



ANNUAL REPORT

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WELCOME FROM IAN

In welcoming you to this Impact Report, I have to admit to a nagging sense that I'm not saying anything that is new. Each time I come to write this piece, I find myself looking at the keyboard and thinking: didn't I write this before? I can only apologise if you're feeling the same way. The reason is that charities, I believe, are in an anxiety dream in which we talk about the same issues, same problems and same dilemmas, year after year, whilst not enough happens at government levels.

Previously I wrote 'Goliaths Must Fall': the story of a nine-foot-tall giant holding a community in the grip of fear and humiliation because no-one feels able to go out and challenge him. FARE's community still faces giants every day. Not physical giants, but those every bit as intimidating and damaging: disadvantage, unemployment, poverty, addictions and lack of opportunity. Yet, as this report demonstrates, much has been achieved despite these challenges.

Our work and achievements provide a convincing analysis of life and the potential of communities, despite always being shamefully short of essential resources. FARE's work provides great evidence of the capacity of local people to react positively and constructively to their circumstances when the causes are entirely beyond their powers to control.

Our work is effective because of the high-functioning frontline and core-operational staff teams who keep track of service users' needs, encourage people to speak up early and effectively when they identify potential dilemmas, ask questions, talk to others and reframe issues.

One of FARE's clear aims is '[to improve the lives of the people we serve](#)'. In turn, governments need to reshape their collective thinking about things which should have first call on the public purse: helping struggling families put food on the table and heat their homes. When existing systems are failing too many people, a culture of ambition, and the courage to realise it, is required. The great news is that philanthropists and charitable trusts, especially long-standing partners such as Inspiring Scotland, get this. For this we are so thankful. From the outset our supporters and funders have been drawn to FARE's values and ethos.

Whilst we are proud of what has been achieved, more needs to be done. There needs to be a new generosity towards allocating resources to support the work of charities such as FARE, including core costs. This would be an enormous investment in supporting people's quality of life.

FARE looks forward with confidence to continuing what is important to our community in the coming year. Our approach is epitomised in this great quote from the poet Tennyson: "[To strive, to seek, to find, and not to yield.](#)"

With best wishes and heartfelt thanks to all who are committed to this work,
Ian Monteague, Chairperson.



OUR PURPOSE

TACKLING POVERTY. RAISING ASPIRATIONS. CREATING OPPORTUNITIES.

OUR STRUCTURE

At FARE Scotland, we tackle poverty, raise aspirations and create opportunities through three interconnected pillars: Community, Employability and Schools.

While each pillar delivers its own range of services, they are all closely linked. Our teams work together to make sure people can access the right support at the right time, with services often referring into and supporting one another.

Many of the people we work with engage with more than one pillar throughout their journey. In fact, it is common for individuals and families to access services from all three pillars at the same time, receiving joined-up support that responds to different aspects of their lives. Others may start with one service and, as their confidence, skills and ambitions grow, move into other opportunities across FARE Scotland.

This joined-up approach helps us build lasting relationships with the people we support, creating pathways that lead to improved wellbeing, increased confidence and brighter futures.

A JOINED-UP APPROACH IN ACTION: EW & MUM

When EW first engaged with FARE in S2, she was a very anxious young person who lacked confidence in herself and her abilities. She would often present as tearful, bounce her legs due to anxiety and regularly leave classes when she felt overwhelmed.

EW had experienced significant challenges throughout her childhood. She grew up in a single-parent household and never knew her father. Her mum faced her own difficulties with substance misuse and mental health, which understandably impacted family life. Despite these challenges, EW continued to attend school and engage with support.

From S2 onwards, EW received ongoing support through FARE's Schools services. In S3, regular mentoring sessions began and continued throughout the remainder of her secondary school journey. The focus of this support centred around building confidence, emotional resilience, self-esteem, school engagement, family relationships, future aspirations and positive mental health. Through consistent support and a trusting relationship, EW developed the confidence to express herself, advocate for her needs and seek support when required.

Alongside individual support, EW and her mum participated in family support sessions. These provided a safe and structured environment where they could communicate openly and work through challenges together. Whilst these conversations were initially difficult, both demonstrated commitment, honesty and resilience throughout the process.

As EW continued to grow in confidence, her mum also began engaging with opportunities available through FARE. Having overcome significant personal challenges, she was determined to build a more positive future for herself and her family. Through FARE's Employability services, she completed Childcare training, achieved qualifications in Mental Health Awareness and Mental Health First Aid, and undertook a placement within a local nursery. These opportunities helped her build confidence, develop new skills and recognise her own strengths and potential.

Throughout her journey, EW faced further adversity when her Papa, who had been her father figure throughout her life, became ill and later passed away. During this period, she struggled emotionally and found school particularly difficult. Despite her grief, she continued to engage with support and remained focused on her goals.

As EW's confidence grew, she began taking on opportunities that would once have felt out of reach. She completed Mental Health Awareness training, became

A JOINED-UP APPROACH IN ACTION: EW & MUM

a Mental Health Ambassador within school and volunteered at holiday programmes, supporting younger children and developing valuable leadership skills. She successfully passed her school examinations, passed her driving test at the age of 17 and secured a place at university to study Criminology.

The young person who once struggled with anxiety, regularly left classes and lacked confidence became a confident, articulate and resilient young woman. She is no longer afraid to speak her mind, advocate for herself and pursue her ambitions.

For EW, progressing to university represented far more than academic success. It reflected years of determination, resilience and personal growth. For her mum, completing training, gaining qualifications and accessing new opportunities helped build confidence and create positive pathways for her own future.

Together, their story demonstrates the power of FARE's joined-up approach. Through opportunity and support delivered across our Schools, Employability and Community services, both EW and her mum were able to overcome barriers, strengthen relationships, build confidence and create brighter futures for themselves.

"I don't know where I would be if it wasn't for you. Thank you for everything you've done and for being part of my life." - EW

"No amount of money could ever repay you for the support and help you have given us. It will never be forgotten." - EW's Mum

A REFLECTION ON EW'S JOURNEY

"EW has exceeded every expectation I had when I first met her in S2. Watching her develop from a nervous and anxious young person into a confident, successful and ambitious young woman has been a privilege. Her journey is a powerful reminder of what can be achieved when young people are given consistent support, encouragement and someone who believes in them. The fact that both EW and her mum engaged with opportunities across FARE demonstrates how powerful long-term support can be. I am incredibly proud of everything they have achieved." - FARE Family Liaison Officer

FARE IN NUMBERS

1,418

ENGAGED THROUGH COMMUNITY

1,505

ENGAGED THROUGH EMPLOYABILITY

7,476

ENGAGED THROUGH SCHOOLS

COMMUNITY

1,219

Sessions delivered

18,210

Attendances

14,688

Meals provided

4,154

Hours Delivered

THE WEE BURSARY

362

Young people supported

EMPLOYABILITY

575

Qualifications achieved

425

Work placements

493

Positive destinations

SCHOOLS

17

Schools

VOLUNTEERING

1,984

Volunteer Hours Donated

38

Volunteers

FAREPLAY STEPFORD

1,981

Young people provided with food



**“Attending at FARE helps me
cope with life, make new
friends and feel less alone”**

COMMUNITY



This year, our Community Team supported **1,418** children, young people and adults.

Through a wide range of activities, groups and programmes, we helped people build confidence, develop new skills, improve their wellbeing and feel more connected to their community. Every service we deliver plays a role in tackling poverty, raising aspirations and creating opportunities, whether that's through providing nutritious meals, offering a safe place to spend time, building positive relationships or helping people discover new opportunities and reach their potential.

COMMUNITY SERVICES

- P1-P4 After-School Club
- P5-P7 After-School Club
- P1-P7 Holiday Programmes
- Teen Club
- StreetwYze
- Construction Aware
- GROW Programme
- Brunch and Brew
- Community Lunch
- Adult Group

COMMUNITY SITES

- Community Allotment

COMMUNITY CAMPAIGNS

- Christmas Campaign

CASE STUDY, RF

RF has been attending FARE clubs since Primary 1. Due to autism and additional support needs, he initially found busy environments and new social situations challenging. Over the years, FARE has provided a supportive and inclusive environment where he has been able to develop confidence, build relationships and feel part of his community.

During this year's Summer Holiday Programme, RF continued to make significant progress. Over the five-week programme, he took part in a wide range of activities including football, basketball, badminton and volleyball, while building new friendships and strengthening existing ones.

A particular highlight was the programme's talent show, where RF confidently performed his favourite song in front of fellow participants and staff. This was a significant achievement and demonstrated how far his confidence has grown.

RF also received an award for kindness and helpfulness, recognising the positive contribution he made throughout the programme.

By the end of the summer, RF was fully engaged in activities, contributing to group discussions and participating confidently in both structured and free-play sessions. His journey demonstrates the positive impact that consistent support and inclusive opportunities can have in helping young people overcome barriers, develop confidence and build meaningful social connections.



CLUBS & HOLIDAY PROGRAMMES

Our clubs and holiday programmes provided children and young people with safe spaces, nutritious meals and positive experiences throughout the year.

During school holidays, families often face additional financial pressures. By providing free activities, food and opportunities to socialise, we helped ensure children and young people remained active, engaged and supported. Participants built confidence, developed new skills and created positive memories through a wide range of activities, trips and experiences.

CASE STUDY, MC

MC was referred to FARE's StreetwYze programme due to concerns around low school attendance, disengagement from education and involvement in risk-taking behaviour within the community. At the time of referral, he relied heavily on his peer group to attend school and would often miss classes or leave the school environment when his friends were absent. Staff were also concerned about some of the choices he was making outside school.

Over the eight-week StreetwYze programme, MC showed a level of commitment that had not previously been seen within school. He attended sessions every week and actively engaged in discussions around topics including knife crime, substance misuse, anti-social behaviour and the consequences of offending behaviour. Through educational inputs and visits he gained a greater understanding of how his decisions can impact both his present and future.

As the programme progressed, MC developed a positive relationship with the youth worker and became increasingly confident sharing his views, asking questions and contributing to group discussions. He demonstrated increased maturity, curiosity and willingness to reflect on his choices.

Positive changes were also noticed within school. Staff reported improved attendance, better engagement in classes and a more positive attitude towards learning. Importantly, MC began attending school more regularly regardless of whether his peers were present, demonstrating increased confidence and independence in his decision-making.

His growing confidence also led him to participate in opportunities he had previously declined. He enrolled on the Construction Aware programme, achieved his Mental Health First Aid qualification and expressed an interest in gaining further qualifications in the future.

Today, MC is more engaged in school, more confident in making positive decisions and more optimistic about his future. His journey highlights the impact that trusted relationships, early intervention and targeted youth work can have in helping young people overcome barriers and reach their potential.

STREETWYZE, CONSTRUCTION AWARE & GROW PROGRAMME

Through StreetwYze, Construction Aware and the GROW Programme, young people were supported to build confidence, develop new skills and explore opportunities for their future.

StreetwYze helped young people better understand the impact of issues such as anti-social behaviour, violence, substance misuse and peer pressure. Through group work, discussions and positive role models, participants developed resilience, improved decision-making skills and gained a greater understanding of the choices available to them.

Construction Aware introduced young people to careers within the construction industry, providing insight into different job roles and helping them explore pathways that may not have previously been considered. For many participants, the programme helped raise aspirations and encouraged them to think more positively about their future.

The GROW Programme gave young people meaningful experiences of the world of work, helping them develop employability skills, build confidence and gain a better understanding of potential career pathways. Through practical activities and employer engagement, participants were encouraged to recognise their strengths and consider the opportunities available to them.

Together, these programmes helped young people broaden their horizons, increase their confidence and take positive steps towards education, employment and training.



PARTICIPANT VOICE

10 out of 10 participants said attending FARE improves their quality of life.

Participants highlighted:

- **Reduced loneliness and isolation**
- **Improved mental health and wellbeing**
- **Greater confidence when socialising**
- **Support with day-to-day challenges**
- **Opportunities to access new experiences and activities**
- **Stronger community connections**



COMMUNITY CONNECTIONS

Through our Brunch & Brew, Adult Group and Community Lunch services, adults accessed regular opportunities to socialise, build friendships and feel part of their community.

Brunch & Brew provided a relaxed drop-in environment where people enjoyed a hot drink, a roll, conversation and support in a welcoming setting. Community Lunch brought people together over a nutritious meal, creating opportunities to socialise. Adult Group offered regular activities and outings that encouraged people to stay active, try new experiences and spend time with others.

Together, these services helped reduce social isolation, improve wellbeing and strengthen community connections.

CHRISTMAS CAMPAIGN

The festive period can be one of the most challenging times of year for families experiencing financial hardship. Through our Christmas Campaign, we worked to reduce financial pressures and ensure local children and families could enjoy a positive festive season.

This year, we distributed **2,831** gifts to **700** children, helping families create special Christmas memories despite the ongoing cost-of-living challenges. We also donated **731** gifts to partner organisations and charities, extending the impact of the campaign beyond the communities we directly serve.

Alongside this, we provided **150** food hampers to families and older people and welcomed **27** children and **23** adults to our Breakfast with Santa event. These activities not only provided practical support, but also created opportunities for families to come together, build connections and celebrate the festive season.

Through the generosity of supporters, volunteers and partners, the campaign helped ensure hundreds of children and families experienced Christmas with dignity, joy and a sense of belonging.



COMMUNITY ALLOTMENT

This year, FARE's Community Allotment provided opportunities for people to develop new skills, improve their wellbeing and build stronger community connections.

Through growing food, outdoor learning and environmental activities, participants gained confidence, learned practical skills and developed a greater appreciation of nature and the environment. The allotment's contribution to community wellbeing and environmental improvement was recognised through a number of local and national awards.

The benefits extended beyond the allotment itself, with participants taking part in litter picks and community improvement projects that helped create cleaner, greener spaces and foster pride in the local area.

LOCHVIEW TESTIMONY

“The FARE...Community Allotment is an important part of our learning journey at Lochview Nursery School. Our children absolutely love attending every week and they learn so much about planting, growing and harvesting different foods...The children have developed many life skills such as cooking, meal preparation, following recipes, caring for plants and seeds...The allotment is a haven for learning opportunities for our children, where they can connect with nature and foster a relationship with the natural world...Parents see the value in the learning experiences that the children are immersed in and how this contributes to their learning, knowledge and understanding of the natural world.”



The background of the page is white, framed by large, dark blue, abstract, organic shapes that resemble stylized leaves or petals. These shapes are positioned around the edges, creating a central white space where the text is located.

“The support helped me get into work and stay there. It’s made a huge difference to me and my family.”

EMPLOYABILITY



This year, our Employability Team supported **1,505** individuals to build skills, gain qualifications and take positive steps towards employment, education and training.

Through tailored support, accredited training and strong employer partnerships, we helped people overcome barriers, improve their confidence and move closer to achieving their goals. Whether someone was looking for their first job, returning to work after a period away, or exploring a new career path, our team provided the support needed to help them progress.

EMPLOYABILITY SERVICES

- Courses
- One-to-one support
- Family employability

EMPLOYABILITY SITES

- Glasgow Fort, FARE Skills and Community Hub

CASE STUDY, CG

"I feel more prepared for work and much more confident about my future."

After leaving school, CG joined FARE's Childcare Employability Programme unsure of her future and whether childcare was the right career path for her. Despite appearing confident, she was struggling with low self-esteem, anxiety and uncertainty about her next steps.

Throughout the programme, CG fully engaged with every aspect of the course, gaining qualifications in Emergency First Aid and Mental Health First Aid while developing her knowledge of childcare through practical experience and work placement opportunities. As her confidence grew, so did her belief in her own abilities, and she became increasingly certain that a career in early years was the right choice for her.

With support from her keyworker, CG developed her CV, prepared for interviews and explored progression opportunities. This support helped her successfully secure a full-time Modern Apprenticeship as a Nursery Assistant, providing her with both employment and a clear career pathway.

FARE continued to support CG as she transitioned into work, helping her access funding, through the wee bursary, for work clothing and travel, while also providing ongoing guidance to help her overcome early workplace challenges.

Today, CG is progressing positively in employment, has greater confidence in herself and her future, and is working towards long-term financial stability for herself and her family.

EMPLOYABILITY COURSES

This year, we delivered a range of sector-based programmes, including Customer Service, Childcare, Sports Coaching and FARE Futures, helping participants develop industry-specific knowledge while building the confidence and skills needed for the workplace. Participants also benefited from employability workshops, industry masterclasses, work placements and tailored support throughout their journey.

For many participants, these courses provided more than qualifications. They helped people discover their strengths, increase their confidence and take positive steps towards their future. Whether progressing into employment, a Modern Apprenticeship, college or further training, participants left with improved skills, greater confidence and a clearer pathway forward.



CASE STUDY, A

As a single parent with no family support network in the UK, A faced significant challenges with her mental health, financial pressures and wellbeing. Having initially registered with the programme in 2024, she found it difficult to engage due to the barriers she was experiencing at the time. Through consistent one-to-one support and a person-centred approach, trust was gradually built, enabling A to access support when she felt ready.

When A re-engaged with the programme in late 2025 during a period of crisis, her wellbeing had reached an all-time low. Through regular one-to-one sessions with her Key Worker, she had a safe and supportive space to discuss her challenges, identify priorities and access practical support. This included a referral to her GP practice Link Worker to help improve communication with healthcare professionals, advocacy around her health needs and a referral to Money Matters to address financial difficulties. Additional support through FARE's Christmas gift initiative also helped ease immediate pressures for A and her son.

As trust and confidence developed through ongoing one-to-one support, A began engaging in activities that supported her wellbeing and personal development. She successfully completed FARE's Health and Wellbeing course and regularly attended wellbeing walk and talk sessions, helping to reduce isolation, build positive routines and improve her confidence. Encouraged by her Key Worker, she also explored opportunities within her local community, undertaking an ESOL assessment and securing a place on a community ESOL course.

One-to-one advocacy support also played a key role in helping A navigate Jobcentre requirements. Her circumstances and health conditions were more effectively communicated, resulting in a better understanding of the barriers she faced and allowing her to focus on improving her health, wellbeing and personal development rather than undertaking job-search activities that were negatively affecting her mental health.

A's journey demonstrates the impact of trusted one-to-one support. Through tailored guidance, advocacy and encouragement, she has progressed from a position of crisis and disengagement to actively participating in services, improving her wellbeing and building confidence for the future. While employment is not currently a realistic option due to her health circumstances, she has developed greater stability, resilience and independence, creating strong foundations for future progression.



ONE-TO-ONE SUPPORT

We know that everyone's journey is different, and for many people the first step towards employment can feel overwhelming. Through personalised support, our team worked alongside individuals to identify barriers, build confidence and develop realistic plans for the future.

Support included CV development, job searching, application support, interview preparation, career planning and referrals to additional services where needed. By taking the time to understand each person's unique circumstances, strengths and goals, we were able to provide tailored support that helped participants move forward at a pace that worked for them.

For many individuals, this support increased confidence, reduced barriers and helped them take positive steps towards employment, education, training and volunteering opportunities.

GLASGOW FORT, FARE SKILLS & COMMUNITY HUB

This year, our Glasgow Fort outreach service delivered **823** one-to-one employability and personal development appointments throughout the year. Operating as a free community drop-in service, the FARE Skills & Community Hub provides an accessible space where people can access employability support, explore opportunities and take positive steps towards employment, education and training.

Through one-to-one appointments and drop-in support, individuals received help with CVs, job applications, interview preparation, training opportunities and career planning. The hub also acts as a gateway to wider support, with partners such as Skills Development Scotland regularly delivering careers advice and guidance from the space.

A highlight of the year was our Jobs Fair, which welcomed **352** attendees from across the community and brought together employers, apprenticeship providers and support organisations. The event helped connect local people with real employment opportunities, careers advice and training pathways, demonstrating the hub's role in creating opportunities and supporting progression.

By providing accessible support within the community, the hub continues to remove barriers, increase confidence and help people move closer to their goals.



FAMILY EMPLOYABILITY



Our Supporting Families: Whole Family Approach to Employability programme is built on a simple goal: helping families overcome barriers, increase household income and access opportunities that lead to long-term positive change. Working as part of the Glasgow Futures programme, we take a whole-family approach, recognising that sustainable employment is often influenced by factors such as confidence, wellbeing, childcare, social isolation and access to support.

Central to the programme is the "No Wrong Door" approach, ensuring families can access the support they need regardless of where they first engage. Through strong partnerships and personalised support, families are connected to opportunities that help them build confidence, develop skills and progress towards brighter futures.

This year **138** parents were supported through our family employability services.

FAMILY EMPLOYABILITY SERVICES

- Wellbeing
- One-to-one support
- Certified Training Courses
- ESOL

PARTICIPANT VOICE

“Staff are kind, warm, non-judgemental, no discrimination, respectful and they don’t rest until your issues are resolved. I can’t ask for more.”

“I always thought I was too old to have a career change. I am now going to start college and [I am] on my journey to work for the NHS.”

“FARE have a great relationship with my kid’s school. I attend family learning sessions and [I am] now on my own employability journey with the staff support.”

“This project should be available in the full city. I would have not known where to start and my debt would have just got bigger. I am now financially stable, studying and looking for employment.”

“The programme provides invaluable resources and support. I would like to highlight the positive impact the programme has had on parents like me.”



WELLBEING

Throughout the year, wellbeing remained at the heart of our Supporting Families programme. We recognise that progressing towards employment often requires more than skills and qualifications. Confidence, mental health, social connections and a sense of belonging all play an important role in helping people move forward.

Through a range of person-centred wellbeing activities, parents were supported to improve their confidence, build relationships and prioritise their own wellbeing. Activities included meditation, drumming for relaxation, creative sessions and group-based wellbeing opportunities, all designed around the needs and interests of participants.

Many participants also accessed opportunities to connect with others through community activities, family events and the MARA Group, which provides a safe and supportive space for women to build relationships, share experiences and receive peer support.

By creating opportunities for parents to focus on their wellbeing, develop support networks and build confidence, we helped lay the foundations for longer-term progression in employment, education and family life. Participants reported feeling more connected, more confident and better equipped to work towards their personal goals.

CASE STUDY, S

As a young single parent, S was referred to FARE's Supporting Families programme in 2024. Ongoing financial pressures, a lack of affordable childcare and poor mental health were having a significant impact on her wellbeing and confidence. S described struggling with anxiety and the stress of trying to balance parenting responsibilities while planning for her future.

Working alongside her Employability Key Worker, S received holistic support designed to address both her practical and emotional wellbeing needs. To reduce financial pressures, she was referred to Money Matters, where she received support to maximise her household income and improve her financial situation. This helped ease some of the stress and uncertainty she was experiencing.

To support her mental health, S was referred to LifeLink, where she completed a six-week counselling programme. Through regular sessions, she developed coping strategies, built resilience and gained confidence in managing her anxiety. As her wellbeing improved, S became more positive about the future and more confident in her ability to achieve her goals.

With increased confidence and stability, S began accessing opportunities that supported her personal development and future aspirations. She completed the Civil Service Movement to Work Programme, explored career options through additional training and successfully gained a place on The Open University's Psychology and Social Sciences Access Course. FARE also secured funding for a laptop, ensuring she could fully engage with her studies without creating further financial pressure.

As her confidence, wellbeing and aspirations continued to grow, S received support with applications, interview preparation and career planning. This resulted in her successfully securing a Home Carer position with Glasgow City Council Health and Social Care.

S's journey demonstrates how improving wellbeing and reducing barriers can create the foundations for long-term positive change. By addressing financial pressures, supporting mental health and building confidence, S was able to progress towards education, employment and a more secure future for herself and her daughter.

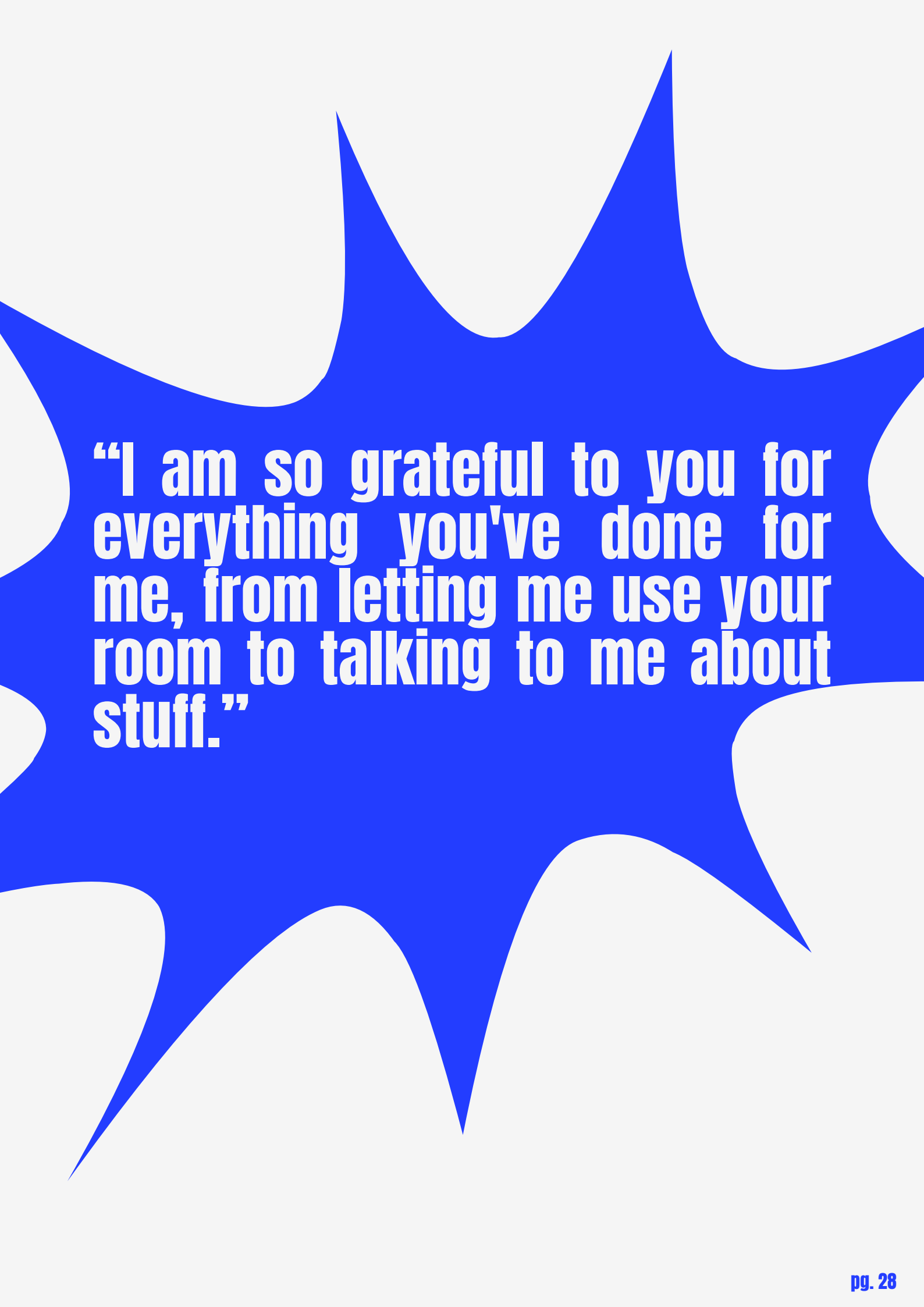
CERTIFIED TRAINING COURSES & ESOL

Throughout the year, parents accessed a range of learning opportunities designed to build confidence, develop new skills and create pathways towards employment, further education and personal development. Through accredited training delivered in partnership with Kelvin College, participants gained qualifications in areas including Employability, Health & Wellbeing, Beauty & Skincare and First Aid. These qualifications helped parents recognise their strengths, increase their confidence and take positive steps towards their goals.

Alongside this, our Community ESOL provision, delivered in partnership with Clyde College, supported parents to improve their English language skills, build confidence and reduce social isolation. Improved communication skills helped participants feel more confident engaging with schools, services and employment opportunities, while also creating pathways into further learning and stronger social networks.

Together, these opportunities helped parents develop the skills, confidence and qualifications needed to create brighter futures for themselves and their families.





“I am so grateful to you for everything you've done for me, from letting me use your room to talking to me about stuff.”

SCHOOLS



This year, our Schools Team supported **7,476** children, young people and parents across schools throughout Glasgow.

Through our Youth Workers and Family Liaison Officers (FLOs), we helped children and young people overcome barriers to learning, improve wellbeing, increase attendance and achieve positive outcomes. Our work extends beyond the classroom, providing practical support, trusted relationships and opportunities that help children, young people and parents reach their full potential.

By building strong partnerships between school, home and community, we are able to provide early intervention and tailored support that tackles poverty, raises aspirations and creates opportunities for children, young people and their families.

SCHOOL SERVICES

- Youth Worker
- Family Liaison Officer

CASE STUDY, KW

When KW joined secondary school, they were facing a number of challenges. Following a recent diagnosis of Autism Spectrum Disorder (ASD) and anxiety, they struggled with change, found it difficult to build positive relationships and experienced periods of poor attendance and low wellbeing.

KW began engaging with FARE in S1 and received ongoing support throughout their school journey. Through group work, one-to-one support and regular conversations around relationships, confidence, mental health and coping strategies, KW developed greater resilience and began building healthier ways of managing challenges.

As their confidence grew, KW embraced opportunities that would previously have felt overwhelming. They volunteered at holiday programmes, supported P7 transition events and discovered a passion for working with children and young people. These experiences helped develop their confidence, communication skills and future aspirations.

In S5, KW was offered a part-time college course linked to their interests but initially refused to attend due to anxiety around travelling independently. After receiving transport training from FARE, they gained the confidence to travel on public transport and began attending college regularly.

Later that year, KW completed FARE's Barista Skills and Employability Award programmes, achieving both qualifications and building further confidence in a group setting. Having previously struggled with new experiences, KW successfully stepped outside their comfort zone and embraced new opportunities.

Today, KW has secured a place at college studying Early Years Education and is excited about the future. Their journey demonstrates how consistent support, positive relationships and opportunities for personal development can help young people build confidence, overcome barriers and progress towards their goals.



YOUTH WORKERS

This year, our Youth Workers supported young people facing some of the greatest barriers to engagement in education. Many of the young people we worked with were experiencing low attendance, emotional regulation difficulties, behavioural challenges, poor wellbeing and disengagement from learning. Through trusted relationships, consistent support and tailored interventions, young people were supported to re-engage with school, develop resilience and build confidence.

Through mentoring, wellbeing support, alternative learning opportunities and accredited qualifications, young people experienced success in ways that reflected their strengths and interests. Many improved their attendance, engagement and relationships both within school and beyond.

For young people approaching the end of their school journey, Youth Workers also provided support to explore future pathways and secure positive destinations. Whether progressing into college, training, employment or apprenticeships, young people were supported to make informed choices and take positive steps towards their future.

CASE STUDY, OF

When OF first engaged with FARE's Family Liaison Officer (FLO), she was experiencing significant challenges following a period of trauma and change within her family. OF is autistic and non-speaking, which creates barriers to communication and accessing support. During this time, her mother suffered a severe stroke and, after spending several months in hospital, moved into full-time nursing care due to her ongoing support needs. This major life change had a significant impact on OF and her family's day-to-day life.

Alongside managing the emotional impact of these circumstances, OF faced difficulties accessing education, healthcare and practical support. Communication barriers made it challenging for her to express her needs and engage with professionals independently. She also required support to navigate areas such as Universal Credit, housing and other essential services.

Through consistent FLO support, OF received advocacy and guidance across multiple areas of her life. The FLO worked closely with OF, her family, school, healthcare professionals and partner organisations to ensure her needs were understood and appropriate support was in place. Particular focus was given to improving communication pathways, with liaison taking place with OF's GP practice and support workers to identify more accessible ways for her to engage with healthcare services and have her voice heard.

As a result of this collaborative approach, OF has been better supported to access services and engage with professionals in ways that recognise her communication needs. The joined-up support around her has helped reduce some of the barriers she experiences, while ensuring greater consistency across the services involved in her life.

Throughout a particularly difficult period of adjustment, OF has had access to trusted support and advocacy, helping her navigate changes within her family circumstances while continuing to access the support she is entitled to. Her journey highlights the importance of person-centred, relationship-based support in enabling young people with additional needs to participate in decisions, access services and build greater confidence in managing their day-to-day lives.

Our FLO continues to work alongside OF, her family and partner agencies to strengthen communication strategies, support her growing independence and ensure she remains connected to the services and opportunities that promote her wellbeing and future aspirations.

OF's journey demonstrates how consistent advocacy, effective partnership working and personalised communication support can help young people with complex needs overcome barriers, access essential services and maintain stability during significant periods of change.

FAMILY LIAISON OFFICERS

This year, our Family Liaison Officers (FLOs) supported children and families to overcome barriers that were impacting attendance, wellbeing and engagement with education. Many of the families we worked with were experiencing challenges such as poverty, housing difficulties, trauma, additional support needs, language barriers and family crisis.

Through trusted relationships, home visits, advocacy and one-to-one support, FLOs helped families access the right support at the right time. By working closely with parents, carers and schools, they helped strengthen routines, improve school attendance and ensure children were better supported both at home and in school.

FLOs also acted as a vital link between home and school, helping families navigate services, access practical and emotional support, and feel more confident engaging with their child's education. Through this early intervention and relationship-based approach, families were better equipped to overcome challenges and create more positive outcomes for their children.



CASE STUDY, AB

AB was preparing to leave school and begin college, with clear ambitions to continue their education and work towards future employment. However, financial barriers were affecting their ability to take this important next step with confidence.

To support their progression, The Wee Bursary provided funding for a laptop and appropriate clothing for college. Access to a laptop ensured AB could complete coursework, manage applications and continue learning independently, while suitable clothing helped them feel prepared and included as they entered a new environment.

The impact was immediate. With the right equipment and resources in place, AB felt more confident and independent in managing their studies. The support also reduced financial pressure at home, allowing them to focus on learning, attendance and settling into college life.

For AB, the bursary was about more than practical items. It removed barriers, increased confidence and helped create a smoother transition into further education. Their story demonstrates how timely, flexible support can help young people access opportunities, achieve their goals and take positive steps towards their future.



THE WEE BURSARY

Financial hardship should never prevent a young person from achieving their potential. Through The Wee Bursary, young people were able to overcome financial barriers and remain connected to education, training and employment opportunities.

Delivered in partnership with the Hymans Robertson Foundation, Wheatley Foundation, Glasgow City Council, Clyde Gateway and other funding partners, the bursary provides flexible, person-centred support that helps young people access opportunities that may otherwise be out of reach. Support can include travel costs, digital access, training opportunities, driving lessons and other essential expenses that enable young people to continue progressing towards their goals.

Often, relatively small amounts of funding can have a significant impact. By removing practical barriers at critical moments, young people are better able to focus on their education, employment and personal development, helping them stay on track towards positive destinations.

FAREPLAY STEPFORD

FAREPlay Stepford continued to be much more than a football facility. As a community sports hub, it provided a welcoming and inclusive space where people of all ages could come together, stay active and feel part of something bigger. While local clubs, teams and community groups used the facilities throughout the year, every booking helped support FARE's wider work within the community, with all income reinvested back into local services and opportunities.

Throughout the school holidays, FAREPlay Stepford hosted a range of holiday programmes for local children and young people. Alongside opportunities to take part in sport and stay active, FARE provided nutritious breakfasts and lunches, helping ensure **1,981** children remained well-fed, engaged and connected throughout the holiday period.

The impact of Stepford extended beyond the pitch. Football encouraged teamwork, communication and resilience, while training sessions, matches and tournaments brought families together and strengthened community connections. **31** different Football Clubs/Academys and over **120,000** individuals used the facility this year. For many local people, FAREPlay Stepford has become more than a sports facility; it is a place they proudly call home.





VOLUNTEERING

2025/26 marked an exciting milestone for FARE Scotland with the appointment of our first Volunteer Coordinator and the development of a dedicated volunteering programme.

Throughout the year, we worked with **38** volunteers who generously contributed **1,502** volunteer hours across our services. In addition, corporate volunteers donated a further **482** hours.

Volunteers play a vital role in helping FARE tackle poverty, raise aspirations and create opportunities. Their contribution strengthens our services, supports local communities and helps us reach more people than would otherwise be possible. From supporting programmes to sharing skills and experiences, volunteers make a meaningful difference to the lives of the people we support.

Volunteering also creates positive outcomes for those who give their time. Throughout the year, volunteers developed confidence, gained experience, built new skills and formed stronger connections within their communities. For many, volunteering provides a pathway into further education, training or employment, while also supporting wellbeing and reducing social isolation.

In January, our Volunteer Coordinator began developing a referral pathway with local charities and community organisations in the East End. This collaborative approach helps connect people with volunteering opportunities that match their interests, skills and goals, while also supporting organisations to recruit volunteers.

By working together, we are creating more opportunities for local people to get involved, contribute to their communities and experience the personal and social benefits that volunteering can bring.

GOING FORWARD

Community

Looking ahead, the Community Team will focus on strengthening a welcoming, inclusive and community-based offer that responds to the needs of local people and families. Food will remain integral to our community-based work and will continue to play a key role in supporting engagement, reducing hardship and bringing people together through accessible activities and services. A particular priority will be the delivery of family-based support activities that strengthen relationships, build resilience and create opportunities for families to participate in community life. We will continue to provide welcoming and friendly activities that help reduce social isolation, increase social connections and ensure people feel supported within their communities. Alongside this, we will promote physical activity and positive mental health and wellbeing for all ages, recognising the importance of prevention and early intervention in improving long-term outcomes. We will also further develop intergenerational activities that bring different age groups together, promote lifelong learning opportunities and increase digital inclusion support across the community, helping more people access the skills, resources and opportunities they need to thrive.

Employability

Going forward, our Employability Team will focus on supporting young people, adults and families to develop the skills, confidence, qualifications and experience required to secure and sustain positive destinations. A central priority will be supporting young people furthest from the labour market through clear employability pathways that build resilience, improve wellbeing and create opportunities to progress into employment, education, apprenticeships and training. Through a strong Whole Family Approach, we will recognise and address the wider barriers that can impact employability, including confidence, health and wellbeing, family circumstances, educational attainment and financial inclusion. Our community-based employability offer will continue to combine accredited learning, sector-based skills training, employability programmes, work placements, volunteering opportunities and employer engagement activities. We will strengthen employer-led provision through closer collaboration with businesses and industry partners, creating clearer routes into sustainable employment. Through local partnerships, community-based services and events such as our annual Jobs Fair, we will continue creating meaningful progression opportunities while helping people overcome barriers, achieve their potential and move towards sustainable employment outcomes.

Schools

Over the next year, the Schools Team will focus on strengthening partnership working across the Schools, Employability and Community Teams to provide more joined-up, responsive and impactful support for young people and their families. Key priorities include clarifying and strengthening the role of Family Liaison Officers, building stronger relationships with school staff and partner agencies, and ensuring support is coordinated and accessible. We will continue to deliver health and wellbeing initiatives that promote engagement, confidence, resilience, attendance and attainment, while using varied and inclusive approaches to learning that meet the needs of different young people.

Supporting positive destinations will remain a key focus through employability support, qualifications, skills development and progression opportunities. Underpinning all of this will be a strong whole-family approach, ensuring children, young people and families receive timely, coordinated support that improves wellbeing, attainment and future opportunities.

THANK YOU TO OUR SUPPORTERS

We are incredibly grateful to our funders, partners and supporters. Your investment in FARE Scotland enables us to tackle poverty, raise aspirations and create opportunities for children, young people, adults and families across the communities we serve.

Thank you for believing in our work and helping us create brighter futures for the people we support. None of this would be possible without you.

