

2009 - 2010

aberdeen
foyer



anna mitchell
seasons in
8 sept - 24 oct 2009

foyer restaurant + gallery
open tues - fri 11am - 11pm + sat 9.30am - 11pm
address 62a crown street, aberdeen ab11 6et. tel/fax 01224 562277 www.foyerrestaurant.com

robin wilson
panoramas of scotland
27 oct - 5 dec 2009

foyer restaurant + gallery
open tues - fri 11am - 11pm + sat 9.30am - 11pm
address 62a crown street, aberdeen ab11 6et. tel 01224 562277 www.foyerrestaurant.com

david corbridge
8 dec - 23 jan 2010

foyer restaurant + gallery
open tues - sat 11am - 11pm
address 62a crown street, aberdeen ab11 6et. tel/fax 01224 562277 www.foyerrestaurant.com

Doug Cocker
17 aug - 2 oct 2010

foyer restaurant + gallery
open tues - sat inclusive 10am - 11pm
address 62a crown street, aberdeen ab11 6et. tel/fax 01224 562277 www.foyerrestaurant.com

Julia Gardiner
5 oct - 27 nov 2010

foyer restaurant + gallery
open tues - sat inclusive 11am - 11pm
address 62a crown street, aberdeen ab11 6et. tel/fax 01224 562277 www.foyerrestaurant.com

anne armstrong

foyer restaurant + gallery
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Julia Gardiner's work shown at the foyer restaurant + gallery

MIKE CHALMERS

How my life has changed from 2009, when I became homeless, to where I am today! I was getting ready to go for a job interview and my mum broke the news to me that we would be evicted later that month. We had less than 2 weeks to pack everything and get temporary accommodation, where we were for 2 months. It wasn't a good area. There were always fights and antisocial behaviour going on. My mother then met another partner and decided to move in with him but unfortunately there was no space for me. I ended up on the street and went to stay at a friend's house for a couple of days. I went to present as homeless and got temporary accommodation in a B&B, the room was small and I felt claustrophobic. I spent 3 months there and didn't even have cooking facilities which meant I was living on junk food. Due to the lack of space, I developed insomnia.

3 months went by and my condition was getting worse. I had not slept for 3228 hours, which is near a Guinness world record. I got a call from the homeless department and they informed me that there was a place available at Aberdeen Foyer.

When I arrived I was greeted by friendly staff and made me feel at home. I had an interview with Tanja to see if I could get a flat in the Foyer and was told I would have to do 4 weeks in direct access before I could get a flat. I went back to the B&B and 2 days later I got a call saying I'd been accepted for a direct access placement.

The flat I moved into felt absolutely massive. During the month in direct access I learned how to cook, clean and all other associated tasks. A couple a weeks went by and I was starting to feel a lot better, I was more comfortable in my surroundings and got to know people. I finally moved in to my flat. It took a little while to adjust but with my friends

and the support of the staff I managed to relax. During my time here I have had a few ups and downs. I have hosted a darts competition for tenants in the Foyer and it went pretty well. It was a good turn out, we had a bit of a laugh and the other tenants were getting some practice at my sport.

I couldn't have done it without the support of Tanja, Ishbel, Sue, Tracey and Shannon. Without their support I would not have learned all the tasks for being healthy and looking after myself and my flat. I have also learned from 3 Belgian students, Ides, Wannes and Karolien, they have all taught me important things.

During my time at Trinity Court I have had a lot of downs as well. A few of the times I wanted to kill myself over losing a few of my best mates. It felt like I couldn't cope and like the world was against me no matter where I turned I could not find an answer to solve my problems, they just escalated and got worse until I got advice about what to do from staff support. Then things got better, slowly they went away and I got to resume a normal life.

Now I'm more relaxed about moving on into my new flat when I get one. I will also get 6 weeks of support from the staff when I move on. I will miss this place I will miss my friends with all the banter, parties and laughter we have shared.



“I wish I had known about the Foyer long before I did. I would recommend any young person who is homeless to get support as it is not easy living alone.”





AN OVERVIEW

Established in 1995, Aberdeen Foyer is a successful charitable organisation working to prevent and alleviate youth homelessness and unemployment in Aberdeen and Aberdeenshire. At our core we provide supported accommodation to former homeless and at risk young people alongside a range of learning, training, and employment support as well as community health services.

Aberdeen Foyer's approach recognises that tackling homelessness and disadvantage is not just a matter of providing a home, but necessitates addressing many of the underlying causes and critically providing people with the means of gaining and sustaining employment. This integrated approach allows our tenants and programme participants to take the next steps towards independent living, learning and work.

A unique feature of Aberdeen Foyer's business model is the wholly owned subsidiary company, Foyer Enterprise which encompasses the Foyer Restaurant + Gallery, Foyer Graphics, Roadwise Driver Training and Foyer Works. The businesses underpin the work of the Foyer, raise the profile of the organisation in the wider community and provide an invaluable employment and training resource for those with whom we work.

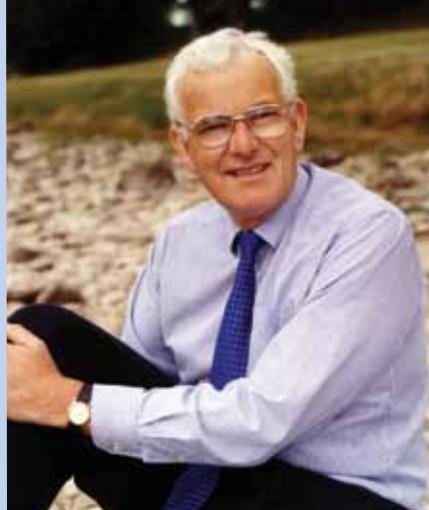
Aberdeen Foyer provides supported tenancies for young people aged 16 - 25 across 6 sites; Aberdeen (2), Peterhead, Fraserburgh, Banchory and Stonehaven working with up to 80 tenants at any one time.

In addition to housing support, we offer a number of services to tenants and people in the wider community including:

- **Lifeshaper** - community rehabilitation programme for those who have had drug problems
- **Progress2Work** - employment support service aimed at helping former drug users gain employment
- **Integrated Drugs Service-Community Rehabilitation** - multi agency initiative supported by the Aberdeen Joint Alcohol and Drugs Action Team
- **Early Intervention initiatives for 14-19 year olds**
- **Community and Family Learning Signature** - mapping learning needs and community capacity
- **Learning Power Award** - tenant centred learning programme
- **The Prince's Trust Team** - 12 week personal development programme
- **Get Ready for Work** - employability programme for 16-18s
- **Training for Work** - employability programme for 18+
- **Build & Train** - addresses skills shortages in the construction industry
- **Gateway to Work** - get back to work programme for unemployed
- **Aberdeenshire Learning Houses and Family Learning support services**
- **Foyer Music** - recording and rehearsal studio, live events, outreach workshops
- **Foyer Health** - providing knowledge, skills and resources that empower individuals towards leading a healthier lifestyle

Through our existing services and new developments we will continue to respond to the needs and issues of young people and their communities in Aberdeen and Aberdeenshire; affecting real and lasting change, embracing change to provide imaginative services that enable people who were once on the margins to positively engage and contribute in our communities.





CHAIRMAN'S WELCOME

It was a great honour to be appointed Chairman of Aberdeen Foyer at the beginning of 2010 and to take over from David Paton, who had been outstanding in the role for several years.

As you will read in Chief Executive Ken Milroy's report and in the body of this review, it has been a period of many positives and despite the uncertain operational environment the Foyer has not lost its entrepreneurial flair.

From a governance perspective we have strengthened the Boards of both Aberdeen Foyer and Foyer Enterprise. This followed a full skills audit of our Board members. We will meet as a group on a Strategic Planning Away Day to ensure that we are structured to cope with funding cutbacks while at the same time ensuring we have the capacity to react to new opportunities.

We have been able to widen our relationships with the private sector through the appointment of 25 Foyer Ambassadors who represent the diversity of the business community in Aberdeen City and Aberdeenshire.

Our balance sheet and liquidity have been improved through pleasing surpluses which places us in a stronger position to cope with future uncertainties.

The Board continues to gain comfort in the quality of the leadership of Ken Milroy and his Senior Management Team and the real commitment of all Foyer staff to make a difference to the lives of the people who use our services.

It has been a real pleasure for me to attend events where I have met many young people who have developed and grown in confidence through their involvement with the Foyer and who are now better equipped to cope with the challenge of independent living. Our strategy is to ensure that we continue to do this work and to look at other ways to widen the opportunities to add real value to the lives of all who engage with the Foyer.

My role has been made much easier by the support of my fellow Board members and the close working relationship with Ken and his team and I would like to thank them all for their contribution throughout the year.

I hope, like me, you are encouraged and inspired by this report.

Bill Ferguson



CHIEF EXECUTIVE

I am delighted to introduce highlights of the work of Aberdeen Foyer over 2009 and 2010.

Against an increasingly challenging financial environment this has been a rewarding and fulfilling period and I am very proud of the continued success we have been able to deliver across our various services and businesses.

Despite the harsh external environment we have seen some growth within the organisation, with a number of new initiatives including a Young Carers' Project in association with Lead Scotland; the establishment of a formal Knowledge Transfer Partnership initiative with Robert Gordon University; a 3 year contract as delivery partner in a Global Exchange programme funded by the Wood Family Trust and seeing our new Early Intervention services supported by the venture philanthropy initiative, Inspiring Scotland, beginning to develop new and exciting services working with Peterhead Academy, Kincorth Academy and Torry Academy.

We are also very pleased to deliver a new Young Leaders' Programme supported by BP, both financially and by mentors drawn from BP staff in Aberdeen, to work with Young Leaders from different communities in Aberdeen and Aberdeenshire, assisting them to make a positive impact on their own community and culminating in an opportunity to participate as a volunteer in the 2012 Olympic Games.

We have also taken forward pioneering work in relation to improving services for survivors of childhood sexual abuse. We published the findings from this research which has been extremely well received.

Over and above this new work we have continued to provide support, challenge and opportunity through our Housing Support services, our various Learning and Employability programmes, our Health and Wellbeing services, and of course through our various trading activities through Foyer Enterprise and Roadwise Driver Training.

In January 2010, the Aberdeen Foyer Board appointed a new Chairman, Bill Ferguson, who had served as the Board's Vice-Chairman over a number of years. All members of the Board and staff paid tribute to David Paton, who served assiduously as our Chairman over a number of years. David will continue to be a great ambassador for the organisation.

Over 2009/10 there has been significant investment in our work from the public and private sectors, trusts and individuals. I hope you will see through the pages that follow the real return on that investment we have delivered, none of which would have been possible without the dedication, commitment and enthusiasm of Foyer staff members and the support of our Board members.

Many of those we support come from very challenging backgrounds and the transformation we see in the lives of these individuals through their participation in our services and activities is astounding. Their success is our success.

Ken Milroy MBE



EARLY INTERVENTION

To date much of our service activity has been geared towards, and has responded to, crisis situations in the lives of young people aged 16 years and over. Over the past 2 years in particular, we have sought to use our expertise, knowledge and understanding to help prevent or minimise the need for crisis interventions. To support this new strategic direction for the Foyer, we were successful in securing funding from a major philanthropic venture, Inspiring Scotland.

We are developing preventative services targeting young people deemed at risk, by providing family based services and widening our scope to include 14 and 15 year olds. We are also maximising the impact of our social businesses in providing training, education and employment.

We have worked closely with colleagues in both Aberdeen City and Aberdeenshire Councils to target this new work in Peterhead and 2 communities in Aberdeen; Torry and Kincorth.

We now deliver a package of linked activities including:

- Family Learning Signature
- Peer mentoring service for 14+ (as part of the Youth Justice Development Programme)
- Recruitment and training of peer mentors
- One to one intensive education for 14+
- Employability opportunities
- Access to existing Foyer services i.e. counselling, health and supported accommodation where necessary

Partnership with other services and agencies in achieving shared priorities is key to our work in line with national strategy 'Getting it Right for Every Child' (GIRFEC).

- Local Authority Children's Services
- 'More Choices, More Chances' - NEET strategies
- 'Curriculum for Excellence - Building the Curriculum Stage 3, 16+ Learning Choices'
- Integrated Assessment Framework (GIRFEC)

Target Groups

We are focusing on young people who are:

- At risk of homelessness
- Living in areas of multiple deprivation
- Looked After
- Not in education, training or employment
- Identified through Child Protection procedures
- Identified as having additional support needs

Inspiring
Scotland



“I would also have to say that they were engaged through the whole session, which is most unusual. This is a very difficult group to engage and they are looking forward to the next session.”

Peterhead Academy

EARLY INTERVENTION - (continued)

DEVELOPMENTS IN 2010

Family Learning Signature

The Family Learning Signature (FLS) is a unique and interactive tool designed to support schools and multi-agency partnerships as they engage with, understand and support families.

In other parts of the UK, FLS programmes have helped to focus on supporting families during transition stages from primary to secondary school, engaging with hard to reach families, improving attendance among families with persistent absenteeism from school and improving families' self assessment and self referral to programmes available.

FLS provides a clear picture for all stakeholders of a family's:

- Readiness to engage in learning
- Capacity to support and sustain learning
- Needs in terms of learning support
- Progression as a result of learning activities

In Aberdeen, members of Foyer staff are working with Torry and Kincorth Academies to plan a pilot project to use FLS in both schools. In Aberdeenshire we are working with Peterhead Academy. Each of the schools is taking a slightly different approach. Kincorth Academy wishes to target a cohort of pupils who were recognised as having the ability to attain 5 Highers but who are not on track to accomplish this and would like to identify how to support them to reach their potential. Torry Academy wishes to use the pilot to support improvement of attendance of a group of their pupils.

In 2010, 17 family learning signatures were completed through the referral process at Peterhead Academy and successful 1 to 1 sessions were held, responding directly to the needs of young people, primarily confidence building.

A Parent Support Group was developed which has been very well attended offering a chance for parents and families to share experience and learn from each other.

“Doing a family learning signature really helped us look as parents to talk to our children about how they learn and what we can do to support that. It was fun and easy and everyone learnt something from it.”

Community Learning and Development (CLD), Peterhead Academy and the Foyer are developing a Draft School Improvement Plan to integrate FLS as a mainstream activity in the school initially with S2 and S3 and a range of materials for families with English as a foreign language to support them with FLS.

Aberdeen Youth Justice Development Programme

As a partner in the Integrated Services work stream Aberdeen Foyer was invited to identify which changes to service delivery would be necessary if we are to provide Intensive Support Services required. Structured intervention services for young people are being developed in the form of One to One Learning 14+ and a Peer Mentoring Service.

One to One Learning 14+

The service will be provided to young people aged 14 - 19 who fall within an agreed Intensive Support Service. They may or may not be on a monitoring order in addition to receiving Intensive Support Services. This is an important service for those in transition from Youth Justice to Criminal Justice as it could be the only service that is consistent during this phase. The aim of this service is to provide early intervention to avoid young people having to enter secure accommodation and also to prevent them from having to leave Aberdeen City to access this service.

The service will provide a bespoke learning programme including an assessment of learning needs, a learning action plan and delivery of appropriate learning interventions. The service will aim to support the service user to gain the necessary skills to progress to the next identified step within their agreed Learning Action Plan moving towards engagement in employment, education or training opportunities.



“Today was ace! I learned a lot. Can we do this again next week!”

Pupil

Peer Mentoring Service

Aberdeen Foyer has also secured funding to develop peer mentoring services in Aberdeen.

The service will be provided to young people aged 14-18 years who fall within an agreed Intensive Support Service. They may or may not be on a monitoring order in addition to receiving Intensive Support Services. The service will also be available to young people aged 14-19 referred by the Pre Referral Screening group.

The service will create a mutually beneficial, outcome focussed peer mentoring project that will connect young people to inspire mutual learning, growth and support. The Peer Mentors will share their knowledge and experience with young people, establishing relationships based on trust and empathy. They will support the young people in a broad range of activities including engaging in education, training or education opportunities.

We will develop and deliver a robust training programme to prepare the Peer Mentors to deliver peer support and will register for accreditation with the Befriending and Mentoring Association to ensure the service meets quality standards and delivers best practise.

Individual Tenant Support

It was identified that a group of Foyer tenants were struggling to progress around employment, training or education. Early Intervention staff attended breakfast and job clubs to support tenants. The service will be developed to offer individual learning support to tenants not already engaged in education, training or employment.

Early School Leavers

While developing and planning our Family Learning Signature pilots we secured resources to respond to a request from Aberdeen City Council to support young people who had left school early at the age of 15 with no positive destinations. This support proved successful but unfortunately, with the roll out of our other services about to begin, we no longer have the resources to carry on this work. We will however try to raise funding to support this worthwhile work as we feel there is a real gap in our services currently being provided in Aberdeen City for under 16s not engaging with mainstream education.

The Early Intervention team in Peterhead now has an office and family area within Peterhead Academy.

14-19 years More Choices More Chances (MCMC)

- Delivered weekly sessions, in partnership with Community Learning and Development (CLD) Central Buchan, to Mintlaw Academy S3 group of 8 young people struggling with mainstream education and at risk of exclusion. Pupils are working towards their Youth Achievement Award.
- Aberdeen Foyer is working with Peterhead CLD, supporting delivery of weekly movie club, developing skills such as social, team building as well as creative expression.
- S5 Foyer Link Programme commenced at Peterhead Academy. Foyer Link is a personal development programme that offers participants the opportunity to improve their skills, confidence and their goals for their future.
- A range of other support has been developed and being delivered, some as part of the curriculum at Peterhead Academy including their off site base, these vary from individual support, short courses or workshops:
- Confidence building, employability skills, preparing for work and job clubs
- Workshops with varying topics, bringing young people together with different talents to share experiences, knowledge and celebrate diversity
- Issue based workshops responding to needs of the participants such as ‘Positive Choices’ building on strengths and values, Foyer Health Team – smoking - pack it in before you start, choose life and diversity & antisocial behaviour with Grampian Police amongst others
- Learning opportunities with Foyer Learning & Prince’s Trust
- Independent living skills – exploring what is homelessness? looking at prevention of youth homelessness
- nearly 40 pupils have benefited so far

Early Intervention programmes in Peterhead are supported by Inspiring Scotland, ExxonMobil, Aberdeenshire Council, Cash Back for Communities and Grampian Police.



young leaders interviewing Commonwealth Gold medal winner Hannah Miley

Young Leaders' Programme

In bidding for the Olympic Games, London 2012 made a commitment to deliver a project to put 100 Young Leaders on an intensive personal development programme to enable them to play a significant role in the delivery of the London 2012 Olympic and Paralympics Games. BP is sponsoring the programme.

The Young Leaders' Programme is designed to give a group of young people who were 16 on or before 1st January 2010 the opportunity to take part in a life changing programme which offers training, coaching and the chance to lead volunteering opportunities between April 2010 and the end of the Games in September 2012. The young people recruited have experienced difficulties and would not otherwise have the opportunity to take part in this personal development programme.

The programme is enabling the young leaders to have a positive impact on their communities. They also receive coaching support and guidance from BP employees.

Aberdeen Foyer is delivering this programme as requested by Aberdeen City and Aberdeenshire Councils. On assessment we have found that the young people involved require a great deal of support in order to be ready for their roles in the 2012 Games, perhaps more than the anticipated involvement. We have carried out intensive work with the group over the past few months to ensure they are all reaching their full potential.

The intensive work carried out has culminated in the following outcomes:

One Young Leader (YL) will undertake the Prince's Trust Team Programme

One YL completed the Prince's Trust Team Programme and is on a 13-week work placement

One YL secured a Prince's Trust Development Award to pay for driving lessons

One YL completed the Transition Academy and has the option of participating in outdoor training in 2011

One YL is in 6th year at school and maintaining a single tenancy

Three Young Leaders are sustaining college courses

The support of the BP mentors is proving to be of great benefit to all involved. The mentors supported the young leaders through the application process for their volunteering roles in the Games, they attended milestone events with the young leaders and have been involved with community projects. The mentors also support the young leaders out with the programme when needed, for example, applying for work and completing a personal statement for a university application.

The young leaders completed their first Community Project with Adventure Aberdeen building a low ropes course.

The part time nature of the programme and the success of reaching positive outcomes have made it difficult for us to bring the young leaders together as a group and one of the challenges for us has been to keep the young leaders motivated. To this end, we secured funding from BP to allow us to organise a residential week of team building activities for them. We went to Cromdale Outdoor Centre with Adventure Aberdeen for a very active and demanding week. The young leaders were enthusiastic, motivated and challenged themselves throughout all the tasks set. The outcomes were all we hoped for and more. The young leaders now feel more part of a group with one young leader stating 'we are like a family now'; we also saw them continually grow in confidence.





EXCEPTIONAL CONTRIBUTION MENTORING AWARD

Yvonne Moir, a volunteer at the Foyer, won the Exceptional Contribution Award 2010 at the Scottish Mentoring Network's Annual recognition awards. Yvonne also scooped the Supporting Life's Journeys Award in recognition of a mentor who contributes towards reducing the levels of social poverty and social exclusion in Scotland.

Yvonne has been involved with Aberdeen Foyer programmes since 2009 and volunteered as a full-time mentor for the Lifeskills programme, assisting groups of 16-18 year olds requiring support to access training and employment including working with young people with social, emotional and behavioural difficulties, as well as mental health issues and learning disabilities. Her commitment and dedication to helping young people was evident and as a result she joined the Prince's Trust Team programme as mentor and Assistant Team Leader.

“Yvonne delivered a series of workshops using her own experiences to encourage discussion and raise young people’s

awareness of issues including diversity, morality and anti-social behaviour. She plays an integral part in the success of programmes in which she is involved and continues to be enthusiastic, motivated and passionate about supporting young people and committed to helping them help themselves. Yvonne thoroughly deserves to win this award in recognition of all her efforts.”

Kathleen Singer,
senior development worker

Young people who have been involved in Foyer services have a wealth of experience and knowledge having overcome many barriers to achieve positive outcomes in their lives. The Foyer encourages young people to learn from each other through peer mentoring to meet as many needs as possible of those accessing services.

Aberdeen Foyer also received a 'Highly Commended' certificate for the mentoring work we carry out and in recognition of the plans we have to further develop our service.

KTP AT ABERDEEN FOYER

The Knowledge Transfer Partnership (KTP) project between Aberdeen Foyer and Robert Gordon University is a two year project which commenced in March 2009 and is partly Government funded.

KTPs aim to facilitate the transfer of knowledge and the spread of technical and business skills to provide company-based training for graduates in order to enhance their business and specialist skills and to stimulate business relevant research.

Our project specifically aims to design and embed a systematic approach for data collection and analysis and to support

the strategic planning of the organisation through the development of a Performance and Information Management System. This development will enhance our ability to effectively evidence the impact and outcomes of services and support delivered.

Robert Gordon University brings their academic expertise in terms of research skills and underpinning knowledge of theory and practice in relation to the projects aims and objectives.

The project is overseen by a local Management Committee that monitors and evaluates the work undertaken on the project.



HOUSING - 'CHANGES'

Change is something which happens to us and around us throughout our lives. Coping with changes can be difficult particularly the changes which happen as we change from child to adult. In most cases the change happens with the support of family and friends in an environment which provides a safety net while young people try out new situations and assume increasing responsibility for their own lives. In some cases young people find themselves without that safety net, particularly when they find themselves homeless. Aberdeen Foyer aims to provide an alternative safe place to grow and develop for homeless young people aged 16 - 25 years.

Young people come to live at Aberdeen Foyer for a variety of reasons including bereavement, parents whose own issues and problems make them unable to cope with the needs of teenagers, mental health problems such as self harming which families find too hard to cope with, parents who move away while the young person needs to stay in the location, overcrowding at home, general breakdown of relationships with their families, drug or alcohol misuse, violence or abuse within the home, leaving the care of the local authority. All of these difficulties can leave young people feeling isolated, frightened, confused, sad, angry, hurt, rejected and neglected. It often seems as if no one cares; they feel worthless and have no way of coping with day to day life. There is no one to listen, no one to help them to make the best decisions. It becomes too hard to try to make the changes needed and they get stuck in a rut.

In our supported accommodation young people arrive and are supported to work out which changes they wish to make. They develop an Action Plan which helps to assess where they are and decide what steps they need to take to move to where they want to be. This plan focuses on 4 areas. The

first involves learning good tenancy skills eg cooking, cleaning, budgeting, homemaking and being a good neighbour. Our tenants work their way through work books and also learn from the inevitable mistakes made on their journey. Often mistakes happen as they, like others, have no vision of the consequences of their behaviour eg not paying a bill this week will make it twice as hard next week. Secondly they look at their situation and try to work out what kind of work they would like to get into and how they will get there. Often this involves linking with the Foyer Learning team and accessing various programmes. Thirdly they look at their own personal development. What do they like about themselves, what are their strengths and how can they build on them, as well as identifying the challenges they face, the things that make them feel down and less confident than they need to be. Often this will involve working with the Health Team or with other organisations or support providers. Lastly, how might they develop a balanced social life with positive outcomes from hobbies and social activities.

The Action Plan for each young person is their map for change. The changes each person chooses to make for themselves may again change depending on their experiences. The Action Plan is designed to help young people realise that this is a part of life. A problem doesn't have to be a disaster but might be an opportunity for something else to happen still leading to positive destinations all be it by a different route.

Throughout 2009 and 2010 many young tenants at Aberdeen Foyer made very positive changes in their lives.

HOUSING FACT BOXES

TOTAL ACCOMMODATED

	2009	2010
Adults	137	133
Children	7	5

GENDER

	2009	2010	2009	2010	2009	2010
	housed		Males		Females	
Trinity Court	45	33	22	18	23	15
Direct Access	23	21	13	11	10	10
Torry	18	28	10	17	8	11
Direct Access (May 2010)		5		1		4
Peterhead/ Fraserburgh	24	25	15	13	9	12
Outreach	18		9		9	
Stonehaven	18	16	10	7	8	9
Banchory	9	5	5	3	4	2

ISSUES

	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010
	mental health issues		substance misuse		learning difficulties		offending behaviour		looked after children	
Trinity Court	16	13	23	15	2	4	17	8	15	9
Torry	12	10	5	5	3	3	4	4	4	5
Peterhead/ Fraserburgh	9	4	7	4	17	11	8	6	8	12
Outreach	6		8		11		8		9	
Stonehaven	1	3	2		2		4	1	2	1
Banchory	2	2	2	2			2	3	2	

ACHIEVEMENTS

	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010
	moved to independent tenancy		moved back to family home		in employment		attending college		completed training courses		completed learning programmes	
Trinity Court	9	6	10	6	8	9	11	4	15	7	9	4
Torry	4	6	2	7	5	5	4	5	3		1	6
Peterhead/ Fraserburgh	8	11	7	2	6	9	7	6	10	6	9	9
Outreach	4		4		10		4		5		4	
Stonehaven	7	6	2	2	7	7		2		1	3	2
Banchory	3	2	1	1	2	2	2	3	2		2	4



HOUSING - Some Stories

Jade Gibson

When my mum passed away, I thought my world had literally ended. Not only did I lose the person that meant more to me than anyone else, I also became homeless. Luckily, Aberdeen Foyer offered me a home and support. The first couple of months were really hard. I was still struggling with losing my mum and my head was all over the place. I partied a lot and almost lost my tenancy at one point. But I managed to turn things around! I got involved in courses at the Foyer like the Prince's Trust and retail training. I also took part in the Art Project and managed to use all my energy in a creative way. I completed the Learning Power Award which really boosted my confidence. I now feel stronger as a person and have a lot of positive energy. I am ready to face the world on my own and with my support worker I am working towards moving on from Aberdeen Foyer and into a new tenancy.

Samantha Jeffery

I was 15 when I gave birth to my son and struggled as a parent. My son went into foster care when I became homeless. I was devastated. I lived in a hostel for a couple of months before I managed to get a 2 bedroom flat with Aberdeen Foyer. The support workers helped me with my health, looking after my flat, budgeting, etc. But my main goal was to try and get my son back. After months of hard work, he finally returned home! We have been living as a family ever since. We lived at Aberdeen Foyer for nearly two years and recently moved into a new home. I worked hard to make the new flat a home for me and my son and it is looking fab! I can't wait to get settled in our new community and for my son to start going to the local school.

James (Stonehaven)

My name is James and I went to a specialist school in Dyce because I have Asperger's Syndrome. It was important for me to learn to live on my own and become more independent and learn to do things for myself.

Before I left my parents' house and moved into a flat at the Foyer I had never even crossed a road on my own. I was helped to make a plan of everything I had to do and everything I had to learn like doing the dishes and washing, Hoovering and cleaning, buying food and cooking and paying bills.

I had to get the train to my school in Dyce. This was a big thing for me as I find it quite difficult to be near strangers. After I left school I got some volunteer work in a local charity shop. I really like it there and now I am allowed to work on the till.

John (Banchory) – move on

My Mum died from an asthma attack before I went to school. Me and my 2 brothers lived with our Granny and Granda as we didn't have a Dad, they were really great but when they became ill my brothers were taken into care and because I was 16 I had to find somewhere to live by myself. I moved into the Foyer at Banchory. I was given a really nice flat and lots of support to look after it. Over the 18 months I lived there I learned to do the housework, pay my bills and make new friends. I also learned to cook and found that I really liked it. I worked with my support worker and the Health Team on lots of recipes and after a while I took part in helping to make a new cook book called "Sorted in the Kitchen". It tells you everything you need to know like making a shopping list for the ingredients, all about food hygiene as well as telling you how to prepare the food.

I had been living at the Foyer for about a year when my support worker noticed that I was drinking an awful lot of juice and I had lost



weight. She supported me to go to the doctor and I found out that I was diabetic. I was helped to learn all the new things I had to do to keep me healthy and they made sure that I attended all my appointments. I am now a lot more confident about how to deal with this. When I was ready, I moved on from the Foyer to a flat near my grandparents.

My support worker liaised with Aberdeenshire social work department and Cornerstone as it was felt that due to my learning disabilities I would still require some ongoing support for a period of time. I was also given a lot of help to get all the items and furniture I needed with my Leaving Care grant. Foyer staff and friends helped me decorate which made a huge difference and I now have a flat which really feels like my home.

I am seeing my new support worker a few times a week and she is helping me with lots of things including paying my bills, shopping and keeping my flat clean and tidy. I have started a part time college class and have been doing voluntary work a couple of days a week. Just before I moved I completed a 12 week work placement in the Co-op and am hopeful I will be offered a part time post with them.

Patrick Neville

Since moving into Trinity Court in 2009 my views towards environmental issues changed considerably, I now realise the importance of the environment to the functioning of the planet and the progression of society.

Over time I started to gain more interest in the matter because I realised that it is not possible for humans to continue consuming resources and polluting the planet at the rate they do which far surpasses the planet's rate of natural replenishment.

To raise awareness and promote solutions I did some research, but had great difficulty in communicating this information to the majority of people as they had adopted the idea that the environment was not important to

themselves or their future. I found this difficult to deal with and very demotivating, but always found that staff were supportive. They suggested using the monthly Tenants' Meetings to get the message across to neighbours and staff. After further encouragement I did the following:

- volunteered to help on the Greenpeace ship and attended training to learn more about the organisation and how I could help campaign for them
- attended a composting class at Aberdeen Forward and bought a composting bin for Trinity Court
- was part of the team which helped to tidy up the garden at Trinity Court
- received recycling bags from the Council to help me organise my waste. I also collected electronic parts and batteries to recycle for my friends
- wrote a letter to Aberdeen City Council which eventually led to paper recycling facilities being installed at Trinity Court
- chose to buy organically produced food produce, eco friendly cleaning products and conserve energy to minimise my own impact on the environment
- continued receiving support from staff and from friends which has helped me stay committed to supporting environmental causes

(Patrick was in the top 5 on the Scotsman/Sustainable Development Commission Scotland, Young Scottish Green List, in recognition of young people whose environmental work has contributed most to their community. He donated the prize of £250 to do up the garden at Trinity Court.)



LEARNING

Get Ready for Work and Lifeskills

Get Ready for Work (GRfW) is a national vocational training programme, funded by Skills Development Scotland, designed to assist young people who may need additional support to make the transition beyond school and into further learning, training or work.

Working with Careers Scotland, participants aged 16-18 years old, engage with the Foyer to identify their goals and plan a programme best suited to their needs.

The programme focuses on support and employability skills development to enable young people to compete in the job market. Participants engage in a range of activities to support e.g. communication skills, team work, research, IT and presentation skills. A supported work placement forms a significant element of the programme.

The **Lifeskills** programme is designed for participants who are furthest from the workplace. It is a flexible, part time course to help individuals gain confidence, learn about working with other people and develop social skills and self awareness.

Lifeskills takes a holistic approach and addresses the many issues and barriers individuals face. These include health, education and relationships, and by working on these issues in a small group setting many clients have moved on in their lives.

GRfW vocational and Lifeskills programmes were delivered in Aberdeen City and in Fraserburgh, Peterhead and Banff in Aberdeenshire.

Many clients progress onto the full time vocational Get Ready for Work programme. GRfW and Lifeskills is a positive outcome for the 16+ Learning choices initiative.

Lifeskills	Aberdeenshire		Aberdeen City	
	2009	2010	2009	2010
young people on programme	39	23	29	26
positive destinations outwith foyer	8	7	7	1
continuing on other foyer programmes	26	13	6	2

GRfW	Aberdeenshire		Aberdeen City	
	2009	2010	2009	2010
on programme	55	28	30	23
gaining employment	17	3	12	
progressing to further education, volunteering or further training programmes	32	15	5	3



Julia Gardiner's work shown at the foyer restaurant + gallery

Training for Work

Training for Work is funded by Skills Development Scotland and potential clients are referred by Jobcentre Plus. Training for Work is open to people who have been unemployed for a minimum of 3 months but there are exceptions for example, persons in receipt of Incapacity Benefits, lone parents and people who live in identified postcode areas.

Training for Work is a 13 week employability programme for adults aged 18 and over. The programme focuses on support and employability skills development through a range of activities designed to improve key skills e.g. communication, team work and IT. A work placement forms a significant element of the programme.

During 2009, there were 29 participants who were looking for work in a range of disciplines, 5 moved into employment and 1 into volunteering. Participants were supported to gain experience and training in office skills, retail and hospitality, the oil and gas sector, warehousing and construction.

In 2010, following discussion with Jobcentre Plus regarding the needs of employers and the job market, we developed a 2 week course delivering skills for the service industries ie retail and hospitality in response to employer demand. We continue to run the 13 week courses for clients who need additional support.

During 2010, 30 people started Training for Work of which 8 joined the 13 week programme and the remaining 22 started the 2 week programmes.

7 of the trainees found paid employment, 4 of whom are still working after 3 months in the job and 1 retained employment for 6 months.

Integrated Drug Service - Community Rehabilitation (IDS-CR)

Pre-Treatment

The Pre-treatment and Maintenance Clinics were established in August 2008 as part of a joint venture with the IDS-CR and NHS Grampian.

The service, based at Rosebank Cottage in the grounds of Royal Cornhill Hospital, is run as a partnership comprising Aberdeen Foyer, Aberdeen Cyrenians, Drugs Action and Phoenix Futures.

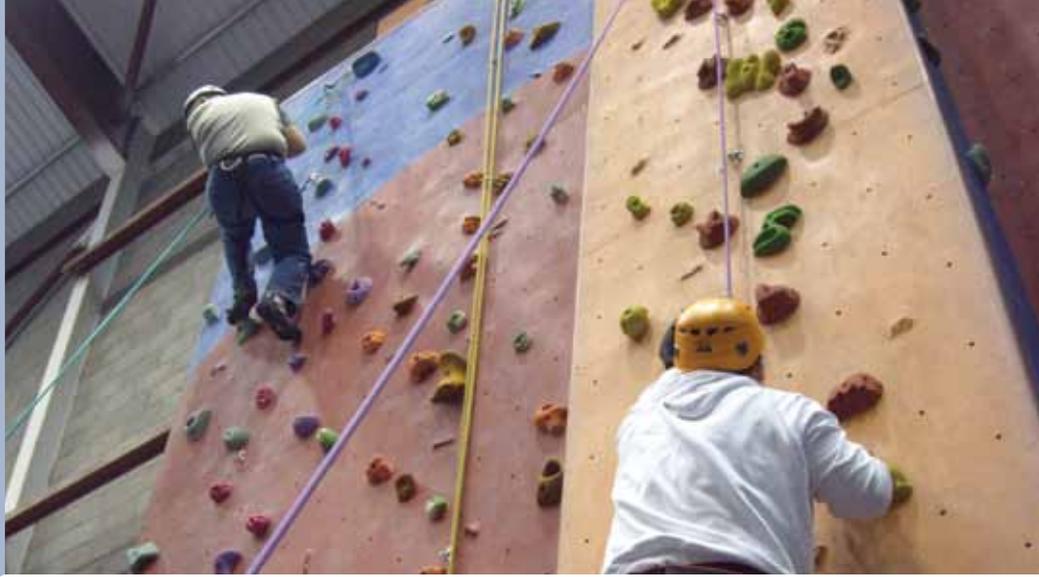
Clients participate in a 6 week programme of activities and receive support with the following:

- Support, stabilisation and maintenance of treatment
- Housing advice and information, completing forms etc
- Debt management advice
- Employment and training advice and information
- Emotional support and counselling advice
- Benefit information and advice
- Nutritional advice

Rosebank successfully supported over 250 clients into treatment. Many have now moved out of the service and returned to their GP surgery for further support. 108 clients are still receiving treatment and support at the time of reporting. Below is a list of outcomes achieved by clients.

2	entered full time employment
6	entered part-time employment
5	entered further training
8	entered further education
2	entered volunteering

The last group of Pre-Treatment clients successfully completed the 6 week course in June 2010.



IDS-CR

Integrated Drug Service - Community Rehabilitation (IDS-CR) is a service which brings together the expertise of 4 key voluntary sector organisations in Aberdeen City - Aberdeen Foyer, Aberdeen Cyrenians, Drugs Action and Phoenix Futures. The IDS-CR partners also work very closely with the NHS Substance Misuse Service and local GP Practices.

IDS-CR provides joined up support to help people who are taking steps to address their drugs use and who want to work towards a healthier and more positive future. It offers specialist support to approximately 200 clients per year in the Aberdeen area. The issues addressed are employability, housing, debts and relapse prevention.

The role of the Foyer team is to co-ordinate access to employment services for IDS-CR clients by addressing the main barriers that often prevent them from gaining employment such as, employer education in the use of methadone at work, criminality and the use of disclosure workshops, jobs skills, literacy issues etc.

IDS-CR	2009	2010
entered full time employment	5	6
entered further education	14	17
entered employment related training / work placement	24	22
took up volunteering opportunities	3	4
total clients	67	61

Lifeshaper

Aberdeen Foyer runs Lifeshaper programmes in Aberdeen and North Aberdeenshire. The programme is delivered in partnership with Aberdeen College and received funding from Aberdeen College, and NHS Grampian (2009), Aberdeen City Council Fairer Scotland Fund (2010) in the City and Aberdeen College, Lloyds TSB, Henry Smith Charity and the Alcohol and Drug Partnership in Aberdeenshire.

The programme supports people who have experienced substance misuse issues to provide structure and routine in their lives while promoting a balanced healthy lifestyle and developing new skills and interests. It runs on the ethos of “work, rest and play” and this is integrated throughout the timetable which includes confidence building, relapse prevention, local investigation projects, IT, relaxation techniques such as yoga, meditation and auricular acupuncture. Also included in the timetable are arts and crafts, health and wellbeing and regular outings to take part in physical activities such as wall climbing, horse riding, sponsored walks and quad biking.

Lifeshaper staff work in partnership with other agencies to ensure a holistic approach is taken in the support provided and other professionals from social work, health and the voluntary sector are involved in the development of care plans and reviews.

As the health and wellbeing sessions cover cooking skills and developing a healthy diet, Lifeshaper clients are well equipped as a group to organise and prepare a graduation meal where family, friends and support workers from the Foyer and other support agencies are invited to celebrate the achievements of the group and also have the opportunity to view the groups completed art work along with photos of the activities which the group were involved in during the 12 week programme.

On successful completion of the course one or two Lifeshaper graduates are offered the opportunity to return as volunteer mentors to provide advice, guidance and inspiration to new students.



Lifeshaper	Aberdeenshire		Aberdeen City	
	2009	2010	2009	2010
Lifeshaper programmes in the year	3	3	3	3
participants on programme	29	32	23	23
graduate(s) became advanced Lifeshaper	5	7	n/a	n/a
graduates were referred to progress 2 work (P2W)	n/a	n/a	18	18
graduate(s) became Lifeshaper volunteer assistants	2	3	2	2
graduate(s) became volunteers in other Foyer programmes	3	4	1	1
graduate(s) became a Prince's Trust volunteer assistant	1	1	1	1
completed various IT assessments	19	21	23	23
local investigations SQA unit	16	18	20	20
working with other SQA units	16	18	22	22
achieved REHIS food hygiene certificates	12	15	7	7
achieved First aid certificates	12	15	14	14

Fraserburgh Advanced Lifeshaper- Shape Up

This group delivered several successful community activities.

The Christmas Fayre in Fraserburgh Learning House was an excellent platform for individuals who had previously suffered the effects of alcohol and other drugs misuse, to showcase their art and craft activities. It also gave them the opportunity to provide a hospitality service to the local community at the Christmas Late Night Opening Event. This proved very successful and individuals who had previously had negative profiles in their communities were given the opportunity to address this. Many local people commented on the positive effect of the project and several voiced their pleasure in observing individuals who previously had been engaged in anti-social activities, behaving in an extremely positive manner.

The group also worked alongside other Foyer groups to deliver a traditional Christmas Lunch to 60 local individuals who were either homeless or unlikely to experience an enjoyable Christmas lunch. The experience for many young people was quite new and in some cases emotional. The individuals working on the project expressed several learning experiences from this activity, including recognising the importance of Christmas traditions to ensure young people feel included and raise their self esteem. They also found the whole project extremely worthwhile and whilst the process of organising and sharing the workload proved challenging and quite overwhelming at times, the group felt, justifiably very proud of their achievement. They also felt they would take this experience 'home' with them and recreate elements of it with their own families, friends and community groups.

The Shape Up project also aims to be a flagship of multi-agency working. Although delivered under the Aberdeen Foyer banner, it had input from Aberdeenshire Alcohol and Drug Partnership (ADP), Northern Horizons, JobCentre Plus and Aberdeenshire Council's Substance Misuse Team and Criminal Justice Addictions Team.

Progress2Work

Progress2Work (P2W) is a supported employability programme funded by the Department for Work and Pensions. P2W helps clients with a history of drug misuse (including those currently in treatment) get back into education, training and employment. The service is delivered in partnership with Apex Scotland.

Clients receive support through 4 stages of employment preparation: Assessment, Job Seeking Skills, Moving On and On the Job Support.

After an initial assessment clients are invited to take part in a Jobskills course receiving training in core employability skills such as CV writing, job application process and interview skills.

The P2W team assists clients by holding disclosure workshops, accessing work placements, training, education and employment. Clients who progress into employment receive a further 3 months in-work support.

During the period January to December 2009 the P2W team held a successful 'Methadone at Work' awareness session for local employers and supported 88 clients, of whom

37	undertook various IT accredited qualifications at Aberdeen College using the Foyer's IT Suite
28	were involved in work placements and other training related programmes
7	progressed into full-time employment, with 6 remaining in employment after 3 months
6	went into full time volunteering positions.

Progress2Work was due to end in September but was extended to December 2010. During the period January – December 2010 The Progress2Work team supported 70 clients

4	managed to source paid employment 3 of whom sustained work for at least 3 months
35	were involved in work placements and other training
11	undertook IT accredited qualifications with Aberdeen College either at college premises or outreach at Aberdeen Foyer.

Retail Works

Retail Works was a new venture in 2009. The objective being to help people seeking a career in retail to gain a basic certification in retail skills awarded through Skillsmart Retail.

The initiative was tied into the new development of the Union Square shopping centre and we worked closely with property developer Hammerson and Jobcentre Plus to meet the needs of those seeking employment and employers keen to take on new staff.

The retail skills certificate consists of 11 modules; What is Retail?, Customer Service, Communication, Selling Skills, Health and Safety, First Impressions, Product Knowledge, Teamwork, Security, Interview Techniques and Why are we here?

We trained 170 people to achieve this qualification, which included 2 courses run in North Aberdeenshire. 42 people are now in employment within the retail sector.

Although this programme was only due to run for 1 year we ran 3 further courses in 2010 allowing another 26 people to go through the training of which 8 have gone into paid employment. Delivery of retail training is now being delivered through our Training for Work programme.

Learn 2 Earn

Aberdeen Foyer worked in partnership with Aberdeen City Council's pipeline project to deliver Learn2Earn, a programme funded by the Scottish Government. Individuals in receipt of benefits and in a tenancy with a Housing Association or Aberdeen City Council, were helped to choose their course of study while we continued to support them during the study period whether for informal learning or to gain a qualification, improve their health or help a participant get ready for work.

Support was offered to groups of learners with the same interests or on a one to one basis sometimes even at home. If required, an advocacy service can be offered.

The programme started in September 2009 and by the end of the year had worked with 78 clients spread around all areas in Aberdeen. 26 clients moved into paid employment, 1 volunteered with a charity, 17 people engaged in training courses 1 client entered formal education and 12 were involved in informal education courses.

At December 2010, a total of 62 new clients had engaged. 19 people found paid employment, 2 engaged in volunteering, 9 are involved in informal education and 5 are undertaking formal education and 21 clients engaged in training courses.

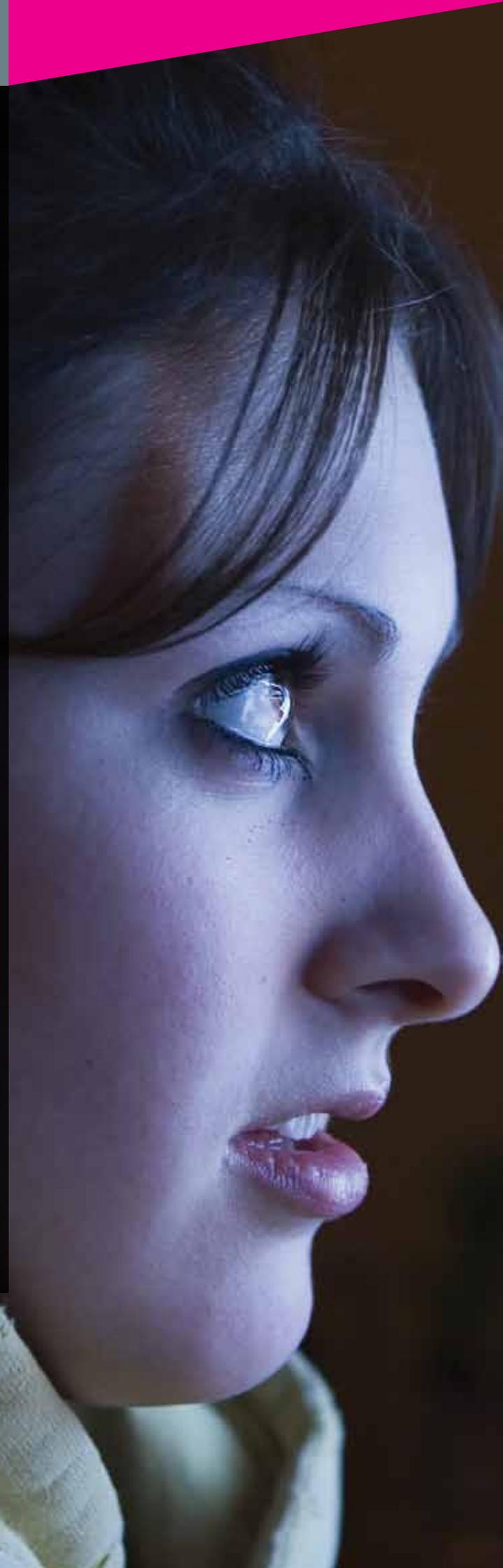
ANONYMOUS

I was in and out of care during my teenage years, moving between residential schools and care homes before returning to the family home when I was pregnant with my son at the age of 16. I really struggled with being a single parent and found it difficult living with my Mum again. I had to leave and was given a tenancy but could not manage and things got worse as I became more and more overwhelmed with the responsibilities of being a Mum and having a flat and I became addicted to heroin which I used as an escape from my problems. I was at an all time low when I lost this tenancy and I also lost my son who was taken to live with his Grandmother. I was then given a place in a hostel and then moved to a temporary flat.

My social worker supported me to discuss my circumstances with the homeless department who referred me to the Foyer and after the interview I was offered a place in the Direct Access Service at Torry. I felt nervous about this move but the staff were very welcoming and helpful and met with me every day to help me to settle in. Although I found it annoying to have to get up early for a daily flat inspection, I now realise that this has helped me to develop a routine and I am more able to commit to appointments.

Before I came to the Foyer I wasn't even looking for a job and was still on a high dose of methadone and using other drugs. My stay in the direct access flat helped me to look at my problems, to learn how to live responsibly and to address my substance use. I attended cooking sessions, completed a housekeeping workbook, have realised that drugs are not the answer and am sorting things out with my family.

I have also started to think positively about my future and the changes that I would like to make in my life. I now have a tenancy with the Foyer and am following a personal action plan. I think that I have achieved a lot in a short space of time and now have a home, better access to my son, a nice boyfriend and am able to budget my money a bit better than before. I got some support at the job club to consider employment opportunities and I have a place on a 'Get Into Retail' course at the Marywell Centre. I am also completing the Learning Power Award and am using modules that will help me achieve the aims of my action plan. I am now starting to feel good about myself and am getting on better with my family who are pleased to see me doing well. I hope to get a job in the future, to stay away from drugs, to spend more time with my son and to get a flat of my own when I am ready to live independently.





Build and Train

In 2009 the economic downturn had an adverse effect on the construction industry however we continued to successfully run the Build and Train programme.

A change of format enabled trainees to gain the Construction Skills Certification Scheme card (CSCS) which is becoming mandatory for anyone wishing to work within the industry.

We were pleased with the result as, with the exception of only 1 trainee, all who were presented for this qualification successfully achieved it. We have had good support once again from local employers which resulted in 31 trainees completing training and work placements, 14 of whom went into employment in the industry.

We are pleased that interest in construction has continued throughout 2010 despite the difficult economic climate, with 34 trainees starting the course, 15 of whom are still in training or work placement at December 2010. Of the 20 trainees who completed training, 5 are in full time work. To date 18 trainees have successfully completed CSCS training and gained their Trainee CSCS card.

Platform to Work

Platform to Work is sponsored by the Offshore Training Foundation and supported by Petrofac Training and Intertraining Ltd. The aim of the programme is to offer assistance and training to disadvantaged people who have aspirations of making a career in the oil and gas industry. The training can be for both offshore and onshore disciplines.

During the programme, in addition to industry based training, help is given with job search and in identifying training needs and producing a CV to match the skills of participants.

Despite the financial down turn we worked with 39 trainees of whom 12 have gone into work, 8 clients found full time work within the industry, 4 in offshore positions and 4 in onshore positions, another 3 clients gained employment after registering with agencies. Although the work is not permanent they are regularly given temporary positions, all onshore. 10 trainees of the 2009 cohort continued to be engaged in training activities.



Content Factory - 2009

The Content Factory was a 26 week project which involved 10 weeks working on all aspects of film production to create 15 short films about the world of work and was aimed at young people between aged 16 - 18. The final 16 weeks were dedicated to work placements where the young person was given the opportunity to experience the kind of work in which they were interested.

Young people learned about filming, scripting, storyboarding, sound recording, lighting, editing and final & post production and put all of these skills together to produce 15 film clips about the world of work.

Each clip took the form of interviews with young people asking the questions and 'on the job' filming. It was up to the team to decide what they felt was important for young people to know about the jobs, both good and bad, so that the final clips gave an accurate picture of what each job entailed.

The Content Factory was a unique opportunity to participate using 'end user' approaches to create short film pieces which were used to inform future young people of the reality of specific vocational areas. The young adults involved had the opportunity to learn how to use cameras, editing, sound and the importance of media language.

Changing Scenes - 2009

Changing Scenes was a unique partnership programme supported by Highland Employer Coalition, Learn Direct Scotland, Highlands and Islands Enterprise, Highland Council and Jobcentre Plus.

Changing Scenes was a 4 week training programme and offered a mix of soft skills development, confidence building, certificated training and employability skills together with the opportunity to visit and meet with employers.

The course was designed to improve confidence, team working and employability skills by using a variety of different media techniques to produce a 3 minute short film.

The group worked together through the entire film making process, from coming up with an original short film idea to presenting the finished film to invited guests at the final presentation. The process took in all aspects of film making, including storyboarding, researching, interviewing, filming on location, still photography and editing. The group also got to take on a variety of roles throughout the project including director, camera crew, sound engineer, and runner.

Through participation in the course the group were supported to develop employability skills, such as communication skills, social skills, team working, problem solving and budgeting. Time was also allocated for weekly job searches and the group received talks/ training sessions from a variety of sources including JobCentre Plus, Skills Development Scotland, Grampian Housing Association and employers giving talks about their business and expectations in the workplace.



Learning Team North Aberdeenshire

Aberdeen Foyer continues to deliver learning programmes in local communities providing a range of learning and employability services in Aberdeenshire delivered from Learning Houses in Peterhead and Fraserburgh, the Stevenson Centre in Fraserburgh, the Aberdeen College Learning Centre, Peterhead, the Arts Centre in Macduff and the Family Learning Network Outreach Service. The work impacts directly on communities located in areas of multiple deprivation and is made possible with the support of a range of funders including Aberdeenshire Council, Scottish Government, Skills Development Scotland and Aberdeen College.

Peterhead and Fraserburgh Learning Houses continue to provide a wide range of learning services to local communities. The holistic approach enables individuals to access tailor made learning plans to suit their needs. The IT learning suites continue to be excellent facilities for individuals to access a wide range of services and the flexibility and location of the Learning Houses ensures the range of activities described below are supported and accommodated. The nature of the Learning Houses and their staff promotes multi agency activities and local community engagement. In 2010 we introduced an outreach service to the residents of Boddam, based in the local library. This proved highly popular with young mums, as it allowed them to learn new skills but still be available to drop off and collect their children from the local nursery/school.

Supporting Tenants

This project was developed successfully within the Learning House and Outreach network. All Foyer tenants engaged with Housing support staff to develop their action plans. Tenants from other RSLs also engaged across the programmes.

This proactive approach supported and encouraged young people back into education/training and employment, and into positive engagement within their own communities.

Registered State Landlord (RSL) Support for Housing Association Tenants' Learning

Aberdeen Foyer staff supported RSL tenants into learning and employability programmes. Alongside the Supporting Tenants programme, the Learning House staff worked with partner organisations to develop a programme designed to raise awareness and promote engagement in learning for RSL tenants.

An open day at Peterhead Learning House attracted over 16 agencies now working together to develop and deliver a range of programmes designed to cover the range of issues presented by RSL tenants. Both Learning Houses hosted advice and awareness points for local residents during the recent Digital Switchover. Over a period of 4 days we met with local residents and visited a sheltered housing complex in Sandhaven.

Aberdeen College Outreach Courses

In a joint project, Aberdeen Foyer and Aberdeen College delivered basic IT courses for individuals requiring extra support. The programme was particularly successful as it allowed people to undertake a college course in the informal environment of the Learning House with a Foyer Learning Support Worker and an introduction to an Aberdeen College tutor. The project supported individuals with a range of issues including alcohol and drug misuse, incapacity due to physical or mental health problems and a range of personality disorders. In 2009 Peterhead Learning House successfully introduced a second class in this range which reached full capacity at the outset.



The Family Learning Project (FLP)

continued to work closely with the Working for Families (WFF) team. This project proved particularly successful in engaging family members who had proved traditionally the hardest to reach.

Becoming a Working Parent is a joint programme developed in partnership with Working for Families with support from Jobcentre Plus DAF funding. Two 8 week programmes were delivered with 24 individuals. The programme is designed to encourage and assist parents and carers in taking the first steps to employment. This included addressing barriers to progression e.g. child care and literacy issues and focused on career choices beyond the programme. Many local employers and training agencies and both local FE colleges engaged positively in this programme. The outcomes were very positive with 50% of participants continuing to engage through the Foyer and other agencies to work towards progression into employment, training opportunities and college places.



Outcomes Learning Houses

	2009	2010
families & individuals supported	110	129
individuals moved into employment	26	28
individuals moved into volunteering	21	35
individuals moved into further education and training	62	56
ECDL tests	92	207



Prince's Trust Team

Aberdeen Foyer in partnership with Aberdeen College delivers the Prince's Trust Team programme in Aberdeen and Aberdeenshire.

The 12 week programme offers exciting challenges which help build young people's confidence and motivation, while providing new skills and qualifications.

The Foyer first delivered Prince's Trust Team Programmes in 2000. At the end of 2009 Team 27 marked a significant milestone for Aberdeen Foyer as the 50th Prince's Trust Team.

Team 27 incorporated the 50th celebration in their final presentation to highlight to partner agencies, guests and friends the sustained commitment of the Foyer in supporting young people.

50	Prince's Trust Teams
50	team building residential weeks
250	days of team challenges
50	community projects
500	hours of community project work

Aberdeen City Teams

In 2009/2010 we successfully completed 6 teams with support which included Fairer Scotland Fund and Youth Justice and sponsorship from Petro-Canada, DW Technology Services, Nexen and St Fitticks Rotary whose members also helped with mock interviews.

During the community projects the teams were involved with Inchgarth Community Centre and Drum Castle, the Silver City Surfers, Alzheimer's Scotland, Inspire and Fergus House for their Team Challenge.

Further projects included painting 7 bedrooms at the parents' accommodation suite at

the children's hospital on behalf of Archie Foundation, tidying up and painting outdoor containers at Adventure Aberdeen and repainting Foveran Community Hall.

Various work placements were undertaken with the following employers:

Foyer Works, RGB Ltd, Just4men Hairdressers, Marks & Spencer, SHMU Radio, Aberdeen University, Inspire, Car Clinic Ellon, Winnie's World Nursery, Grampian Fire & Rescue, S&D Fabricators, Simpson Playhouse Nursery, Greenhams (Warehouse), Steven Reid Joinery, Chap Construction, Kwik-Fit and Instant Neighbour.

The team leader was supported by an assistant team leader on secondment from Grampian Police and 2 volunteers who had successfully completed previous programmes. Grampian Police also donated laptops to Aberdeen Foyer for use by the Teams.

Peterhead Teams

The community projects included creating a safe and child friendly outside space for the children of a local nursery, the redecoration of Mintlaw Sports pavilion in readiness for it opening as a Youth Café and painting the Fruit Mart in Longside - a local Social Enterprise.

The teams also engaged with 5 children's nurseries, 5 local nursing homes as well as Willowbank Day Care Centre for their Team Challenge.

CNR International (UK) Limited sponsored 3 teams and members of staff supported the participants at the final presentation, as well as delivering employability skills. CNR staff were provided with volunteering opportunities to work with the teams, all of which had an extremely positive impact on the programme participants.



“Prince’s Trust is not just about getting ready for a job, it gives you a chance to do once in a lifetime things.”

Aberdeen Foyer team wins Prince’s Trust Scotland award

Aberdeen Foyer Team 28 won the Prince’s Trust’s Community Impact award in 2010.

Liam, Kris, David, Gemma, Jade, Andrew and Scott were presented with a trophy at The Trust’s annual Celebrate Success awards. The award recognises the positive contribution a group of young people make to their local community.

The team, sponsored by the Rotary Club of St Fittick, chose to work with the Royal Aberdeen Children’s Hospital on behalf of the Archie Foundation to redecorate the sleeping accommodation for parents visiting children.

“Team 28 is a very deserving winner of this award. They have shown great maturity, dedication and compassion to this important cause.”

Geraldine Gammell,
Director of The Prince’s Trust Scotland

	Aberdeenshire		Aberdeen City	
	2009	2010	2009	2010
teams	3	3	3	3
participants	33	43	37	38
completed	22	31	21	19
into employment	5	10	5	6
into education and training	14	9	14	12
into volunteering	2	6	2	1
left early to take up employment opportunities through Prince’s Trust Team activities	2	0	0	3

A team participant’s story

I found myself homeless at the age of 18. I didn’t get on with my Mum’s new boyfriend and decided to get out before something bad happened. I went along to the Homeless Department of Aberdeen City Council and went to live in one of their hostels. After a couple of weeks the Hostel Manager told me that a place had come up at Aberdeen Foyer and asked if I would like to go there. I went along to meet them and the next day I was in a bedsit at Trinity Court. I spent 28 days going through assessments looking at the kind of support I would need. I wanted help with all the usual things as well as learning how to control my temper and I wanted to get a job. When the assessment was done everything was put into a report which was discussed with me and I was offered a flat at Trinity Court.

Trinity Court has 30 flats in 4 different buildings. There are lots of young people living there and soon I started to make friends. It was good to have company because it gets pretty lonely staying by yourself. I made an action plan and started working on lots of different things. The tenants have meetings to plan things. We did things like having evenings where we would cook things we had never tried before. We also did lots of activities like going quad biking and mountain biking. We went to the gym and to Transition Extreme where I did wall climbing, stunt biking and rollerblading. It was brilliant and I went at every chance I got.

I did a qualification called Outside In and got a Learning Power Award. It was the first time I had got a qualification and it felt ace. It was something good to tell my Mum for a change, I also completed the Prince’s Trust Team Programme.

“It’s brilliant...it is all about communication, new experiences and increased awareness and understanding. The programme has been tremendously effective in these respects”.



Global Xchange

Global Xchange is a cross cultural volunteer exchange programme run by VSO (Voluntary Services Overseas) in partnership with the British Council. The Aberdeen-Tanzania exchange is a 3 year programme funded by the Wood Family Trust and managed by Aberdeen Foyer in Aberdeen and Tanzania Youth Coalition (TYC) in Dar es Salaam.

In October 2009 Global Xchange brought together 9 young people from Tanzania and 9 young people from the UK to work as a team for a period of 6 months. The 18 young people (aged 18-25) spent 3 months in Aberdeen and 3 months in Dar es Salaam living with host families and working with local organisations in the community.

The volunteers lived and worked in pairs, one from the UK and one from Tanzania. Aside from being placed in host homes and being assigned to volunteer with local organisations, the volunteers also had the chance to improve their understanding on global issues through Global Citizenship Days and Community Action Days. On the latter, the team was able to engage with wider parts of the society.

The theme of the exchange was ‘Youth Health and Employability’, identified as core issues within their communities by the implementing partners Aberdeen Foyer and TYC. The theme influenced the type of volunteer placements and Community Action Days and also served as a focus for the volunteers’ learning. For the participants on the exchange knowledge, learning and experience were derived from direct personal engagement and developed through structured reflection.

Host homes are a crucial part of the programme and a vital element of the volunteers’ learning. By staying with local families, rather than staying as a whole group in a hostel, volunteers gained a far better insight into life in their host community, as well as an understanding about a family’s daily life and the culture in Aberdeen and Dar es Salaam.

The programme impacted most directly on the young people who volunteered, but its power extended to the families who hosted them, the community projects with which they worked and the wider communities in which they lived. For all of the participants on the programme, Global Xchange demonstrates the potential and promotes the values of active global citizenship. Overall the first exchange between Aberdeen and Tanzania was a great success.

September 2010 saw the arrival of the second group of volunteers and after initial “in country orientation” they deployed to their host homes and volunteer placements. It was good to see that although 3 of the host homes were participating for the second time 6 new host homes took part. Similarly 6 volunteer placements participated for a second time but it was good to see 4 new organisations participating. The feedback from the repeat host homes and placements was that they wished to participate again because they enjoyed the experience so much the previous year.

During the Aberdeen phase volunteers once again worked at Foyer Music but also combined this placement with Writers and Actors Collaboration Theatre and took sessions out to some local schools.

“The children have had a good insight to the recording business and have had an experience which others will never have. The children enjoyed every minute of recording the songs and still speak about the workshops they were involved in. Thanks very much to all the staff and volunteers involved.”

Head Teacher, Balmedie School



FOYER HEALTH

Foyer Health provides a holistic, person centred service which is integral to all the programmes and services we offer young people, programme participants and staff. Our funders in 2009 and 2010 included NHS Grampian, Aberdeen City and Aberdeenshire Councils, Scottish Government and Department for Work and Pensions (DWP).

Aberdeen Foyer recognises an inextricable link between health issues and the chaotic lifestyles, homelessness and unemployment experienced by most of the young people who engage with our services. There is a history of poor health among this group, specifically mental health problems, malnourishment, high incidence of smoking tobacco and cannabis, alcohol and drug misuse, lack of physical activity, poor sexual health choices and limited access to mainstream health services.

Mental Health & Wellbeing

Sorted not Screwed Up!

“through meeting with the Foyer Health team I have benefited from counselling sessions which helped me address my self harm issue. I am now much more in control and am working constructively towards dealing with my issues”

Foyer tenant

Aberdeen Foyer’s mental health and wellbeing initiative Sorted Not Screwed Up! (SNSU) provides a variety of community based mental health services to individuals in Aberdeen City and Aberdeenshire.

SNSU aims to:

- Improve clients’ emotional wellbeing
- Decrease clients’ risk of suicide and self-harm
- Build staff skills, knowledge and confidence in relation to supporting individuals experiencing emotional or mental health problems.

This is achieved through:

- The provision of activities which promote positive mental health

- Development of resources for staff and clients (e.g. That Thinking Feeling and Happy, Healthy, Sorted)
- The provision of a counselling service
- Staff training and consultancy

Counselling Service

4 new members of staff joined the counselling team in 2010 bringing the number of counsellors to 7. This allowed the service to expand and the team now provides Counselling, Art Therapy and Cognitive Behavioural Therapy to clients in Aberdeen City and Aberdeenshire as well as Alcohol Counselling in North Aberdeenshire (Sorted Alcohol Service).

	2009	2010
counselling sessions offered	525	688
new referrals	60	107

Staff Training and Supervision

Staff engaged in training on the topics of stress awareness, diversity, working with adult Survivors of Childhood Sexual Abuse, suicide prevention and counselling staff began to receive counselling supervision in-house.

Improving Services for Survivors of Childhood Sexual Abuse

SNSU continued to work in partnership with the Scottish Government on improving services for Survivors of Childhood Sexual Abuse (CSA). In 2009 a booklet was created to disseminate the findings from research carried out in 2007 around data collection. This booklet aims to encourage services to review their data collection practices by detailing the process undertaken by Aberdeen Foyer. The booklet was launched in 2010.

Aberdeen Foyer formed a staff working group with an aim to meet the needs of Survivors accessing Foyer programmes and initiatives.



Four main objectives were identified:

- To pilot questions relating to CSA and other forms of abuse with the Lifeshaper programme and specific housing sites with a view to incorporate these questions in many of the Foyer's programmes
- To ensure staff feel confident in asking about CSA and supporting Survivors
- To record information regarding CSA sensitively and securely
- To link more closely with services working with Survivors

At the end of 2010, these objectives were well on the way to being met and a new project aimed at improving the physical health needs of Survivors will launch in 2011.

Foyer Food

“Have had lunch every day at the Foyer and hope to keep this up when I leave. From never eating dinner to eating it every day is progress”

comment from Sorted Food workbook

- 237 Sorted food workbooks distributed 2009-2010
- 12 members of staff and volunteers trained in Confidence to Cook T4T course
- 100 Sorted in the Kitchen cookbooks distributed
- 60 people attended 'The Big Breakfast'
- Weekly food co-op in partnership with (Community Foods Initiative North East) CFINE
- 2 local events delivered in partnership with NHS Grampian and Community Food and Health Scotland promoting the importance of food within health and homelessness
- Survey undertaken with those living in B&Bs in relation to food access
- Through the Health Improvement Fund, starter packs given to tenants when moving out of Aberdeen Foyer and onto independent living. These packs contained essential cooking equipment and utensils, healthy recipes and store-cupboard ingredients.



“I have completed the Healthy Eating and Housekeeping workbooks which have helped me develop my housekeeping skills and get into a better routine to keep my flat clean and tidy. I have gained confidence in my cooking skills and learned to cook new things which will all help when moving on to my new tenancy”

Foyer tenant

Physical Foyer

Active Living integrates physical activity into everyday routines. Foyer Health promotes Active Living to promote the physical and mental health benefits gained. Activities on offer include:

- Weekly football sessions
- Weekly chill out zone offering yoga, tai chi and relaxation sessions
- Dance taster sessions
- **Get Active Get Sorted!** – popular annual one month programme. Clients and staff are invited to register and encouraged to collect points for every 15 minutes of physical activity during the month. A range of organised activities take place such as hill walking, golf, dance classes, badminton and walking clubs.

Dance 2009

In collaboration with YDance, Scottish Youth Dance Company, Aberdeen Foyer participated in the AB Crew project, funded by Talisman Energy (UK) Limited and the Scottish Government's 'Cashback for Communities' programme. For 10 weeks boys from Aberdeen Foyer attended weekly Streetdance classes in Aberdeen and Fraserburgh. A showcase performance of the AB CREW groups was held in November.

Scottish Association for Mental Health (SAMH) demonstration project 2010

Get Active is a SAMH national physical activity programme delivered across Scotland. The overall aim of this project is to empower people with mental health problems to manage their condition through physical activity.

A one year pilot in partnership with SAMH offered person centred one to one physical activity consultations with the aim to improve a sense of wellbeing, increase sense of empowerment and self efficacy, increase knowledge and skills and sustained active lifestyles.



Pack it in! Smoking cessation project 2009

This project was developed in response to clients' identified need. The project provides a holistic approach to smoking cessation by taking into account other lifestyle issues and providing diversionary activities, relaxation skills and healthy goody bags alongside healthy lifestyle advice and support.

- 19 tobacco awareness raising sessions with 108 participants
- Smoking cessation support – 36 clients registered

In 2010 the Pack it in! Tobacco and Cannabis project delivered:

- 9 Tobacco and cannabis awareness raising sessions with 64 participants
- Health events (No Smoking Day & Health Fair) – 51 carbon monoxide tests
- Tobacco Workbooks – 23 distributed
- Intensive tobacco and cannabis support – 20 clients registered

Pack it in B 4 u Start

(Peterhead & Fraserburgh) 2010

Funding received for one year from Aberdeenshire Local Tobacco Alliance.

An extension of our Pack it in! Tobacco and Cannabis cessation support service.

The focus is on prevention of uptake, targeting a younger age group, working with local schools and communities providing awareness raising sessions and diversionary activities.

“just thought that I would say thanks for all the help with the smoking programme I found it really helped me to stop smoking. The one to ones were good as I found talking about it made me realise how bad smoking really is. I feel many other people would benefit from it.”

Foyer tenant

Drugs, Alcohol, Blood Borne Viruses (BBV) and Sexual Health

One to one counselling support, relapse prevention, outreach support and awareness raising sessions are all key components of our drugs, alcohol, BBV and sexual health programme:

- Person centred counselling

- Scheduled awareness raising sessions on Foyer Learning programmes
- BBV outreach project - BBV Testing and immunisation provided by NHS Grampian Specialist Nurse - 11 patients in 2009
- 41,602 condoms distributed along with 1,764 packets of lubricant

Health Fair 2009 and 2010 – over 150 attendees each year

Our annual health fair is open to everyone connected with Aberdeen Foyer; partner agencies, staff and community. Interactive stalls and workshops covering priority topics such as mental health, drugs and alcohol, sexual health, stress, nutrition, physical activity amongst many others provide information, advice, support and signposting. Sessions are delivered by Foyer staff, alongside staff from local partner agencies.

Staff Training

A key function of Foyer Health is to deliver a health training programme to contribute to members of staff professional development and to broaden the area of reach for health improvement.

Staff Health and Wellbeing

Having achieved the Gold Scotland's Health at Work award, staff health is very much a key component of our services. The Foyer has now also achieved the Healthy Working Lives Bronze award.

An Employee Assistance Programme was developed to enhance staff wellbeing, a mental health and wellbeing policy was created and the health team provided training for staff on stress awareness.

Staff health programme 2010

Funded by the DWP Health, Work and Wellbeing Challenge Fund for 1 year to promote a healthy happy workplace - project milestones are:

- Staff health needs assessment survey
- Staff health action plan
- Health Fair
- Stress awareness & relaxation massage
- Healthy tea breaks
- Healthy Working Lives Bronze Award



foyer music

Foyer Music is an affordable music studio providing a supportive and welcoming environment where young people can rehearse, record new material, try their hand at DJing, learn technical skills and attend group workshops.

In 2009 and 2010 we continued to deliver an outreach programme in North Aberdeenshire (Ellon, Fraserburgh and Mintlaw) with funding from Children in Need to increase access to music services and improve musical skills using music to make a difference in young people's lives.

We worked with the Fraserburgh Youth Music Group at the Community Centre where the sessions attracted young people aged between 12 and 18 and we supported bands at live shows throughout the year in Fraserburgh and Mintlaw. With additional support from the Scottish Arts Council we delivered an outreach programme including music tuition at the Ythan Centre, Ellon in 2009.

Shell continued to support Foyer Music in 2009 which enabled us to, not only maintain the studio, but also reintroduce music as an option for learners on programmes such as Get Ready for Work and Gateway to Work.

With funding from Aberdeen City Council we worked with Transition Extreme on Rock 'n Roll School, a music programme which included workshops and culminated in an under 18s gig at Transition.

In October Foyer Music worked with volunteers from the Global Xchange programme which culminated in a joint effort with Transition Extreme to successfully produce a concert to help raise funds for the Philippines typhoon disaster.

During the course of 2009 two Project Scotland volunteers worked with Foyer Music.

In 2010 we continued to support young bands in recording and developing their music. Throughout the year placements were hosted from - Get Ready for Work, Prince's Trust Team and Gateway to Work programmes.

We are an active member of the Aberdeen City and Shire Youth Music Forum and during the year provided an outreach service to various City schools and Balmedie primary in Aberdeenshire as well as continuing to work with Transition Extreme.

From September to December, 2 volunteers from the Global Xchange programme worked in Foyer Music and we successfully partnered music with the Writers and Actors Collaboration Theatre Company and produced a number of short plays involving many of our young programme participants, who, as well as performing, were sometimes involved in script writing and production of plays.





FOYER DRIVE PRE-17 ROAD SAFETY DRIVING DAYS - 2009

In October 2009 BP sponsored a Pre-17 Road Safety Driving day for Aberdeen City and Shire school pupils at the Gordon Barracks, Bridge of Don.

Roadwise Driver Training delivered the training designed to prepare and equip pre-17s for the challenges of learning to drive which included an interactive road safety workshop, a practical driving lesson, an introduction to safe driving techniques and a road safety discussion. In the stress-free surroundings of an 'off-road' facility, the young drivers received guidance from experienced instructors, emphasising that learning to drive is not just about passing a test but about taking responsibility, developing the correct attitude and being aware of the potential risks to other road users and learning how to competently anticipate and handle hazardous situations.

A similar event took place in March sponsored by Aberdeenshire Community Safety Partnership and CNR International (UK) Limited which was specifically designed for 16 and 17 year olds in Aberdeenshire who had left school and were in employment, at college, in training or unemployed. Many young people who leave school before the age of 16 miss the opportunity of attending safe driving sessions. This event was an ideal opportunity to deliver the road safety message as widely as possible and to engage with young people potentially 'at risk'.

Roadwise is committed to delivering training designed to improve young drivers' road safety awareness and promote responsible driving across the Grampian region.

"We are delighted to be able to support this initiative and provide a potentially vulnerable road user group with important road safety advice. This event will provide future young drivers from communities throughout Aberdeenshire with an invaluable head start prior to them starting their driving careers."

Sergeant Neil Morrison,
Grampian Police Road Safety Unit

"All too often we read of tragic and devastating stories about young men and women who are killed or seriously injured in road accidents on north-east roads. By all accounts, many of these tragic accidents are very often avoidable. This initiative, of educating youngsters before they reach driving age, will hopefully raise awareness of the need for responsible driving and contribute towards fewer road accidents involving young drivers on our roads in the future."

CNR International Vice President, Finance
Barry Duncan

Fact: the risk of an accident involving injury or death is about 6 times greater for 17-20 year olds than for those aged 40 or over. Most of the deaths on roads in the north east are preventable and almost half involve people under 25 years of age.



FOYER ENTERPRISE

foyer restaurant + gallery

www.foyerrestaurant.com

We are very pleased that the Foyer Restaurant + Gallery remains one of the best restaurants in Aberdeen and has enjoyed an excellent reputation since opening in 1999. We offer customers a first class dining experience while serving the social purpose of supporting the Foyer's aims.

Our Head Chef, Adam Mackenzie, creates seasonal menus with honest, unfussy variations of classic dishes using fresh Scottish produce prepared in a modern, light and vibrant way. Our menus continue to be popular with vegetarians and we also have gluten and dairy free menus. We are members of Scotland Food and Drink, promoting Scotland's excellent supply of fresh produce and supporting local suppliers where possible.

During the course of 2010 we were joined by Restaurant Manager, Forbes Innes who oversees the smooth running of front of house and a seamless service working closely with the team in the kitchen.

Over the past 2 years the Restaurant + Gallery has been used increasingly as a venue for events. The spacious contemporary space featuring the bright atrium area and changing art exhibitions has a unique atmosphere and the flexibility of the space lends itself well as a backdrop for any number of different types of event, both corporate and private such as:

- presentations, workshops or seminars
- corporate events - receptions, product launches
- private celebrations - birthday, wedding, anniversary
- buffets, canapés - up to 130 people
- sit-down meal - up to 90 people
- networking + arts events

Voted one of the best places to eat in Aberdeen by Peter Irvine's Scotland the Best travel guide

“Remarkable in that this busy, contemporary restaurant with good modern British seasonal menu and great service is part of a local charity helping homeless and disadvantaged people. No hint of charity evident, but you can satisfy your conscience as well as your appetite in smart surroundings.”

Foyer Restaurant and Café at HMT

On 9 January 2011 the Foyer's contract at His Majesty's Theatre drew to a close and Aberdeen Performing Arts took over running the Restaurant and Café at the Theatre.

We enjoyed running the Foyer Restaurant + Café at HMT since January 2008. It was a pleasure to develop and refine the menu and service into what became an excellent, contemporary restaurant in the heart of the city.

Our thanks to all our customers who enjoyed the Foyer food and service at HMT and have given us tremendous feedback - it was a great experience to work at such a prestigious venue.

foyer gallery

The Foyer continues to be an art gallery of note and a much sought after space for showing a wide range of art from paintings and screenprints to sculpture and installations. Having an art gallery within the restaurant has brought contemporary art to people who love to go out to eat but may not necessarily visit stand alone art galleries.

Our exhibitions, which change every 7 weeks are sponsored by local businesses, without their generous support we would not be able to deliver our art programme which has been running since 1999. The Exhibition Openings are high profile Aberdeen Foyer events and invaluable in attracting customers to the restaurant and an exceptional way to bring the work of Aberdeen Foyer to a wider public while raising the profile of the sponsor. Our shows are curated by SMART Consultants.



Foyer Works offers training and employment opportunities for long term unemployed people who often have multiple barriers to work such as a history of offending behaviour, mental health problems or drug/alcohol misuse issues.

Foyer Works provides a cost effective and responsive property maintenance service to both private and commercial clients, for example housing associations, home owners, businesses, voluntary organisations and Aberdeen City Council.

Our teams, supervised by time-served tradesmen, offer a range of services including; painting and decorating, joinery, property cleaning (eg end of lease, void properties and offices), removals, uplift and disposal of unwanted goods, basic ground maintenance and PAT testing.

Foyer Works engages with trainees many of whom have come through the Foyer's employability programmes such as Training for Work or Progress2Work. By supporting people into mainstream employment, Foyer Works aims to reduce dependency on unemployment benefits and improve skills. It is acknowledged that having a job has a positive affect on health, particularly mental health and wellbeing, resulting in improved self confidence, motivation and fulfilment with the added benefit of a greatly reduced burden on health services and criminal justice.

In 2009 we worked with 14 trainees, 3 of whom were employed by Foyer Works, 1 moved into employment as an apprentice painter/decorator and 1 moved on to a Foyer training programme. In this period we completed 210 jobs for both commercial and private clients.

In 2009 we received a donation from The Scottish Business Achievement Awards Trust to further develop our training model.

Foyer Works was nominated for an APSE (Association for Public Excellence) Best Scottish Partnership award for working in building and housing and we received Aberdeen City Council's Corporate Recognising Achievement Award.

In 2010 Foyer Works expanded into Aberdeenshire with the establishment of a team based in Fraserburgh. With support from the Future Jobs Fund 4 trainees were employed in delivering garden maintenance work for Aberdeenshire Council.

In total 21 trainees were supported in 2010 completing 255 jobs. 6 trainees went on to complete a training programme with Aberdeen Foyer, 1 started college and 5 became employees of Foyer Works. Inspiring Scotland has supported Foyer Works to engage with younger trainees and a pilot with the Foyer Early Intervention Team has been very successful in supporting a young person move back into the education system.

creative design studio



www.foyergraphics.com

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visit www.foyergraphics.com
to see our portfolio
T. 01224 562864

All profits generated by Foyer Graphics are used to support Aberdeen Foyer's work with homeless and unemployed young people.



Aberdeen Foyer acquired a 50% share in Roadwise Driver Training in August 2008; the first merger of a Social Enterprise with a private sector company in the North East of Scotland.

Roadwise works with learner drivers and corporate clients and is committed to improving safe and responsible driving across the region. Safety is imbedded in every aspect of Roadwise training.

The majority of accidents that happen at work occur while driving. Roadwise helps employers make safe driving part of company culture, arming employees with skills and knowledge to be safe on the road. There are many clear benefits to an organisation in offering staff enhanced driver training, not least a reduction in productive working days lost due to road traffic collisions and the inherent costs incurred.

In 2009 and 2010 we continued to develop the business and provided high quality training to both learners and experienced drivers. Developments and highlights included:-

- bespoke training delivered to a wider group of corporate clients
- purchased a trailer to offer Trailer Towing courses
- delivered the driving element of Momentum, an Aberdeenshire Community Safety Partnership project tackling the problem of road traffic collisions involving young drivers
- supported Safe Drive Stay Alive, the road safety initiative aimed at senior school pupils in Aberdeen and Aberdeenshire
- held initial discussions with the Road Safety Group with a view to collaborative working
- TOTAL sponsored Pre-17 Training day at Gordon Schools Huntly
- New partnership with Grampian Transport Museum
- Accredited by Royal Society for Prevention of Accidents (RoSPA)

Some facts

1 in 3 road accidents happen while at work - over 200 road deaths and serious injuries every week

Company car drivers have 50% more accidents than domestic drivers

Legally employers have a duty of care to manage the risks faced by employees undertaking on-the-road work activities

Glenn Buchan, a Business Management student from Robert Gordon University joined the business for almost a year to develop marketing and sales, he also created our new website and Facebook page.

“We are committed to improving driver safety. It’s vital to get the message across that learning to drive is not just about passing a test but about taking responsibility, being aware of the potential risk to other road users and learning how to competently anticipate and handle hazardous situations.”

Dave Watson, Managing Director

Learner & Corporate Driver Training

- Pre 17 Training
- ‘L’ Driving Tuition
- Pass Plus
- Defensive Driver Training
- Road Familiarisation
- Skid Correction & Control
- Advanced Driver Training
- Trailer Towing
- Advanced Motorbike Training

My name is Martyn Masson and I was a resident of Aberdeen Foyer at Banchory. I stayed there for about 2 years and I really enjoyed it. I made friends with the other tenants within a really short period of time and the staff there were probably the most helpful people you could ever meet.

Aberdeen Foyer helped me to pass my driving test with Roadwise so I could get back into work, also through them I met the Scottish First Minister, Alex Salmond when I had received my “Outside In” award.

The Foyer helped me get my confidence up and motivate me to actively go out and apply for work, how to look after myself and my home and generally become more of an independent person.

I now own/run a company called Deeside Couriers, which although I had always aspired to become my own boss, I would probably not have achieved as much success as I have now if I had not been spurred on by my former support workers and friends.

I am proud to have been involved with what is such a fantastic and worthy cause.

www.deesidecouriers.co.uk

BON ACCORD ROTARY BIKE RIDE

The Bon Accord Rotary Club supported the Foyer in 2009 and 2010 by donating money raised at their annual Bike Ride at Hazlehead Park.

Both the events in 2009 and 2010 drew a high number of entries, many past participants and a number of first time entrants including a few family groups. Young riders from 6 upwards took part along with parents, many choosing the 7 mile route. At least one 8 year

old completed the 22 mile route finishing before some adult riders!

Donations from the members of Bon Accord Rotary enabled us to provide 'starter packs' ie toiletries, basic store cupboard items for new tenants most in need when they moved into supported accommodation. We look forward to working with members of Bon Accord Rotary on Bike Ride 2011.



The Foyer Team



Clothes Line was an initiative set up by Chevron in partnership with Aberdeen Foyer where Chevron staff donated good quality work and casual clothes. Chevron was looking for a partner with the right connections in the community that could manage the distribution end and make sure the clothing got to the right person.

“Aberdeen Foyer immediately sprang to mind. We already knew the Foyer and the work they do in the community and we thought they would be the perfect partner for us in this project”

Muriel Roberts, Chevron Upstream Europe, Policy, Government and Public Affairs Manager.

Clothes Line was launched in Chevron House with a catwalk demonstration by some brave volunteer models (members of staff) of the kind of clothing that employees were being asked to donate. This ranged from smart attire that would be suitable for an interview to clothing more useful in hands-on occupations such as jeans, t-shirts, work shirts and sweaters.

There was an overwhelming response to the appeal for donations to Clothes Line. The generosity of Chevron staff was tremendous and far exceeded our expectations. Four Global Xchange volunteers sorted the items into batches which were distributed to our 6 supported accommodation sites.

“Thank you for the blue shirts and the yellow scarf, it’s the same colour as my coat and it is warm.”

This initiative made a great difference to Foyer tenants arriving to take up a tenancy who often have little more than a change of clothes. Wearing appropriate clothing for specific circumstances does so much to boost self confidence and in many cases helps people to fit in.

Several young people selected clothes and accessories which were used when attending important meetings, job interviews and for going to work. One young person managed to attend a wedding in a smart outfit and one young person was delighted with a warm jacket.

Our thanks to everyone at Chevron who generously donated such high quality clothes, shoes, bags etc to Clothes Line which made a real difference to the lives of many young people.

“This jacket fits very well, I will look after it and it will be my work jacket, thanks.”

“Thanks for the nice bag it’s just right for college.”

“Thank you for your generosity by giving me your shirts and stuff it will come in handy when going for that crucial job interview.” (This tenant started a job two weeks later after wearing donated clothes to the interview).



FINANCE

Statement of Financial Activities for Aberdeen Foyer and Foyer Enterprise for the years ending 31 March 2009 and 2010

	2010 £	2009 £
INCOMING RESOURCES		
Incoming resources from generated funds:		
Bank interest	-	469
Investment in Roadwise Driver Training	99,183	62,821
Voluntary income/Donations	105,857	105,004
Trading and Fundraising Activities	1,431,955	1,505,105
Other Incoming Resources		3,514
Incoming resources from charitable activities:		
Housing	1,310,163	1,327,231
Learning	1,705,550	1,515,191
Health	242,918	215,670
Other	214,541	229,239
TOTAL INCOMING RESOURCES	5,110,167	4,964,244
Less Investment in Roadwise Driver Training	(99,183)	(62,821)
GROUP INCOMING RESOURCES	5,010,984	4,901,423
RESOURCES EXPENDED		
Cost of generating funds:		
	34,846	14,261
Cost of Fundraising trading:	1,492,494	1,580,505
Charitable activities:		
Housing	1,300,275	1,235,065
Learning	1,491,506	1,392,133
Health	194,509	231,020
Other	206,298	316,296
Governance costs	9,144	7,875
TOTAL RESOURCES EXPENDED	4,729,072	4,777,155
Net income/(expenditure) for the year	281,912	124,268
Share of Roadwise Driver Training net income	5,707	6,210
Net movement of funds for the year	287,619	130,478
Total funds brought forward	508,753	378,275
Total funds carried forward	796,372	508,753

Aberdeen Foyer and Foyer Enterprise Balance Sheet - 31 March 2009 and 2010

	2010 £	2009 £
FIXED ASSETS		
Tangible assets	267,081	303,635
Investment in Joint Venture	36,917	31,210
	303,998	334,845
CURRENT ASSETS		
Stocks	12,268	13,740
Debtors	591,990	633,641
Cash at bank and in hand	250,414	23,988
	854,672	671,369
CREDITORS: amounts falling due within one year	362,298	486,974
NET CURRENT ASSETS	492,374	184,395
TOTAL ASSETS LESS CURRENT LIABILITIES	796,372	519,240
CREDITORS: amounts falling due after more than one year	-	10,487
NET ASSETS	796,372	508,753
FUNDS		
Restricted	109,823	146,530
Unrestricted	686,549	362,223
	796,372	508,753

This is a summary of information from the statutory annual accounts. The full annual accounts, which give a detailed overview of our financial affairs and the Auditors' Report are available from our registered office.

The group has made no gains or losses other than as reported above.

ANONYMOUS

My Journey from Iraq began in March 2007 when I was just 15 yrs old. It took me through several countries and I experienced some very dangerous and difficult situations. When we arrived in Britain, due to being a minor, I was taken into the care of the Social Work department. While in England I spent 1 1/2 yrs with 3 separate foster carers, attending school and college where I began to learn English.

As my cousin, the only family member I had in Britain was living in Aberdeen, I decided to apply for Aberdeen Foyer as I knew I needed support but also wanted to be closer to my cousin.

I was accepted for my tenancy and moved in July 2009. Since then I have taken part in many groups and activities. However one of the main goals I have had to address was to take my case for asylum status through the court system which has proved a long and difficult battle.

When I began my tenancy I took up a place in college to learn English but after several months found the class size and work difficult so decided to look for something which suited me better. I went on to study computing through the Foyer and have been working on various levels now for around 10 months. I also took part in several 'Reach Out' courses which helped build my confidence around others. I have completed 4 out of 5 modules in the 'Learning Power Award'. This will help me achieve a formal accredited qualification which will be very helpful in the future. More recently I have spent 6 months attending a 'Big Plus' class which has helped me greatly with my spoken and written English.

I have been working on my tenancy skills, cooking and budgeting as well as taking part in lots of activities including yoga, the gym and Foyer football.

When I first arrived in Britain, I was granted 'Limited leave to remain' for a period of 1 year and 2 months. I had difficulty accessing a solicitor who could take on my case, but finally found one in Edinburgh who could represent me. I have been helped greatly by support staff through this process which has taken about a year, several court hearings and appeals. Staff have also accessed support from local organisations and councillors in support of my case.

I am extremely happy to now have finally been granted 'refuge status' for 5 years.

I will soon be moving on from the Foyer and hope to live with my fiancé who I have been with for 18 months now. We also hope to get married very soon.

I would like to say that if it had not been for the commitment and very hard work of the staff who have supported me I don't know if I would have reached the place I am today.

ABERDEEN FOYER BOARD

Directors

Bill Ferguson (Chairman)
Hayden Barrett (Vice Chairman)
Frank Hughes
Ross Richardson
Liam Kerr
Keith Allan
Katy Gifford
David Paton

Member Directors

Cllr Hazel Al-Kowarri
Cllr Anne Allan
Cllr John Reynolds
David Young
Malcolm McNeil
Morag Hamil

Secretary

Ken Milroy

Aberdeen City sites

Aberdeen Foyer

Marywell Centre
Aberdeen AB11 6JF
Tel: 01224 212924
Fax: 01224 252899

Head Office

18 Marywell Street
Aberdeen AB11 6FS
Tel: 01224 212924
Fax: 01224 224268

Trinity Court (supported housing)

82a Crown Street
Aberdeen AB11 6ET
Tel: 01224 582900

Torry (supported housing)

139b Victoria Road
Aberdeen AB11 9LY
Tel: 01224 876167



aberdeen foyer

www.aberdeenfoyer.com

FOYER ENTERPRISE BOARD

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48 Queen's Road
ABERDEEN
AB15 4YE

Aberdeenshire sites

Aberdeen Foyer Stonehaven

67 Arduthie Road, Stonehaven
Aberdeenshire AB39 2NE
Tel: 01569 764695
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Aberdeen Foyer Peterhead

17 St Andrew Street
Peterhead
Aberdeenshire
AB42 IDS
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Aberdeen Foyer Fraserburgh

46a Broad Street, Fraserburgh
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Aberdeenshire AB42 2YF
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Fax: 01779 473940

Fraserburgh Learning House

Caledonia Court
High Street
Fraserburgh
Tel: 01346 518410

BANKERS

Bank of Scotland
201 Union Street
ABERDEEN
AB11 6UG

SOLICITORS

Paull & Williamsons
Union Plaza
1 Union Wynd
ABERDEEN
AB10 1DQ

Early Intervention

Aberdeen Foyer at Peterhead Academy
Prince Street
Peterhead
AB42 1SY
Tel: 01779 472231 Ext 4410

Foyer Enterprise sites

Foyer Restaurant + Gallery

82a Crown Street
Aberdeen AB11 6ET
Tel: 01224 582277
www.foyerrestaurant.com

Foyer Graphics

73 Huntly Street
Aberdeen AB10 1TE
Tel: 01224 562864
www.foyergraphics.com

Roadwise Driver Training

18 Marywell Street
Aberdeen AB11 6FS
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Freephone: 08000 151 642
www.roadwisedrivertraining.co.uk

Foyer Works

18 Marywell Street
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Tel: 01224 252363
www.aberdeenfoyer.com/foyerworks.html