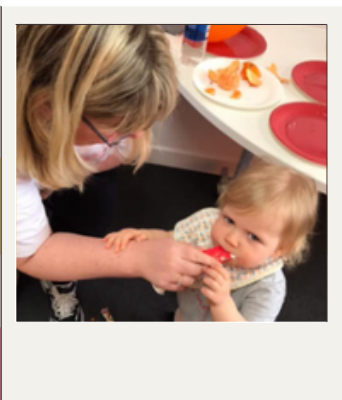
Mum R is from India and moved to the UK just before the COVID pandemic with her husband G. The family then moved to Greenock 7 months ago. Together they have an 18month old S. G works long hours and Mum R is on her own with S most of the day. Along with being in a new and unfamiliar country with no extended family during a global pandemic with very little English, Mum R and baby S were very isolated.

The family were referred to HSRI via their health visitor who felt that due to social isolation Mum and S could attend Home-Start Family Group.

When Mum first came along to group she told the Group Worker that that she was feeling very 'nervous and scared'. Little S was clingy to Mum and would scream and turn her head into Mum when Mum would try to put her down or when any other adults spoke to S. When S did finally go on to the floor to play she was climbing onto the tables and snatching toys, pulling hair and hitting the other children. Mum would understandably become very overwhelmed and when she would pick S up, S would scream. On one occasion in particular, Mum started to cry and went to leave as she said she was 'so embarrassed and nervous'. With reassurance and support from the Group Worker Mum was persuaded to stay.

As the weeks went on Mum and little S came to group every week, gradually we saw both Mum and S integrate with the other families, making friendships. With the Group Worker modelling play, Mum's confidence increased to be on the floor playing with S and in turn supporting S to play with the other children.

We also linked Mum up with one of our Wellbeing Family Support Workers to provide more intensive and one-to-one support with the family. The Wellbeing worker has built up trust and a good relationship with the family providing emotional and practical support. Mum is now attending a second group with HSRI as well as Family Group and attends ESOL lessons to help her learn English. Mum's confidence has grown and she now has friendships with other parents who meet up out with HSRI groups. Little S loves attending Family group joining in with singing, messy play and snack time with her friends.





Perinatal Infant Mental Health

Blank Canvas

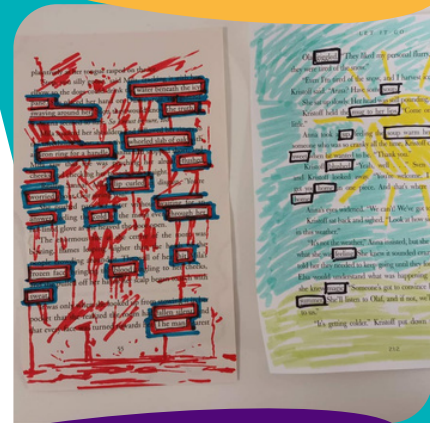
We received funding from **Inspiring Scotland** which enabled us to train six staff to deliver the Blank Canvas Perinatal Peers Support Program to support women with mild to moderate pre and post birth mental illness.

The two-day training sessions were a huge success with one staff member saying, "Blank Canvas training has made me feel more confident in supporting mums with perinatal ill health".

In April 2022 we began delivering the workshops in our Renfrewshire office, followed by Inverclyde beginning in May 2022. 80% of the mums that attended this course reported that they felt more positive about themselves after attending the course.

The Blank Canvas programme was developed, using a series of creative journaling workshops to allow participants an outlet to express difficult emotions. A little spark of magic was created, bringing women together to share their experiences, reducing their isolation, and giving them an instillation of hope that they will get better.

I feel blank canvas allowed me to consider my own feelings as well as the importance of my children's feelings.



Positive in my role as a mother however, very anxious to be around people. Life has been a rollercoaster recently but the short time I spent at blank canvas I really believe helped me

I was very anxious to begin with. I am glad I attended the group for the weeks I did. I have actually kept in contact with one of the other mums and we plan to do things through the week as blank canvas is now finished.



2021-2022 Accounts

Income

Donations	25,805
Charitable Activities	472,606
Other Trading Activities	62
Investments	50
Total Income	498,523

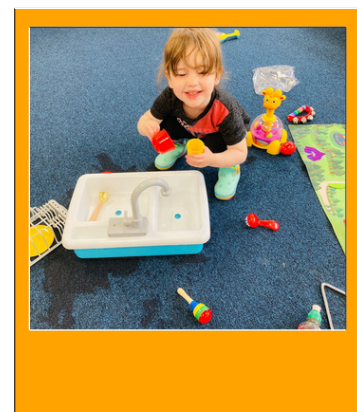
Expenditure on:

Charitable Activities	338,693
Total Expenditure	338,693

Net Income	159,830
Transfer Between Funds	-
	159,830

Reconciliation of Funds

Total Funds Brought Forward	203,488
Total Funds Carried Forward	363,318



Our Funders & Supporters

Main Grants

Bank of Scotland
Cattanach
Cloch Housing Association
CVS - Community Mental Health and Wellbeing Fund
CVS - Remobilisation Grant
Engage - Community Mental Health and Wellbeing Fund
FLAIR
Foundation Scotland
Impact Funding Partners
Inspiring Scotland
Inverclyde Council
Renfrewshire Council
Renfrewshire HSCP
Scottish Government Isolation Fund
Solace Woman's Aid
The National Lottery
The Robertson Trust

Individual Donations



Lorraine Cameron
Mr & Mrs Blair
Plumbase Paisley
Rehome Upcycling
Stephen Connon

Small Grants/Corporate Donations

ASDA Foundation Green Token Giving
A&D Logistics
Arnold Clark
Amazon - Gourock
Cash for Kids
Early Years Scotland
Envevo
Home Start UK
John Lewis Partnership
Portal Security
Professional Beauty Systems
Russell and Bromley
STV Appeal
Tesco Groundworks
Waitrose

Special Thanks

Branchton Community Centre
Coats for Kids - Erskine
Clothed in Love
EE Greenock
Mind Mosaic
Robin Removals
Renfrewshire Toy Bank
Tesco - Port Glasgow

 **Thank you** so much to everyone who has funded us or donated time, money, baby and children's items, Christmas gifts or even a packet of biscuits. No matter how **big or small**, your **donation** has made a difference to the lives of **local families**. 

Our People

Director

Carol Gemmell

(Appointed July 2022)

Scheme Manager

Iain MacDonald

(Resigned Nov 2021)

Service Manager

Lisa Carberry

Funding and Business Development Officer

Jane Hamilton

Finance and Administration Manager

Susan Anderson

Family Support Coordinators/Workers

Ashley Greenwood (Renfrewshire)

(Appointed May 22)

Gillian Howie (Renfrewshire)

(Appointed May 22)

Julie Goldie (Renfrewshire)

Karen Berry (Inverclyde)

Kerry Dickson (Inverclyde)

Mags Gibson (Renfrewshire)

Paula Gibson (Renfrewshire)

(Resigned Nov 22)

Stephanie Miller (Inverclyde)

(Appointed Jan 22)

Suzanne Banks (Inverclyde)

(Appointed Jan 22)

Wellbeing Support Workers

Holly Harris (Renfrewshire)

(Maternity Leave)

Julie Gillan (Inverclyde)

(Appointed May 22)

Karen Lawrie (Renfrewshire)

(Maternity Cover)

Group Workers

Ann Marie Dalziel (Renfrewshire)

(Appointed June 22)

Kirsty Barrett (Inverclyde)

(Resigned June 22)

Michelle McKechnie (Inverclyde)

(Appointed Apr 22)

Norma Martin (Renfrewshire)

(Resigned Jan 23)

Volunteer Development Officer

Claire Ward

(Appointed Jan 23)

Julia Skelton

(Resigned Aug 22)

Administration Assistant

Lianne Williamson

(Resigned Sept 22)

Sharon Stewart

(Appointed Oct 22)

Trustees

Andrew Nelson (Appointed Jan 23)

Jim McEleny - Co Chair

Innes Turner - Co Chair

Fiona Whitefield - Child Protection

Geri Taylor - Staffing and Employment Law

Les Gaff (Appointed Nov 22)

Mari Lee

Susan Burgess - Treasurer

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we will
#KeepThePromise

