

Possibilities for Each and Every Kid

18



PEEK

POSSIBILITIES FOR EACH AND EVERY KID

Annual Report 2017/2018

Welcome

A message from our Chief Executive

At Possibilities for Each and Every Kid (PEEK) we want to enhance possibilities for children and young people across Scotland.

All too often children and young people across our city and country are not experiencing the childhood they need, want and deserve. For many of them access to quality outdoor play and creative arts opportunities can be difficult as many barriers are put in their way.

However, as we approach our 18th anniversary I must take a moment to look back on the amazing journey PEEK has had in ensuring that the children we have engaged with across Glasgow have had such opportunities which for many have been life changing. So, in an attempt to capture PEEKs activity throughout 2017/18 we want to share with you some stories. Stories from our children and young people, parents, our people and partners as it's through these stories our approach can be brought to life demonstrating the impact made.

This year's story for PEEK as an organisation has been one of celebration, challenge and change. 2018 marks Year of the Young People across Scotland and we are delighted to be encouraging and introducing our young people to many more opportunities across their city and beyond. I must also highlight the many awards and recognition that both our young people and PEEK have received; Diana Award, Volunteer Friendly Award, Herald Society Partnership Award, Groundworks Best Community Project On Social Housing Estate, Young Volunteer Coach of the Year to name but a few.

Internally we have been developing our staffing structure, refining our systems, processes, policies and procedures as well as a move to smaller

more open plan premises still within the East End of Glasgow. We have said goodbye to some staff in the past year whom we wish well and thank them, for their considerable contribution. However, this has meant a great deal of change and challenge which we have faced head on as a team, supporting, encouraging, empowering and re-energising through such times enabling success. As a learning organisation we have continued to listen and hear what our children, young people, families and communities are telling us and at the same time we have provided our team with a range of training, development and leadership opportunities to ensure we have been able to respond to this whilst ensuring quality and best practise for those we serve.

Collaboration remains at the heart of everything we do and we have been fortunate to work with some amazing stakeholders, some of which are new to our story, whom have dedicated their knowledge, skills, money, time and resources to our work. There are too many to mention (See PAGE 19) but we thank you and look forward to our continued collaborations in ensuring that children and young people across Glasgow have opportunities to Play, Create and Thrive.

My personal thanks go to the hard working and passionate staff and volunteer team, our supportive and insightful board of directors and the many children, young people and families we serve. PEEK has been able to continue encouraging and making possibilities because of you and let's continue to write the stories which are full of inspiration and aspiration.

Melodie Crumlin
Chief Executive

A message from our Chairperson

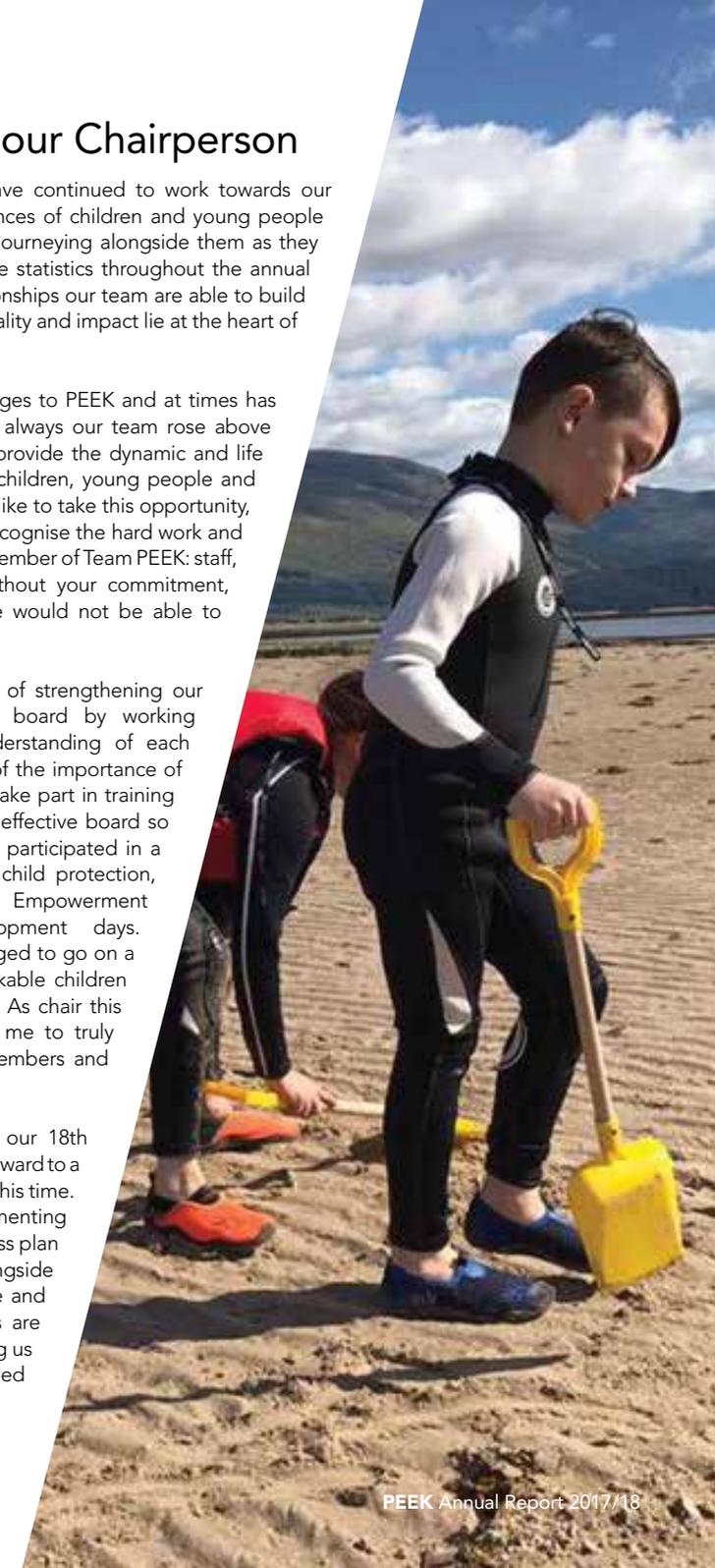
Throughout 2017/2018 PEEK have continued to work towards our mission "To improve the life chances of children and young people by unlocking their potential and journeying alongside them as they PLAY, CREATE and THRIVE". The statistics throughout the annual report are testament to the relationships our team are able to build but more importantly ensuring quality and impact lie at the heart of everything we do.

This year has brought many changes to PEEK and at times has brought some challenges but as always our team rose above those challenges to continue to provide the dynamic and life changing services to even more children, young people and their families across Glasgow. I'd like to take this opportunity, on behalf of the PEEK board to recognise the hard work and continued commitment of every member of Team PEEK: staff, volunteers and stakeholders. Without your commitment, enthusiasm and collaboration we would not be able to provide what we do.

As a board we see the benefits of strengthening our relationship between staff and board by working together we gain a better understanding of each other's roles. We are also aware of the importance of encouraging board members to take part in training to enable us to be a strong and effective board so over the last 12 months we have participated in a range of training: social media, child protection, board effectiveness, Community Empowerment Act and Board/Team development days. Moreover, I personally was privileged to go on a hopscotch holiday with 12 remarkable children and accompanying staff in 2017. As chair this was a wonderful experience for me to truly journey alongside those team members and youngsters.

Going forward 2018/2019 marks our 18th Birthday as a charity and we look forward to a range of celebrations throughout this time. At the same time we are implementing our final year of our current business plan so we look forward to working alongside the team, children, young people and others to ensure that their views are placed at the heart of this enabling us to continue to serve those that need us.

Jackie Gilmour
Chairperson



Children and Young people are at the heart of everything we do



“Music Hub is giving me the experiences I need to become a music teacher.”

“If it wasn't for PEEK I'd be out on the streets doing who knows what.”

“MY TIME as a volunteer was the best experience I have ever had. I have done so many things I thought I never would have done. I have made so many great friends and had lots of amazing opportunities. I have gained so much from volunteering and thanks to the team for sticking by me during all my awards for volunteering in my community. All I can now say is volunteering has changed my life and made me more confident as an individual”



“If I was being bullied I feel like I could talk to PEEK staff.”

“I STARTED volunteering when I was in third year through the Emerging Leaders project. I always had a special place in my heart for PEEK because PEEK has done so much for me growing up. The fun, the laughter, the tears - it's what makes PEEK stand out. I started volunteering as a way to meet other volunteers and get to be a part of the happy family known as PEEK. There never is a sad face to be found, whether it be the staff or the children you can't stop smiling and I'll never regret volunteering”

“As English is not my first language and I haven't been here for long, I was so shy to speak or deal with anybody, but now I feel more confident and more supported by others”

“We love PEEK because it's very fun to play, you get lots of exercise and we get to meet different people in our school who we don't usually play with.”

“I wish we had PEEK in our school every day.”



“I can't tell you the change I've seen in him since he's been coming here. Honestly, what you guys do is amazing. His confidence is the highest its ever been and I'm seeing him be the real D. I love my boy to death and this theatre group has given him more than you'll ever know. I'm so proud, I don't even know what else to say. Thank you so much. – Parent”

“PEEK has helped L to experience amazing opportunities, and helped her build confidence to go out and explore things in life, she makes me and everyone in her family very proud of her. I know that she is going be a better person and this will send her down the right path and I am very grateful for what PEEK have done for her. - Parent

“Of course we are really proud of B for volunteering and winning his awards like the Diana Award 2017 but above all, we are proud of the confidence that volunteering has given him. He has the confidence now to meet new people, to travel to new areas and try new things. We never push him to volunteer – everything is his choice. When I was young, we wouldn't go in to other areas but volunteering has made sure that B doesn't have that fear. If it wasn't for PEEK, he could be going down a very different route but he isn't hanging about the streets. From being at PEEK from a young age, he volunteered and is now working at PEEK. We're really proud of him” - Parent

“I used to be on medication for my mental health, I have depression and anxiety. Through PEEK and the school, I've got involved in so much good stuff with my daughter. If you speak to my GP, he will tell you I'm no longer on medication. Even he can't believe it, and it's down to this. It's down to PEEK and the school and all the clubs they do. They have helped me and my family more than anyone knows. I can't thank them enough.” - Parent

Our Social Aims and Impact

Our impact in numbers...

8428

Children & Young People engaged with our Play & Create activities with 54578 encounters

Remove barriers that potentially restrict a child or young person from achieving their full potential



198

Awards where achieved through Arts Award, Youth Achievement Award and Dynamic Youth Award We won 'Volunteer Glasgow Alistair.

Provide training & support to local young people, parents and other organisations through our best practice in Play & Create



2314

We delivered 2314 Play and Create sessions across Glasgow

Provide choices and opportunities in free play and creative learning



42

We engage with children and their families within 42 communities across Glasgow

Improved health, well-being and physical Literacies



33

We organised and supported 33 family events

Create safe environments to experiment and take risks



3629

3629 hours of volunteering completed by 54 Young Volunteers and 3 Adults volunteers

Increase confidence and self-esteem



12

Young Volunteers won awards including the Diana Award 2017

Reduce negative behaviour and anti-social behaviour



64

Young People took part in the Emerging Leaders Programme

Ensure children and young people's voices are heard by stakeholders



58

Our staff supported 58 day trips and residential's

Broaden Horizons



Children & Young People's stories

PEEK play engaged with a young boy who had recently come to Glasgow seeking refugee status due to the current conflicts in Syria.

Quiet, shy and withdrawn, he would often look to the PEEK Play Rangers and other participants to support and encourage him to play.

Although he wouldn't verbally speak about his experiences to other participants, it was observed through various play types by PEEK Play Rangers. PEEK Play Rangers often worked with him on a 1-1 basis whilst introducing him to new games and loose parts.



M is an 18 year old young woman who arrived in Scotland with her Mum and brother after spending her entire life in Egypt. The family arrived with very basic English and M was referred to us by her support worker at Loretto Care who believed Youth Theatre "could really improve her mental health and well-being".

We were able to provide transport which was highly beneficial for M as she explained how she was still pretty uncomfortable making her way around the city, particularly at nighttime and this was often stopping her from leaving the house. The group welcomed M with open arms and we

Over the last few months, he has made great progression in building trust and relationships with the PEEK Play Rangers and is becoming more confident in playing with other participants and taking the lead on games and offering new ideas. This young boy has started to bring along his younger sibling to the play session too and PEEK have offered the family other opportunities to support integration into their community.

“M has now revealed that thanks to an increase in confidence and ability she has applied and been accepted to a summer school programme in Glasgow University where she will study Biomedical Science! She will make her own way to and from classes, and “even if I am nervous I know I can do it!”. M has confirmed she will be returning to Youth Theatre and can't wait to be back.”

have watched her confidence build every week. With support and encouragement M decided to take on a role in the groups production "Wired", she was issued with a script and the group offered to record lines as a way for her to learn so she didn't have the added pressure of a script in a foreign language. However, when they sat down to do this M revealed that she had been working extra hard at home and had managed to learn all her lines, so instead of the group helping her, she went on to help others when struggling.

L has been involved with PEEK from the age of 5, she is now 15 and engages with our Youth Programme, through attending PEEK she has developed a variety of skills. At the beginning L was always the girl who said "I can't" when challenges arose due to lacking in confidence and low self-esteem. She had a lot of pressure from older friends to become this person she didn't want to be. L attends a variety of different sessions which include football and dance. Due to L involvement across the programme she has developed as a young girl and become the person she has always wanted. Her low confidence and self-esteem had started to fade away.

During summer 2017 L was part of 20 young people who gained a certificate through Snow Camp. During the course the tutor has suggested that L should take up the next level called (Excel) because she showed great signs of leadership and team work. L went on to complete this course with flying colours, she was then asked to attend another course which led to her gaining an assistant ski instructors qualification, first aid at work and child protection and safeguarding children.

As part of this 11 week programme, L had the chance to go to Italy with 20+ other young people on a residential to complete her assistant ski instructor.

L is now one of our amazing volunteers at PEEK and is a role model for a number of other YP, she has inspired so many of her friends and peers at school which has gave them the confidence to become a volunteer as well.

PEEKs youth programme has helped me become a better person than I would have if PEEK wasn't here, I can't thank them enough for everything they have given me."

“Without being given the opportunities at PEEK I would never had been able to build up my confidence and go to a different country for the first time in my life and got my first passport, whoop!”



Children & Young People's stories

L is 8 years old and began attending tennis sessions since January 2017. From the beginning it was clear that L was fairly competent at tennis and enjoyed practicing his skills and challenging himself to improve. He enjoys engaging in games against staff and older participants because it gives him a chance to further develop his skills, but L is also happy to play by himself – hitting shots against walls, practicing keep ups and other techniques.



Since attending these sessions L has also been attending street play sessions where he is keen to continue developing his skills in tennis and is introducing tennis to other street play participants. He is keen to show them things he has learned and tried during the tennis sessions at school and also helps younger participants develop their skills by teaching them the basics.

L is now taking on more a leadership role with the younger children, leading on games, activities and encourage other children to take part in physical activity through tennis during his sessions in both School and Community Street Play.

“ The tennis sessions have provided L an opportunity to explore tennis further, develop his confidence and fundamental movement skills. ”

A is a 12 year old boy who attended PEEK's youth summer 2017. At the beginning of the programme A was reluctant to take part and engage with other participants. He struggled to make friends and form relationships with other young people and often had mood swings and spent a lot of time by himself.

As the programme progressed, A became more and more engaged with the activities and with others and began to develop friendships with other young people he hadn't previously known or socialised with. He also began to develop bonds with staff which gave him the confidence to try new things.

By the end of the summer, A had made new friends and had tried new things. Staff could see he had gained more confidence and was more socialable and was also a lot calmer with his temper.



B first engaged with PEEK when he was 5 years old, participating in PEEK play and youth activities. He joined our volunteer team at 14, showing commitment and passion which won him a range of awards including the Glasgow City Council Sports Volunteer of the Year 2017, the Volunteer Glasgow Summit Award 2017 and the Sports Scotland Young Volunteer of the Year Award 2017.

B was also selected to receive the Diana Award 2017, an international award to recognise his outstanding contribution to volunteering in the UK, an incredible achievement. In 2017-2018, B went on to complete a successful paid internship with PEEK where he organised and delivered a community event in Calton in October and the following month, joined the PEEK staff team.

B has gone from strength to strength, completing his Bronze Youth Achievement Award and earning his SFA Early Touches Football Coaching and Level 1 Tennis Coaching badges this year.

“ He has since gone on to support many other young volunteers on their journey and has become an inspirational role model for us all. ”



Children & Young People's stories



There is a mother and toddler who attend PEEKaboo Play Café every week. Mum is lacking confidence in her parenting ability and can become withdrawn and embarrassed by her child if they become distressed. Mother and child have started arriving early for PEEKaboo play café sessions, even earlier than the leaders. Mum likes to help set up the room as she can chat with the staff while this happening. It is evident that mum needs to talk to another adult to combat the loneliness and isolation that can occur as a single parent.

Over the past few weeks Mum has noticed that her child loves to attend. She sees her child's personality and communication skills

developing while participating in the interactive creative activities and loves to set up play stations. Play acting is a common theme by exploring different headwear and developing personalities to accompany this, or exploring the ball pool and crepe paper on pizza week creating a pizza that can come to life! Another favourite activity is to imitate PEEK staff as they go about their activity. This is very funny! Mum is becoming more confident in her parenting skills and is recognising the developments of personality, confidence and creativity in her child.

M, 15, is a graduate of Peek's emerging leaders programme at St Andrews RC Secondary and has volunteered throughout our create programme and performed in this year's youth theatre production, 'listen'. Always busy, M also attends theatre and guitar classes out with school. Knowing that M is a keen performer, peek approached him about presenting the thrive awards and celebration evening 2017 in June and he jumped at the chance. On the night, he did a truly fantastic job and our guests commented on how amazing he was throughout and asked if he was a professional!

During the summer holidays, M was approached by the Scottish tourism alliance, after a recommendation by Melodie, PEEK CEO, to host their annual Scottish tourism conference in March 2018. M was unveiled at their autumn conference in October and will work with Steven Jardine, STV presenter, to develop his script and presenting skills before the conference event to over 700 delegates next year.

“ M said 'I can't thank PEEK enough for this amazing opportunity and for all of the support you have given me'. This is a once in a lifetime opportunity which could lead on to so many more opportunities for Marcus and we look forward to supporting him every step of the way. We are so proud of him. ”



What do our Partners Say?

"WE HAVE been working with PEEK recently on the Let's Play initiative, the children have loved the experience and have gained so many skills in a short space of time.

This is due to the patience and enthusiasm of the staff and their obvious belief in what they are doing. The children have learned many new games and have been witnessed teaching these to others as well as playing them along.

The use of Play Champs has encouraged children to take a more active leadership role in the playground and whilst not necessarily the most confident children has allowed them to grow and blossom at their own level. Their team work and co-operation skills have improved and they have a new found purpose both during sessions and after. We were lucky enough with the support of PEEK to

take the sessions out into the park which has been amazing and has really built on children's resilience and ability to take risks.

Their enthusiasm and willingness to have a go has increased and they have had super fun climbing trees, playing on rope swings, den building etc all of which has allowed them to develop confidence and have the ability to have a go.

It has been great to see the children have freedom and not feel bound by the rules and regulations that we tend to put on them.

We have loved the sessions and the impact PEEK has had on the classes as a whole but also on the individuals.

We would be keen to see this extended. Well done and thanks for all your efforts"

Shelagh Delahunt, Haghill Primary School

"We have worked in partnership with PEEK for many years – working together to improve the life chances of children and young people initially in Glasgow's East End but that great work is being extended across the city for all to benefit. By joining forces we are witnessing the real impact that PEEK is having on our communities and young people. PEEK offer a wide and varied range of opportunities free to our young people including volunteering, play, creative arts. I am very proud of the ethos and commitment amongst their staff to developing young people, communities and providing opportunities for all. The research about play having a positive impact on raising attainment is very encouraging and active play will be firmly embedded in Glasgow's Improvement Challenge over the next few years. "The Glasgow Active Play programme is about early intervention – changing the mind-sets of parents and children early leads to greater physical activity later in life, going outdoors more and leading a healthier life – all through play. Anyone can play! I am passionate about doing all that we can to improve the life chances of each and every one of Glasgow's

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I am passionate about doing all that we can to improve the life chances of each and every one of Glasgow's." **Maureen McKenna, Executive Director of Education, Glasgow City Council**



"PEEK have been a true asset in enhancing teaching and learning in our school for a wide range of pupils, across different stages. Our pupils and staff are currently benefitting from the BE project as well as SHINE.

I have never come across staff with such commitment. It is clearly evident that each and every one of them that I have worked with believe and value what they do and they are all desperate to make a difference, always looking to take advantage of reflections and evaluations.

The passion that they bring is not only inspiring but also infectious. When I first contacted PEEK to work with me and the pupils in my school, I had no idea how much of an impact they would have.

I am hopeful that our school can continue to work with this wonderful team and continue to touch the lives of many in the wide experiences that they bring."

Mary Moore, St Rose of Lima Primary School

"This is wonderful. I'm so pleased. What an achievement. I would like to take this opportunity to thank PEEK for making such a difference to young lives. - Support Worker Lorretto Housing"



What do our Partners Say?



“The best thing about PEEK is that they’re so well engaged with the children they add to the impact in terms of promoting positive play, they’ve got more children more active more often engaging in all these wonderful peek activities and its actually helping in terms of promoting positive behaviour because the rate of children engaging in physical activities has increased and actually the tone within the school’s improved because children really embrace all the things that peek has to offer they’ve been a wonderful asset. This is our second year of a positive spell with PEEK and we look forward to what happens in the future”

Leila Frondigoun, Concrete Garden

“Mondays and Wednesdays are the best days in the playground because PEEK are here”

Support for Learning Worker, Avenue End Primary School

“Our lunchtimes are much more peaceful, fun and playful, we have less issues after lunch which impacts on the teaching time as kids are able to settle more quickly into class after breaks to learn much better now since PEEK have been involved in the playground”

Deputy Head, Avenue End Primary School

Key Partners:

Calton Parkhead Parish Church, Children in Scotland, Church House, Concrete Garden, Dalmarnock Primary, EY Foundation, Family Holiday Association, Glasgow Life, Glasgow Council for Voluntary Sector, Glasgow Youth Arts Hub, NHS Health Improvement Team, Hopscotch Holidays, IKEA, Medics Against Violence, PilotLight, Platform, Ruchazie Parish Church, Scottish Tourism Alliance, Scottish Sport Futures, Snow Camp, Tennis on The Road, Tennis Scotland, Thriving Places PDC, Tesco Parkhead, Virgin Money Glasgow, Violence Reduction Unit, Volunteer Glasgow and Youth Scotland.

PEEK would also like to specially thank Glasgow City Council – Education Services for their ongoing support throughout 2017/18. We have worked in partnership with 5 secondary schools and 25 primary schools across Glasgow.

Financial Support

Financial statement



Income

Grant & donations	90%
Commissioned work	9%
Fundraising	1%



Expenditure

Charitable activities	93%
Support costs	5%
Governance costs	2%

Supporters

Andrew Llyod Webber, Bank of Scotland Foundation, BBC Children in Need, Big Lottery Fund, Bill Gosling – AIC, Church of Scotland, Clyde Gateway, Clyde Cash for Kids, Clydesdale Bank, Comic Relief, Ernest Cook, Faith in the Community, Foundation Scotland, Glasgow Housing Association, Glasgow City Council, Glasgow Community Planning, Henry Smith Foundation, Inspiring Scotland, Morgan Stanley, NHS – Health Improvement Team, People’s Postcode Lottery, PricewaterhouseCoopers, Robina Goodlad Memorial Trust, Speirs Gumley, Spirit of 2012, St. James Place, Tesco Bags of Help Groundworks UK, The Gannochy Trust, The Rank Foundation, The Rozelle Trust, YOMO – Youthbank, Western Lawn Tennis and Squash Club, Wheatley Group and Youthlink Scotland.

Awards



We have received a variety of awards and nominations throughout the year including:

Finalist at Youthlink Scotland Awards 2018 – Best Team, Finalist SSF Awards – Partnership Award 2017, Groundwork UK – Best Community Project on Social Housing Estate Award 2017, Sport Scotland – Young Volunteer of the Year Award 2017, Sports Council for Glasgow ‘Young Volunteer of the Year Award 2017, Herald Society Awards – Partnership Award 2017, Volunteer Friendly Award 2017, Rank Foundation Memorial Award 2017, Volunteer Glasgow Summit Award 2017, Diana Award 2017, Alistair Malloy Inspire Awards – Innovation Award 2017



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Our Supporters & Funders



INVESTOR IN PEOPLE



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