What we do:
Entice & Excite communities to have fun, enjoy, benefit from & protect the wonder of Scotland’s natural environment.

How we do it:
Train local environmental leaders to develop community initiatives that encourage respect and care for our natural environment.
I am delighted to say a few words marking another year of Backbone CIC and its work across Scotland. We have continued to stay true to our focus and ethos: Enticing and exciting people from marginalised groups, particularly BME women to engage in the outdoors. New groups have continued to come on board and experience the 'Backbone way' of engaging with wonderful and varied outdoor landscape of Scotland in ways that do not compromise their cultural practices.

I personally feel Backbone CIC has challenged the notion of groups being 'hard to reach' as all our programmes have been over-subscribed; people being apathetic, as all of our participants have gone on to set up outdoor activities within their own communities enthusing and enticing others who have not engaged in any physical activities. Former participants have also gone on to formally volunteer with some of our stakeholders, obtained jobs in the environmental sector, added outdoor/environmental activities to the list of activities run by their own community organisations.

The integrity we have set ourselves as a standard for how we operate I feel, has had impacted on our partners and community organisations. We have been involved in more strategic discussions with how other environmental organisations engage with marginalised communities in a meaningful way; community organisations have improved their internal operations directly as a result of working with Backbone CIC.

These achievements have come from the foundation of our core programmes continuing to focus on providing a safe and comfortable space for people and organisations to grow. A simple phrase, that based on continual open dialogue as well as encouraging people and organisations to move beyond their comfort zones. Our alumni continue to lead environmental initiatives throughout Scotland, including large events and local cycling and walking projects.

The achievements of Backbone CIC is down to all the people who have given the time, commitment and support to help us deliver these fantastic programmes, as ever prompted by the energy, infectious enthusiasm and organisation of Pammy Johal. On behalf of the Board of Directors I would like to thank all of those who have helped us in our achievements.

Dexter du Boulay,
Director.
Who We Are

Directors

Founder & Operations Director:

Directors:
Ayudh Bhattarai (Dec 2016-Aug 2017)
Madhavi Apparalla (Dec 2016-Aug 2017)
Sui Juan Wen (Dec 2016-Aug 2017)

Partners 2016-17

A huge thanks to all those that supported our projects this year!

Cairngorms National Park Authority
Cycling Scotland
Esmee Fairbairn Trust
Fife Outdoor Education
Heritage Lottery Fund
John Muir Trust
Loch Lomond & Trossach’s National Park Authority
National Trust for Scotland
Forestry Commission Scotland
Scottish Natural Heritage
Scottish Ranger Service
The Rank Foundation
What We Do

We provide tailored environmental activities to ‘marginalised communities’; excluded communities who cannot access mainstream opportunities due to any of and not limited to: religious, cultural, racial, social or economic reasons and for those who lack confidence. Our initiatives build personal and community confidence to enable effective participation in today’s multi-cultural society.

We have created a network of Backbone initiatives across Scotland and the rest of the UK, centered on our core value of partnership working based on:
- Genuine intention and trust
- Mutual respect
- Working for the direct benefit of local communities

We develop locally led sustainable environmental projects aimed to Entice & Excite everyone to engage with, benefit from and protect Scotland’s natural environment.

a. Use outdoor activities and the natural environment to enhance the quality of life of communities and bring communities from different backgrounds and cultures together.

b. Capacity build community groups through partnership working based on genuine intention with other community and environmental organisations

c. Introduce the wider benefits of outdoor activities and engagement with the natural environment to marginalised groups, with specific reference to Black & Minority Ethnic (BME) communities: health, well-being, social, self confidence, speaking English, educational and family recreation etc

d. Provide powerful role models from marginalised communities, with specific reference to BME communities by providing leadership, community and personal development training, events and advice through the use of outdoor activities and the natural environment.

e. Provide training to marginalised groups, with specific reference to BME communities and the wider community on how to build sustainable communities through engagement and enhanced understanding of the natural environment.

f. Empower marginalised communities, with specific reference to Black & Minority Ethnic (BME) communities to take control of their lives, work with their communities and others to protect, improve and sustain our natural environment on a local, national and global level.

g. Provide networking events and training to bring together marginalised groups, with specific BME communities and wider community organisations to encourage partnership working.
Here’s what Backbone CIC can shout about this year!

- 3 new Directors formally on the Board recruited from our alumni.
- We are now almost at the end of the 2nd year of our 3yr Community Leadership Project (CLP), a challenging project in terms of retention, however the outputs have been outstanding. An interim report is available.
- We have completed our 2nd year Women’s Exploring Natural Heritage Project, with 8 women on board and completing their Sports Leaders: Lowland Leader Award and giving back to their communities.
- Formal qualifications delivered to our leadership pool:
  - Lowland Leader Training
  - Hill & Moorland Training
  - Summer Mountain Leader Training
  - Bushcraft Certificate of Competence
  - Velotech Bronze & Silver
- The above leadership participants have delivered the following this last year:
  - Outdoor Festival for All @ Blair Atholl for over 200 people
  - 7 residential experiences for their community groups
  - 6 self-sustaining bike projects
  - 8 self-sustaining walking projects
  - 5 Climate challenge projects
  - Plus on-going one off events and projects
- The outcomes of our 3yr CLP project to date have inspired the board to embark on a significant evaluation of the impact of ALL our leadership programmes: Changing Landscapes, we anticipate starting this in 2018.

**Changing Landscapes:**
That is what Backbone CIC continues to do in the environmental arena in Scotland and we are looking forward to capturing the facts, figures and live gems via case studies next year. So stay with us for the next installment!

**Backbone CIC Directors:**
Ayudh, Dexter, Madhavi, Pammy, Sui Juan
Founder’s Message

A year of organisational development and growth, laying the foundation for Backbone CIC to continue on its journey of making a difference to the communities we serve.

We are ready to reshape Backbone CIC and take it back to its root purpose of offering adventure in wild landscapes to communities who would not have the opportunity. Changing Landscapes keeps coming to mind and will be our main focus as we build our strategic plan for 2018 onwards.

A huge THANK YOU to our Board of Directors, our participants and partners who continue to do what they are good at, to support and encourage the work that Backbone CIC has set out to do.

Roll on 2018!.. and see you around then!

Pammy Johal
Founder &
Operations Director